2019 Annual Report on Intra-EU Labour Mobility

Final Report January 2020

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Country codes[1]

AT	Austria	**EE**	Estonia	**IS**	Iceland	**PL**	Poland
BE	Belgium	**EL**	Greece	**IT**	Italy	**PT**	Portugal
BG	Bulgaria	**ES**	Spain	**LT**	Lithuania	**RO**	Romania
CH	Switzerland	**FI**	Finland	**LU**	Luxembourg	**SE**	Sweden
CY	Cyprus	**FR**	France	**LV**	Latvia	**SI**	Slovenia
CZ	Czechia	**HR**	Croatia	**MT**	Malta	**SK**	Slovakia
DE	Germany	**HU**	Hungary	**NL**	Netherlands	**UK**	United Kingdom
DK	Denmark	**IE**	Ireland	**NO**	Norway		

Abbreviations and acronyms

AFMP	Agreement on Free Movement of Persons[2] (for definition see box below).
EFTA	European Free Trade Association (Switzerland, Iceland, Liechtenstein and Norway). Only Switzerland, Iceland and Norway are included in this report, as no data for Liechtenstein are available from the EU-LFS.
EU	European Union.
EU-8	Eight of the 10 Member States that joined the EU in 2004, i.e. Czechia, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia.
EU-13	The countries which joined the EU between 2004 and 2013, i.e. Bulgaria, Cyprus, Croatia, Czechia, Estonia, Hungary, Latvia, Lithuania, Malta, Poland, Romania, Slovakia and Slovenia.
EU-15	The countries which joined the EU prior to 2004, i.e. Austria, Belgium, Denmark, Finland, France, Germany, Greece, Ireland, Italy, Luxembourg, Netherlands, Portugal, Spain, Sweden, UK.
EU-LFS	EU Labour Force Survey – see Eurostat website and Annex A.2 of this report for more detail.
pps	Percentage points: the difference between two percentages, e.g. two employment rates, is calculated in the unit of percentage points.
TCNs	Third-country nationals: residents of EU and EFTA countries who are neither EU nor EFTA citizens.

[1] Throughout this report countries are listed in alphabetical order of their codes, as per the EU's inter-institutional style guide section 7.1, except when, for reasons of clarity, they are arranged by data size.

[2] Agreement between the European Community and its Member States, of the one part, and the Swiss Confederation, of the other, on the free movement of persons, 22002A0430(01), Official Journal L 114, 30/04/2002 P. 0006-0072

Definitions

Absolute length of stay	In this study, this term is used to describe the time between movers' arrival to and departure from the country of destination.
Active	Any person who is either employed or unemployed (EU Labour Force Survey (EU-LFS) definition).
Agreement on the free movement of persons (AFMP)	Bilateral Agreement between the European Union and Switzerland that grants the citizens of Switzerland and of the EU the right to freely choose their place of employment and residence within the national territories of the contracting parties. The Agreement was signed in 1999 and entered into force in 2002. It was subsequently extended to the Member States that joined the EU after 2002[3].
Baltic countries	Estonia, Latvia, Lithuania.
Circular mobility	Circular mobility is a repetition of cross-border movements of residence by the same person between two or more countries. This definition is also used by the European Migration Network (EMN, 2011).
Country of citizenship	The country of which the person holds citizenship.
Country of origin	Since in this report, 'movers' are defined mainly based on citizenship (and, in section 2, also on country of birth), the term 'country of origin' is used interchangeably with 'country of citizenship'.
Country of residence	The country in which a person habitually resides. According to Regulation (EC) No 862/2007 on Community statistics on migration and international protection, 'usual residence' means the place at which a person normally spends the daily period of rest (…) or, by default, the place of legal or registered residence. In this report, persons are counted as 'residents' of a certain country if they have resided there for at least 12 months or intend to do so. This is in line with measurement, as the EU-LFS[4] and the Eurostat migration statistics only capture persons who stay, or intend to stay, in a country for one year or more.
Cross-border worker	Cross-border workers are employed or self-employed in a country other than their country of residence. Cross-border workers may include the legally defined groups of seasonal[5] and frontier workers[6] and may also include some posted workers (Regulation 883/2004)[7]. However, the

[3] Swiss Confederation (*Schweizerische Eidgenossenschaft*), 'Free movement of persons', available at: https://www.eda.admin.ch/dea/en/home/bilaterale-abkommen/ueberblick/bilaterale-abkommen-1/personenfreizuegigkeit.html, accessed on: 10/09/2018.

[4] See EU-LFS Explanatory Notes, p. 4, available at: http://ec.europa.eu/eurostat/documents/1978984/6037342/EU-LFS-explanatory-notes-from-2014-onwards.pdf

[5] Seasonal workers are defined in Regulation (EEC) No 1408/71 on the application of social security schemes to employed persons and their families moving within the Community, Article 1(c) , while they are no longer defined under the currently applicable rules in Regulation (EC) No 883/2004; they enjoy the right to free movement according to Regulation (EU) No 492/2011 and equal treatment with nationals according to Directive 2014/54/EU. For more details on the definition, please consult the 2016 Annual Report on intra-EU Labour Mobility, Section 2.2.3.

[6] *Frontier workers* are defined as cross-border workers who return to their country of residence 'as a rule daily or at least once a week', according to Regulation (EC) No 883/2004, Article 1(f); they have the right to equal treatment with nationals according to Directive 2014/54/EU. For more details on the definition, see 2016 Annual Report on intra-EU Labour Mobility, Section 2.2.3.

[7] Further explanations on the legislative framework can be found in the specific report on posting: F. De

	data measured is not limited to these categories, but includes all persons who live in one country and work in another. To align with the other parts of the study, data presented here only looks at cross-border workers of EU or EFTA nationality. Therefore, for the purposes of this study, cross-border workers are defined as EU or EFTA citizens who live in one EU or EFTA country and work in another. Cross-border workers therefore move across borders regularly[8]. They can be EU-28/EFTA movers – meaning they live in a different Member State than their country of citizenship – and cross-border workers at the same time (for example, where a French person lives in Belgium and works in Luxembourg)[9]. Note that figures may differ from those measured by administrative data (PDs S1), as mentioned in section 3. This is due to inter alia different forms of reporting (one is based on a survey, meaning self-reporting, the other is based on the issuance of administrative documents).
Eastern European countries	Bulgaria, Czechia, Hungary, Poland, Romania, Slovakia, Slovenia, (definition created for the purposes of this study).
Employed	Any person engaged in an activity to produce goods or provide services for pay or profit (ILO definition). Operationally, the concept is measured through specific surveys such as the EU-LFS. In the EU LFS, a person is defined as employed if in a reference week worked for at least one hour, or had a job or business but was temporarily absent.
Employment rate	The percentage of employed persons, over the total population in the same reference group.
EU-28/EFTA movers	EU-28 or EFTA citizens who reside in an EU-28 or EFTA country other than their country of citizenship (definition created for the purposes of the study). The analysis in section 2 ('Mobility of workers') focuses on EU-28/EFTA movers who were also born outside their current country of residence.
Foreigner	Any person who is not a citizen of the country in which he/she resides. This term is used here to refer to both EU-28/EFTA movers and third-country nationals (TCNs).
Inflows	The total number in the year of reference of persons who establish their usual residence[10] in a given country for a period that is expected to be at least 12 months, having previously resided in a different country[11].
Inflow rate	The percentage of inflows of citizens of another EU Member State over the total resident population in the same age group in the country of destination.
Inactive	Any person who is not active.

Wispelaere, L. De Smedt and J. Pacolet (2019), 'Posting of workers. Report on A1 portable documents issued in 2018', Network Statistics FMSSFE, European Commission.

[8] The frequency of commuting cannot be identified in the EU-LFS, which is the data source for the estimation of numbers of cross-border workers.

[9] For a more detailed definition, see European Commission, 2011, Mobility in Europe, p. 86.

[10] According to Regulation (EC) No 862/2007 on Community statistics on migration and international protection, 'usual residence' means the place at which a person normally spends the daily period of rest (…) or, by default, the place of legal or registered residence.

[11] Regulation (EC) No 862/2007, Article 2 (1)(c), defining 'immigration'; this Regulation is the basis for the collection of Eurostat migration data, which are mainly used in this report to calculate immigration rates.

Mobile worker	In this report, mobile workers are defined active EU-28 citizens who reside in a Member State or EFTA country other than their country of citizenship.
Mobility	This means EU or EFTA citizens moving their habitual residence to another Member State/EFTA country other than their citizenship and/or working in a different Member State/EFTA country than the one where they reside (cross-border workers).
Nationals	Any person holding citizenship and living in the reporting country of residence.
Net intra-EU mobility	Net intra-EU mobility is difference between inflows and outflows of nationals, EU-28 and EFTA movers from/into a certain EU Member State. It is calculated as the subtraction of outflows from inflows and can be negative (a Member State experienced higher outflows than inflows) or positive (higher inflows than outflows).
New EU-28 movers	EU-28 movers of working age and with a length of stay of up to two years.
Outflows	The total number in the year of reference of persons who cease to have their usual residence[12] in a Member State for a period that is, or is expected to be, at least 12 months[13].
Outflow rate	The percentage of outflows of a certain group of people over the population in the same reference group[14] residing in the country of origin[15].
Posted worker	Posted workers for the purpose of this report includes persons covered under Art.12 and Art. 13 of Regulation 883/2004 on the coordination of social security systems and includes employed persons who are employed by an employer which normally carries out its activities in a Member State and who are posted by that employer to another Member State to perform work on its behalf, and persons who normally pursue an activity as a self-employed person in a Member State who go to pursue a similar activity in another Member State; and such persons who pursue an activity as an employed/self-employed person in two or more Member States.[16]
Return mobility	Return mobility is movement of EU-28 citizens back to their country of citizenship from another Member State. Figures are estimated based on migration statistics, i.e. the inflow of nationals to a certain Member State or the outflow of EU-28 movers from a certain Member State. Using the EU-LFS, returnees (returning movers) are estimated by the

[12] According to Regulation (EC) No 862/2007 on Community statistics on migration and international protection, 'usual residence' means the place at which a person normally spends the daily period of rest (…) or, by default, the place of legal or registered residence.

[13] Regulation (EC) No 862/2007, Article 2 (1) (c) defining 'emigration'; this Regulation is the basis for the collection of Eurostat migration data, which are mainly used in this report to calculate emigration rates.

[14] For example: outflow rates of nationals are calculated as outflows of nationals over the total number of nationals residing in the country; total outflow rates are calculated as all outflows over the total population residing in the country.

[15] Ibid.

[16] For further information on the legislative background, please consult: F. De Wispelaere, L. De Smedt and J. Pacolet (2019), 'Posting of workers. Report on A1 portable documents issued in 2018', Network Statistics FMSSFE, European Commission.

	number of nationals living in a certain Member State who had been resident in another Member State in the previous year.
Recent EU-28/EFTA movers	EU-28 and EFTA citizens between the ages of 20 and 64, who have lived in an EU-28 or EFTA country other than their country of citizenship for up to 10 years, as of 2016[17] (definition created for the purposes of this study).
Short-term cross-border worker	For the purpose of this study, this term refers to cross-border workers who have worked in another EU Member State than their country of residence for a period of up to 12 months. The data refers to the number of portable documents S1 and the limitations of this approach are explained in section 3.4.2 below.
Unemployed	Any person who is not currently employed but who is available for work within two weeks and is actively seeking work (International Labour Organization (ILO) definition).
Unemployment rate	The unemployment rate is the share of unemployed from all active (unemployed plus employed) persons in a given reference population.
Western European countries	EU-15 countries, namely: Austria, Belgium, Denmark, Finland, France, Germany, Greece, Ireland, Italy, Luxembourg, Netherlands, Portugal, Spain, Sweden, United Kingdom.
Working age	For the purpose of this study, person aged between 20 and 64 years.

[17] Figures capture length of stay in the current country of residence. This means that persons with country of citizenship A (e.g. Italy) who have resided in country B (e.g. Germany) for less than 10 years will be counted as 'recent EU-28/EFTA movers'. However, these persons may have previously resided in another country C, which is not captured by the data.

EXECUTIVE SUMMARY

The annual report on intra-EU labour mobility provides updated information on labour mobility trends in EU and EFTA countries. The analysis considers the mobility of all working-age citizens (20-64 years) as well as the mobility of those who are active (employed and unemployed). The report also looks at indicators of economic integration of mobile citizens, such as employment/unemployment rates and occupations. This year the specific topic on mobility spells is also analysed.

The two main data sources used are Eurostat population and migration statistics – for mobility of all citizens – and the European Labour Force Survey (EU-LFS) for the analysis of mobility of active citizens and economic integration[18].

Main findings

The latest developments confirm that **intra-EU mobility continued to grow, but at a slower pace than in the previous years**.

In 2018, there were **17.6 million EU-28 movers[19] in the EU**, out of which **12.9 million EU movers of working age** (20-64 years), according to Eurostat population statistics. The stock of EU movers of working-age grew by only 3.4% in 2018, in comparison to the average 5% from previous years.

The EU-LFS indicates a figure of 11.7 million EU movers of working age, out of which active movers make up 83% (9.7 million in 2018), a 2% increase from 2017.

In addition, there were **1.5 million cross-border workers in the EU**[20].

Around **half of all EU movers reside** in either **Germany or the UK** and a further quarter reside in Spain, Italy or France. **Romania, Poland, Italy, Portugal and Bulgaria** remained the five **most important sending countries** in 2018.

Net mobility of EU-28 movers[21], while remaining positive, continued to decrease in 2017 (-18%). **Net mobility** of nationals of EU Member States **remained negative**[22], nevertheless the share of those who returned compared to those who left in 2017 increased to 72% (66% in 2016), **meaning that for every four persons who leave, three return**.

The employment rate of EU movers increased from 76% in 2017 to 77% in 2018, 3 pps above that of nationals in the host countries. Also, EU movers' unemployment rate, while declining to 7%, remained 1 pps higher than that of nationals of the host countries. When **comparing employment rates** of EU movers to those of citizens in their countries of origin who did not move, **those who moved are more likely to be employed than those who did not**[23]. In most Member States, **EU-28 movers are also less likely to be unemployed than those remaining at home**.

[18] For methodological reasons estimated numbers of EU movers differ.
[19] Defined as EU citizens living in an EU Member State other than their country of citizenship.
[20] These are EU or EFTA citizens living in one EU Member State and working in another.
[21] The difference between the number of EU-28 movers coming to and leaving a Member State.
[22] More nationals left their country of origin than returned.
[23] Exceptions to this include the UK (-10 pps), Germany (-5 pps) and the Netherlands (-7 pps).

The main sectors of employment for EU movers in 2018 were, similar to the previous year, **manufacturing, wholesale and retail trade, construction and accommodation and food services**, and, compared to 2017, **significant gains** of employed movers could be found in the **IT sector** (+ 14%).

Across the EU, 36% of active EU-28 movers have high education levels 40% medium and 23% lower education levels. **A fifth of EU movers is employed in low-skill or elementary occupations**[24] that require only a lower secondary degree; **another fifth is employed in high-skill occupations**. The remaining movers are employed in occupations with medium skill level requirements.

As regards the **mobility spells**, data showed that among those movers who stayed in their host country for at least one year ('long-term movers'), **over 50% stayed only between one and four years**. Furthermore, **mobility of a few years** (1 to 4 years) has **increased significantly since 2004**.

A similar trend can be observed in short-term mobility (moving for less than 12 months): **numbers of short-term movers increased** in total and as a proportion of all movers since 2004. However, there are country differences when compared to long-term mobility: whereas short-term mobility increased much stronger than long-term mobility in Germany, the opposite is true for the UK. Furthermore, posting of workers – which can be considered a special form of short-term mobility, given that the average length of posting is three months – almost doubled in volume since 2011.

Data on circular mobility is very scarce and specific to national contexts. However, as those who moved once have been found to be more likely to undertake subsequent moves, the general increase in mobility, and especially in short-term mobility, suggests also **an increase in circular mobility.**

[24] Elementary occupations, which according to the International Labour Organisation's ISCO-08 require skills at the first ISCO skill level, include cleaners and helpers, agricultural, forestry and fishery labourers, labourers in mining, construction, manufacturing and transport, food preparation assistants, street and related sales and services workers and refuse workers. ISCO-08, available at: https://www.ilo.org/public/english/bureau/stat/isco/isco08/index.htm.

A. INTRODUCTION

Aim of the report

This report presents labour mobility flows and patterns in the EU, as per Article 29 of the Regulation on a European network of employment services (EURES)[25]. It provides key quantitative information to ensure better implementation of initiatives to support the right of workers to free movement. While reports based on different national sources are published from time to time, and EU-wide reports often focus on intra-EU mobility in general, information specifically on intra-EU labour mobility using harmonised and comparable data across the EU is not regularly available. This annual report on the specific issue of intra-EU labour mobility presents general information on stocks and flows of all — particularly active — intra-EU movers, together with information on occupational structure, age structure and employment rates. The report addresses a variety of specific topics, depending on current developments and policy needs.

Specific topics addressed in the Annual Reports are:

- 2014 Annual Report: mobility of young and highly educated people.
- 2015 Annual Report: mobility of cross-border workers.
- 2016 Annual Report: mobility of pensioners; return mobility.
- 2017 Annual Report: gender dimension of mobility; language and other obstacles and drivers of mobility; mobility of health professionals.
- 2018 Annual Report: qualifications of EU-28 movers; household composition of EU-28 movers.
- 2019 Annual Report: mobility spells.

For this 2019 report, Section B.1 focuses on stocks and flows of EU-28 movers in the EU-28/EFTA countries in 2017/2018 and looks at how these have developed in recent years. Different key figures are compared to draw conclusions on broad trends in the direction of main mobility flows, including the gender dimension.

Section B.2 focuses on active EU-28 movers (or EU-28 mobile workers), defined as employed persons and jobseekers. Because the EU-LFS allows more precise analysis, this section focuses on active EU-28 movers who were born outside their current country of residence. As with Section B.1, this section provides figures on stocks in 2018 and recent developments, as well as examining the characteristics of these workers (labours status, education structure, occupations, sectors, over-qualification) and comparing these to nationals in the countries of destination and in the countries of origin. It also identifies similarities and differences between the gender groups. The section closes with a look at the latest trends in cross-border mobility.

Section B.3 aims to analyse the length of mobility spells and whether those have changed over time. For this purpose, the analysis looks at the age at which EU citizens typically moved, how long movers stay abroad, how short-term mobility (below 12 months) developed compared to long-term mobility (one year or more), and how likely it is that EU

[25] Art. 29: 'The Commission and the Member States shall monitor and make public labour-mobility flows and patterns in the Union on the basis of reports by the European Labour Authority, using Eurostat statistics and available national data.'; Regulation (EU) 2016/589 of the European Parliament and of the Council of 13 April 2016 on a European network of employment services (EURES), workers' access to mobility services and the further integration of labour markets, and amending Regulations (EU) No 492/2011 and (EU) No 1296/2013.

citizens move several times in their lives. The analysis is based on a broad review of academic empirical studies as well Eurostat analyses and national data sources.

Legal background: EU applicable rules and recent developments

The principle of free movement of workers is enshrined in Article 45 of the Treaty on the Functioning of the European Union (TFEU). The Treaty rules on free movement of persons initially applied only to economically active persons (i.e. employed persons and jobseekers)[26].

In 1993, the Maastricht Treaty gave new life to the EU rules on free movement of persons, enshrining the Article 20 right of EU citizenship and giving, in Article 21, all EU citizens and their family members the right, in principle, to move and reside freely within the EU. These provisions must be viewed in the context of the general principle of non-discrimination based on nationality enshrined in Article 18 of the TFEU and in Article 21(2) of the Charter of Fundamental Rights of the European Union.

Secondary legislation set out more detailed rules to regulate free movement, through Directive 2004/38/EC on the right of citizens of the Union and their family members to move and reside freely within the territory of the Member States[27].The Directive codified previous legislation which dealt separately with distinct categories of EU citizens. The specific rights concerning free movement of workers and their family members are provided in Regulation (EU) No 492/2011 (replacing Regulation (EC) No 1612/68). Accordingly, all Union citizens and their family members have the right to move and reside freely within the territory of the Member States[28]. Inactive EU citizens have the right to reside in another Member State for more than three months if they have sufficient resources and comprehensive sickness insurance cover[29]. Moreover, Directive 2015/54/EU on measures facilitating the exercise of rights conferred on workers in the context of freedom of movement for workers aims at ensuring a more effective and uniform application of the right to free movement and provides specific rules for effective enforcement.

The free movement of persons also applies to countries which are part of EFTA30, as a result of the Agreement creating the European Economic Area (EEA) and the Agreement on the Free Movement of Persons (AFMP) with the Swiss Federation[31].

Recent developments were the following:

On 31 July 2019, the Regulation establishing the European Labour Authority (ELA)[32] entered into force. The ELA will have its seat in Bratislava and will activate with around

[26] Regulation (EU) No 492/2011 of the European Parliament and of the Council of 5 April 2011 on freedom of movement for workers within the Union.

[27] Directive 2004/38/EC of the European Parliament and of the Council of 29 April 2004 on the right of citizens of the Union and their family members to move and reside freely within the territory of the Member States, OJ L 158, 30 April 2004, pp. 77–123.

[28] Council Directive 2004/38/EC on the right of citizens of the Union and their family members to move and reside freely within the territory of the Member States.

[29] Juravle, C. et al. (2013) 'A fact finding analysis on the impact on the Member States' social security systems of the entitlements of non-active intra-EU migrants to special non-contributory cash benefits and healthcare granted on the basis of residence', European Commission, p.1.

[30] EFTA countries included in this report are Iceland, Norway and Switzerland. Liechtenstein was excluded as no data are available from the EU-LFS.

[31] Decision 94/1/EC and Decision 2002/309/EC. Additional protocols were signed to extend the agreement to 'new' Member States in 2006 and 2009: Council Decision 2006/245/EC and 2009/392/EC.

[32] Regulation (EU) 2019/1149 of the European Parliament and of the Council of 20 June 2019 establishing a European Labour Authority.

140 staff members. The objective of the ELA is to 'contribute to ensuring fair labour mobility in the internal market'. To this end, it will:

- (a) facilitate access to information on rights and obligations regarding labour mobility across the Union as well as to relevant services;
- (b) facilitate and enhance cooperation between Member States in the enforcement of relevant Union law across the Union, including facilitating concerted and joint inspections;
- (c) mediate and facilitate a solution in cases of cross-border disputes between Member States; and
- (d) support cooperation between Member States in tackling undeclared work.

B. INTRA-EU MOBILITY – EU LEVEL ANALYSIS

This report focuses primarily on labour mobility, i.e. mobility of persons who move to seek or take up employment. However, figures on mobility of inactive citizens are also presented for the purposes of providing context, or where figures on active movers are not available or insufficiently reliable to analyse certain issues.

Three forms of ***labour mobility*** may be identified:

Long-term labour mobility, where someone moves his/her residence to a country of which he/she is not a citizen, for at least one year, to take up work or seek work. In most Member States, persons are obliged to register their residence after three months of living there and national data sources capture these 'short-term' movers. However, the EU-LFS only captures those persons who 'have resided in a country for at least one year or intend to do so', which is why the above definition has been adopted for this report. This concept of long-term mobility must be distinguished from the legal term 'permanent residence', meaning the right to permanently reside in another country after a residence there of at least five years[33].

In 2018, the composition of (long-term) intra-EU labour mobility was as follows (Table 1): 17.6 million EU-28 movers of all ages according to migration statistics were living in an EU Member State other than their country of citizenship. Among those, 12.9 million were of working age, making up 4.2% of the total working-age population across the EU-28.

The EU-LFS estimates the number of working-age EU-28 movers in 2018 lower, namely at 11.7 million. Of these, around 83% or 9.7 million were employed or looking for work ('active EU-28 movers'). They made up 4.1% of the total labour force in the EU-28 Member States.

Cross-border mobility, where someone resides in one country but is employed or self-employed in another and who, for this purpose, moves across borders regularly. This concept itself houses different definitions (see Section 2.2.6).

In 2018, there were 1.5 million cross-border workers residing in one EU Member State and working in another. This represents 0.7% of the total employed population in the EU.

Posting of workers, where employees who are regularly employed in one Member State are sent to another Member State by the same employer to work there for a limited period. It can also include *posted self-employed persons,* being persons who normally pursue an activity as self-employed person in a Member State who go to pursue a similar activity in another Member State.

Data on portable documents issued to posted workers is analysed in a separate report[34], which shows in summary that in 2018, almost 3 million portable documents (PDs) A1[35] were issued. Of those, 1.8 million PDs A1 (corresponding to approximately 1 million posted workers[36]) were issued to employed persons who are posted by their employer to another Member State to perform work on its behalf or who normally pursue an activity as a self-employed person in a Member State who go to pursue a similar activity in another Member

[33] Directive 2004/38/EC.

[34] F. De Wispelaere, L. De Smedt and J. Pacolet (2019), 'Posting of workers. Report on A1 portable documents issued in 2018', Network Statistics FMSSFE, European Commission.

[35] A1 portable documents are used to certify the EU Member State in which the holder pays social contributions.

[36] This is estimated because on average one person is posted twice during one year.

State (Article 12(1&2) of Regulation (EC) No. 883/2004[37]); further 1.1 million (corresponding to around approximately 910,000 persons) pursue an activity as an employed/self-employed person in two or more Member States (Article 13) Compared to 2017, the overall number of PDs A1 issued increased by 165,000 certificates to 3 million in 2018. Almost 40% of workers posted to one Member State only work in the construction sector. The main sector of work of persons posted to two or more Member States is the road freight transport sector where 49% of them work.

Another form of labour mobility is so-called *return mobility*. This is a type of long-term labour mobility, where EU movers return to their country of origin. Due to lack of precise figures, return mobility is approximated from figures on nationals moving to their country of citizenship (see Section 1.2.4). Return mobility increased in 2017 and amounted around 723,000 nationals returning to their country origin. Compared to the number of nationals who left their country in 2017, return mobility amounts to a ratio of 72%.

The analysis here starts with a wider concept of mobility among persons of working age (Section 1), before focusing on the mobility of workers (Section 2). Section 2.2.6 looks at the movements of cross-border workers.

Table 1: Composition of intra-EU mobility by different types, EU-28 citizens in the EU-28, 2018

Type of mobility	2018	2017	Annual change
'Long-term' EU-28 movers (all ages) living in EU-28* (Eurostat demography figures)	17.6 million	17 million	+3.6%
'Long-term' EU-28 movers of working age (20-64 years) living in EU-28* (Eurostat demography figures)	12.9 million	12.4 million	+ 3.4%
(as share of the total working-age population in the EU-28[38])	4.2%	4.1%	
EU-28 movers of working age living in EU-28** (EU-LFS figures)	11.7 million	11.5 million	+1.1%
…of which **active EU-28 movers** (employed or looking for work) **	9.7 million	9.5 million	+1.9%
(as share of the total labour force in the EU-28[39])	4.1%	4%	
EU-28 movers of working age who were born outside the country of residence (EU-LFS figures)	10.95 million	10.8 million	+1.4%
Cross-border workers (20-64 years) **	1.5 million	1.4 million	+2%

[37] Article 12 relates to employed persons who are employed by an employer which normally carry out its activities in a Member State and who are posted by that employer to another Member State to perform work on its behalf, and persons who normally pursue an activity as a self-employed person in a Member State who go to pursue a similar activity in another Member State.

[38] The total working-age population in the EU-28 in 2018 was 304.6 million.

[39] The total active population (labour force) in the EU-28 countries was 235.8 million.

Type of mobility	2018	2017	Annual change
(as share of the total employed in the EU-28[40])	0.7%	0.7%	
Number of postings[41] (of employed and self-employed), all ages (no. of PDs A1)[42] ***	3 million	2.8 million	+6%
= approximative number of persons	1.9 million	1.8 million	+6%
Annual return mobility (20-64 years) (2017) ****	723,000	680,000	+6%
(as ratio to EU-28 nationals leaving their country of origin in 2017) *****	72%	66%	

***SOURCE:** EUROSTAT DATA ON POPULATION BY CITIZENSHIP AND AGE GROUP, ONLINE DATA CODE: MIGR_POP1CTZ (EXTRACTED IN MARCH 2019)

****SOURCE**: EU-LFS 2018, BASED ON SPECIAL EXTRACTIONS PROVIDED BY EUROSTAT, MILIEU CALCULATIONS; INCLUDES EU-28 AND EFTA CITIZENS LIVING IN ONE EU MEMBER STATE AND WORKING IN ANOTHER ONE.

*****SOURCE:** HIVA-KU LEUVEN, ADMINISTRATIVE DATA PD A1 QUESTIONNAIRE,

******SOURCE:** EUROSTAT DATA ON IMMIGRATION BY AGE GROUP AND CITIZENSHIP, ONLINE DATA CODE: MIGR_IMM1CTZ, EXTRACTED ON 14 MARCH 2019; APPROXIMATION BY USING NUMBERS OF NATIONALS MOVING TO THEIR COUNTRY OF CITIZENSHIP.

*******SOURCE:** EUROSTAT DATA ON IMMIGRATION BY AGE GROUP AND CITIZENSHIP, ONLINE DATA CODE: MIGR_IMM1CTZ AND DATA ON EMIGRATION BY AGE GROUP AND CITIZENSHIP, ONLINE DATA CODE: MIGR_EMI1CTZ, EXTRACTED ON 13 MARCH 2019; SHARE OF EU-28 NATIONALS MOVING TO THEIR COUNTRY OF CITIZENSHIP (RETURNEES) FROM EU-28 NATIONALS LEAVING THEIR COUNTRY OF CITIZENSHIP (OUTFLOWS), AGE GROUP 20-64; FIGURES ARE CALCULATED BASED ON AGGREGATES EXCLUDING CYPRUS, PORTUGAL, GREECE AND FRANCE FOR BOTH RETURN MOBILITY AND OUTFLOWS, AS FIGURES ARE NOT AVAILABLE FOR OUTFLOWS OF NATIONALS.

[40] The number of total employed (all nationalities) in EU-28 countries was 220.1 million.

[41] The number indicates the total number of PDs A1 issued by EU-28 Member States and EFTA countries referring to Art. 12 and Art.13 of Regulation 883/2004. PDs A1 are issued for persons insured in a Member State other than the Member State of (temporary) employment. The number of PDs A1 is not necessarily equal to the number of posted workers. Note that differences exist in the definition of 'posting' between Regulation (EC) No 883/2004 and Regulation 96/71/EC (Posting of Workers Directive).

[42] The approximate number of persons posted to one Member State (PDs A1 Art. 12) in 2018 is 999,863, which makes up 0.4% of the total number of employed persons in the EU-28 countries. Moreover, the approximate number of persons working in two or more Member States (PDs A1 Art. 13) is 910,820 – a share of 0.4% of the total number of employed persons aged 20-64 in the EU-28 countries in 2018.

1 MOBILITY OF EU CITIZENS

This section provides an overview of how many EU and EFTA citizens of working age were living in a different country than their country of citizenship in 2018 (stocks) and how the situation has changed since the previous year. Special focus is on the countries that host the greatest number of EU 28/EFTA movers, and the biggest groups of EU-28/EFTA nationals living outside their own country.

Furthermore, it considers the number of working-age EU citizens moving into and out of the Member States in 2017 (latest year for which flow data is available) and compares this with annual movements of previous years, analysing trends since 2009.

Key findings

Destination countries

- In 2018 the stock of working age EU-28 movers was at 12.9 million. It had increased by 3.4% compared to 2017, a less prominent increase compared to the annual growth rate of approximately 5% each year between 2014 and 2017.
- In January 2018, the annual growth rate for the UK had more than halved compared to 2017 (from 14% to 6%), following a decline of around 40% in net mobility of EU-28 movers in 2017. According to LFS figures on active EU-28 movers – which show an average of the year 2018 – stocks even decreased compared to 2017 (see also section 2). Stocks of EU-28 movers in France decreased by 3.7%, a first-time decline since 2012, following a decrease in inflows of 10% in 2017. In Germany, stocks increased by 5% which is more than in 2017, but still less than in the years 2012-2016. This follows a strong decrease in inflows in the past two years and a decrease in net mobility of EU-28 movers of 25% in 2017. In Spain, the trend is slowly declining stocks since 2013 continued with a small decrease in numbers of 0.5% in 2018; although inflows of EU-28 movers had increased by 20% in 2017, net mobility was still negative, although already much smaller than in 2014. In Italy, where despite strongly declining inflows, net mobility of EU-28 movers had been positive since 2014, stocks continued to slightly growth (+1.2%).
- As a percentage of the whole population of the EU, EU-28 movers make up 4.2%, less than third-country nationals who make up 5.2%. EFTA nationals account for 0.1% of the EU population.
- The country with the largest proportion of EU-28 movers in the total population is Luxembourg (44%). Cyprus, Ireland, Malta, Austria, Belgium, Switzerland and Iceland all have a proportion of EU movers exceeding 9% of the population. Of the main destination countries, only the UK and Switzerland have more EU-28 movers than third-country nationals.
- The size of the working age population is considerably larger amongst movers (73%) than the general European population (58%).
- At EU level there is a slightly larger share of female movers than male movers (51% to 49%). In Greece, Portugal and Italy, 60% or more of EU-28 movers are female, whereas in Czechia and Germany there are significantly more male movers (58% and 54%).
- In the UK (61%), Germany (59%), Sweden (66%), Denmark (71%) and Austria (59%), there are considerably more recent movers, who have been living in the country for less than ten years, than longer term movers, who have been there for longer. In Spain (26%), Italy (26%) and France (36%), the opposite is true. At EU level the length of stay is approximately half and half between recent movers and longer-term movers.

- Net mobility of EU-28 movers was 382,000 in 2017, meaning that 382,000 more EU citizens moved to an EU country other than their country of citizenship than left one. This was 18% smaller than net EU-28 mover mobility in 2016. This continues a trend of decreasing flows since 2015.

Countries of origin

- Over 50% of EU movers in 2018 were Romanian, Polish, Italian or Portuguese. Together they accounted for 6.1 million people. In EFTA countries the most common countries of origin of movers were German and Italian.
- Stocks of movers from Romania increased by 7% compared to 2017 and from Poland decreased by 6%. Stocks of Romanians in Germany increased by 21%, in Austria by 14% and in the UK by 13%.
- When divided into nationality groups, 44% of those living in a country different from their citizenship in 2018 in the EU were EU-28 movers, 55% were third-country nationals and 1% were EFTA movers.
- Return mobility at EU level continued to modestly increase compared to the previous year. Return mobility was particularly high as a share of inflows to Romania and Poland.
- Most EU countries had negative net mobility for nationals, meaning that more nationals left the country than returned to it. The only exceptions were Denmark, Estonia, Malta and Hungary.

1.1 Main countries of residence and countries of citizenship of EU-28 movers in 2018

The number of EU citizens living in another EU-28 Member State continued to increase in 2018, but by the smallest amount in recent years. There were 12.9 million working-age EU citizens living in another EU Member State in 2018, an increase of 3.4% from 2017. This follows a stable year-on-year growth rate of around 5% since 2014. There were 180,000 working age EFTA citizens living in and EU-28 Member State.

1.1.1 Stocks in 2018 and year-on-year developments – countries of destination

Working age EU-28 movers are still concentrated in a small number of Western European Member States, above all, Germany and the UK. In 2018 three-quarters of EU-28 movers were residing in five major destination countries, namely Germany, the UK, Spain, Italy and France which are also the five Member States with the largest population overall; over 1 million EU-28 movers were living in each of these five countries, apart from France (0.95 million), as was also the case in 2017. Just under half of all EU-28 movers were residing in Germany or the UK. Other important destination countries include Belgium, Austria, Netherlands, all of which are home to more than 400,000 EU-28 movers.

At EU level, annual growth of mobility slowed down from +5% to +3%

While at EU level there was a slowing down of growth in numbers of movers from 5.4% to 3.4%, year-on-year change at Member State level varied considerably. Figure 1 gives a visual representation of the degree of change across different European Member States.

Of the five main destination countries, Italy and Spain showed the most stable level of change, both countries showing a less-than-one-percentage point change in stocks compared to the previous year. The rate of change in Spain remained negative at -0.5%.

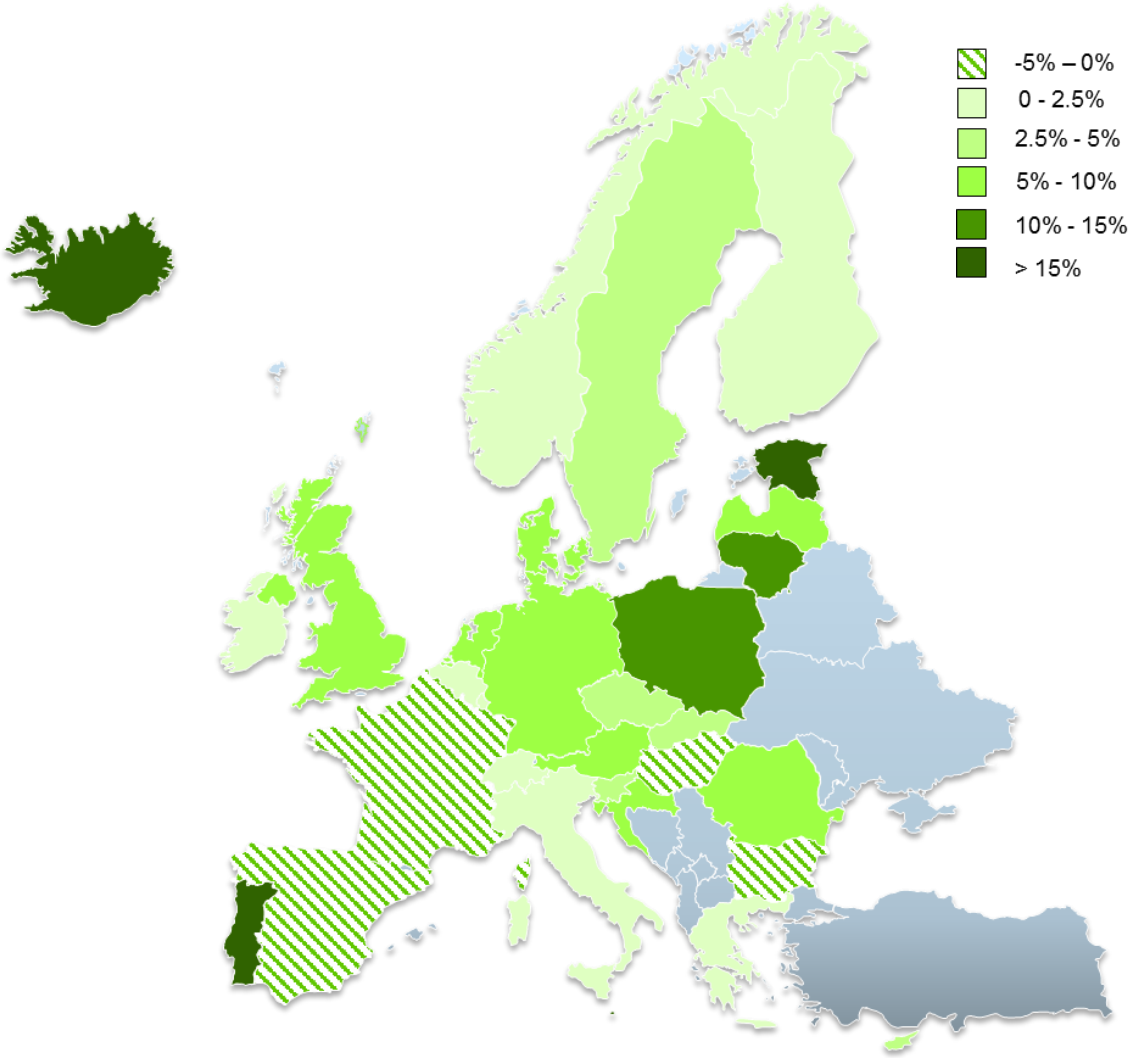
Germany saw a small increase in growth rate following a significant drop in 2017. Biggest changes came in the UK and France. In France, stocks of EU-28 movers decreased compared to the previous year by 3.7%, meaning that there were around 36,000 less working age movers in France than in 2017. Whilst remaining well in the positive, the UK saw its rate of increase halve from 14.1% in 2016-2017 to 6.2% in 2017-2018.

Elsewhere, secondary-tier destination countries of Austria, Belgium and the Netherlands continued to grow, with the Netherlands joining the other two for the first time in 2018 in housing over 400,000 EU-movers each. The rapid year-on-year growth that has been seen in Austria in recent years slowed but remained above 5%, whilst growth in Belgium stabilised around 1%. In Portugal, the recent significant increase in growth in the number of EU movers continued, reaching 16%; after negative change in 2013, 2014 and 2015, stocks of EU-28 movers have now far surpassed 2012 levels.

Other countries experiencing significant relative increases include Malta (33%), Estonia (17%), Poland (12%), Lithuania (11%) and Croatia (8%). However, it should be noted that in absolute figures this represents very small increases of less than 3,000 movers each for the latter four, and 7,000 for Malta.

Other than France and Spain, only Bulgaria and Hungary saw decreases in stocks of working age EU-28 movers, although in absolute terms there was a change of less than 1,000 people in both of the latter two countries.

Figure 1: Year-on-year change in stocks of EU-28 movers from 2017 to 2018, by country of residence



SOURCE: EUROSTAT DATA ON POPULATION BY CITIZENSHIP AND AGE GROUP, ONLINE DATA CODE: MIGR_POP1CTZ (EXTRACTED FEBRUARY 2019), MILIEU CALCULATIONS. PROVISIONAL DATA FOR FR AND PL. ESTIMATED NUMBERS FOR IT AND PL (2017) PROVISIONAL DATA PL. ESTIMATED NUMBERS FOR PL (2018).

EU-28 movers made up 44% of the foreign population of EU Member States in 2018, as they have done since 2015. Third-country nationals made up 55% of the foreign population, and EFTA nationals the remaining 1%. At national level, the distribution of the three groups of citizenship varies between different Member States. Table 2 shows the distribution for the six EU and EFTA countries that host the most EU-28 movers of working age. Whilst France and Italy have strong majorities of third-country nationals, Germany and Spain are more balanced. The UK and Switzerland are the only major destination countries to have a greater proportion of EU-28 movers than third-country nationals.

Table 2: Top six countries of residence of EU-28 movers of working age (20-64) in total numbers, 2018, foreign population by broad groups of citizenship[43] (totals in thousands and row %[44])

Country	EU-28		EFTA		TCNs		Total foreign population
DE	3,200	45%	34	0%	3,879	55%	7,113
UK	2,809	60%	23	0%	1,894	40%	4,726
ES	1,385	42%	16	0%	1,894	57%	3,295
IT	1,201	32%	6	0%	2,584	68%	3,791
CH	1007	66%	3	0%	512	34%	1,522
FR	949	31%	28	1%	2,040	68%	3,017
EU-28	12,867	44%	179	1%	15,868	55%	28,914
EFTA	1,307	66%	10	1%	659	33%	1,976

EU AND EFTA COUNTRIES WITH THE HIGHEST NUMBER OF EU-28 MOVERS IN 2018, EXPRESSED IN THOUSANDS.

THE MOBILE POPULATION IS BROKEN DOWN BY BROAD NATIONAL GROUPS OF EU-28 AND EFTA CITIZENS AND TCNS.

THE PERCENTAGES INDICATE THE SHARE OF EACH GROUP FROM THE TOTAL FOREIGN POPULATION.

PROVISIONAL DATA FOR FR AND PL (2018). ESTIMATED NUMBERS FOR PL (2018).

SOURCE: EUROSTAT DATA ON POPULATION BY CITIZENSHIP AND AGE GROUP, ONLINE DATA CODE: MIGR_POP1CTZ (EXTRACTED IN MARCH 2019), MILIEU CALCULATIONS.

As a percentage of the whole population of the EU, EU-28 movers make up 4.2%, which is less than third-country nationals who make up 5.2%. EFTA nationals account for 0.1% of the EU population. **Figure 2** shows the distribution of different groups of foreign citizenship as a proportion of each Member State's total population.

The country with the **largest proportion of EU-28 movers in the total population** is Luxembourg (44%). Cyprus, Ireland, Malta, Austria and Belgium all have a proportion of EU movers exceeding 9% of the population, as do Switzerland and Iceland. Of the five major destination countries for movers mentioned above, the UK has the highest proportion of EU movers (7%) in the general population, followed by Germany and Spain, both of which are above the EU aggregate of 4%. France and Italy are considerably smaller than the others, at 2% and 3% respectively.

Looking at the **share of all foreign citizens in the total population**, along with the countries mentioned above, Estonia and Latvia both stand out at 17% and 14% respectively; in both countries, third-county nationals make up over 13% of the population. This is partly due to a significant Russian minority in each country that do not have the citizenship of the respective country[45]. As well as Luxembourg and Switzerland (52% and 29% respectively), EU and EFTA countries where foreign citizens make up more than 15% of the population include Cyprus, Austria, Malta, Estonia, Ireland and Iceland. In all of the five major EU destination countries, except France, the proportion of foreign citizens exceeds 10%.

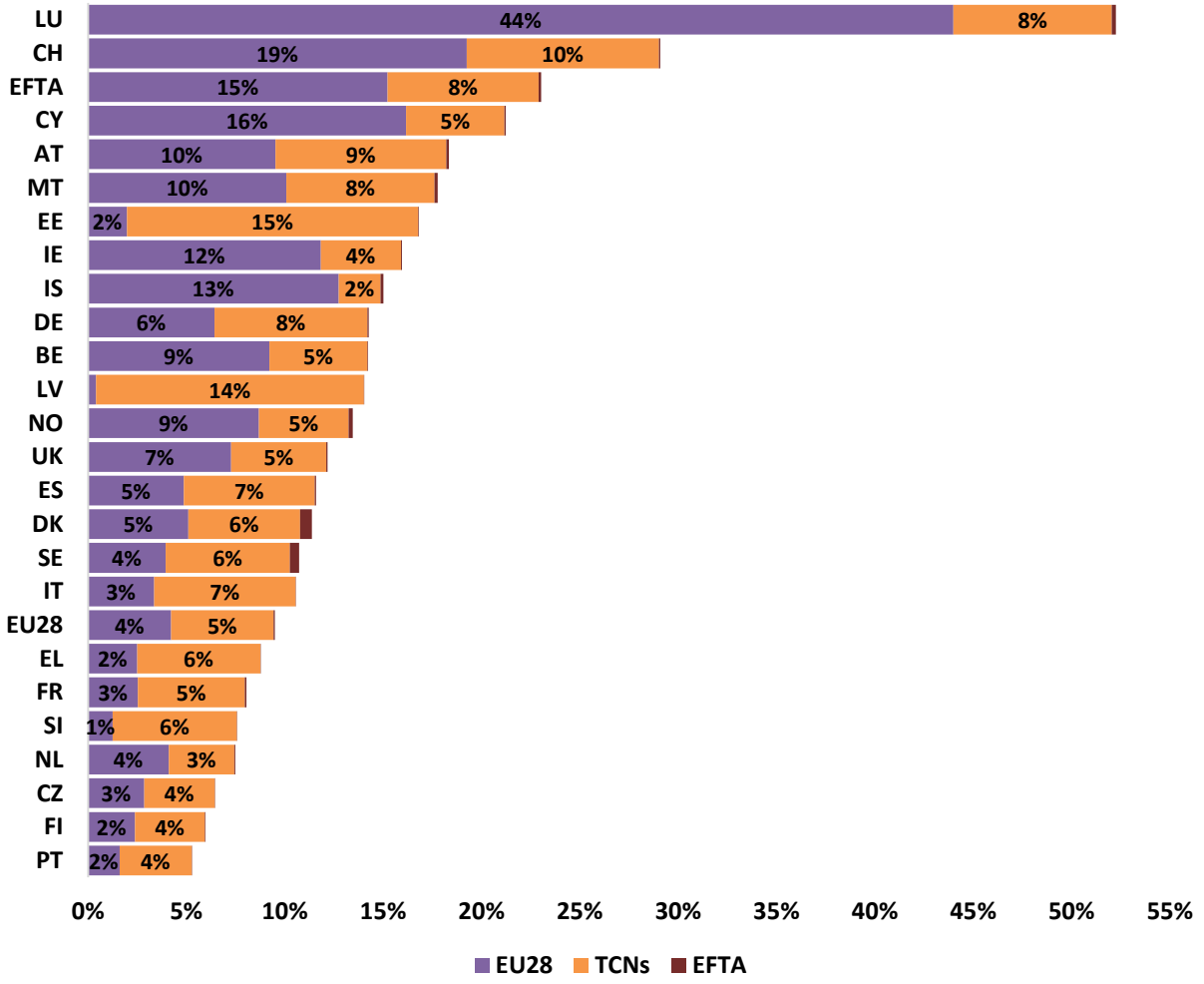
In certain EU Member States the proportion of foreign citizens in the total population has increased considerably in recent years. In the three years between 2015 and 2018, the share of foreign citizens increased by 2.7 pps in Austria and in Germany. It increased by around 1.5 pps in Denmark, Netherlands, Sweden and UK, and in Malta it increased by over 10 pps.

[43] The full table with data for all countries can be found in table 12 in Annex B.

[44] The row sum of shares may not equal exactly 100%, due to rounding of the numbers.

[45] See Eurostat database 'migr_pop3ctb'.

Figure 2: Share of working age (20-64) EU-28 and EFTA citizens and TCNs in the total population of EU-28 and EFTA countries, 2018



SHARE OF EU-28 AND TCNS WITHIN THE TOTAL POPULATION, ONLY THE COUNTRIES WITH 5% OR MORE FOREIGN POPULATION ARE PRESENTED IN THE GRAPH.

THE PERCENTAGES INDICATE THE SHARE OF EACH GROUP FROM THE TOTAL POPULATION.

PROVISIONAL DATA FOR FR AND PL (2018). ESTIMATED NUMBERS FOR PL (2018).

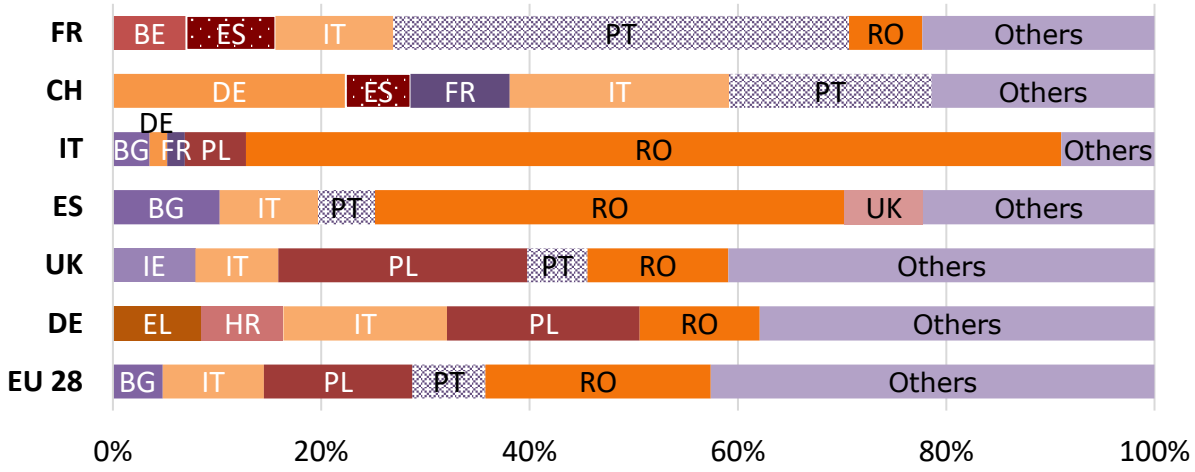
SOURCE: EUROSTAT DATA ON POPULATION BY CITIZENSHIP AND AGE GROUP, ONLINE DATA CODE: MIGR_POP1CTZ (EXTRACTED ON MARCH 2019), MILIEU CALCULATIONS.

1.1.2 Stocks in 2018 and year-on-year developments – countries of origin

A majority of all EU movers in 2018 were Romanian, Polish, Italian or Portuguese. Together they accounted for 6.1 million people, over half of all EU movers. In EFTA countries the most common countries of origin of movers were German and Italian.

Figure 3 shows a breakdown by citizenship of EU-28 movers in the six EU/EFTA countries where the most movers live. Whilst many of the same sending countries feature in the different destination countries, the graph helps to see that particular nationalities do seem to have affinities for certain destination countries. The most obvious example is Romanians in Italy, where they make up 78% of all EU-28 movers. Similar if less extreme observations can be made for Portuguese in France, where Portuguese account for 44% of EU-28 movers in the country, and Romanians in Spain (45% of movers). The two biggest destination countries, UK and Germany, show more heterogeneity in the nationality of movers living there: for both countries, nationalities other than the five most common ones in each country account for around 40% of all movers.

Figure 3: Breakdown by citizenship of EU-28/EFTA movers of working age (20-64) in EU-28, EFTA and in the top six countries of residence, 2018[46]



MOST REPRESENTED NATIONALITIES FOR EU-28/EFTA MOVERS IN THE SIX COUNTRIES OF RESIDENCE WITH THE HIGHEST NUMBERS OF EU-28 MOVERS, EU-28 AND EFTA, DATA REFERS TO 2018.

SOURCE: EU-LFS 2018, SPECIAL EXTRACTIONS PROVIDED BY EUROSTAT, MILIEU CALCULATIONS.

At EU-level, stocks of Romanian movers grew by 7% while those of Polish movers declined by 6%

Romania, Poland, Italy, Portugal and Bulgaria remained the five most important sending countries in 2018. For the most part, year-on-year changes in stocks of movers from these countries stayed within 5% of the number of movers for 2017. Exceptions to this were stocks of Romanians (+7%) and Polish people (-6%).

Indeed, the number of Romanians living in other EU countries continues to increase. 65,000 more Romanians were living in Germany in 2018 compared to 2017, an increase of 21%. There were also significant increases in Romanian movers in Spain (+7%, or +56,000) and the UK (+13%, or +38,000), and stocks continue to grow in Austria (+14%) and remain stable in Italy, Belgium and France.

A number of other important sending countries also saw increases. The stock of Croatian movers increased by 9% at EU level but are concentrated in Germany (253,000) and Austria (67,000), respectively 67% and 18% of all Croatian movers. Similarly, Greek movers increased by 11% at EU-level, and are concentrated in Germany (273,000) and the UK (64,000), respectively 66% and 15% of all Greek movers.

Perhaps the most notable year-on-year development was in stocks in the UK, the second most important destination country in the EU. Of the top ten nationalities represented amongst EU movers in the UK, only two nationalities, Romanian (+13%) and Italian (+3%), saw an increase in stocks between 2017 and 2018; stocks of the other nationalities decreased. Most important of these was the drop in the number of Polish people living in the UK by 17% or around 120,000 people. There was also a 20% drop, equivalent to 40,000 people, in Portuguese living in the UK.

In EFTA countries, the most important sending countries were Germany, Italy, Portugal, France and Poland. The most notable increase was in Polish movers, whose number grew

[46] See Table 14 and Table 15 in Annex for stocks of movers by country of origin for all countries, including year-on-year percentage change.

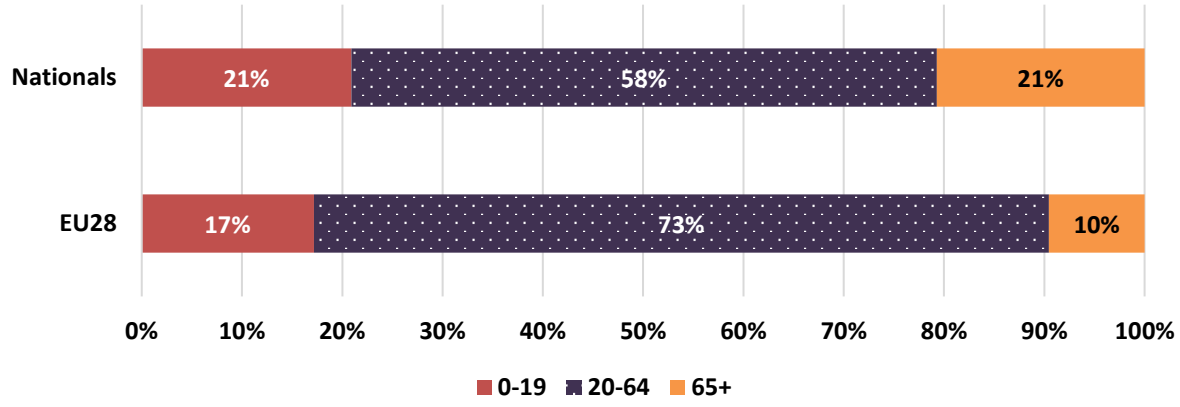
by 27% or 20,000 people.

1.1.3 Main characteristics of the EU-28/EFTA movers

Age Structure of EU-28 movers compared to the nationals of the country of destination

The share of 20 to 64-year-olds continues to be significantly larger amongst EU-28 movers than among nationals of receiving countries. In 2018, 73% of movers were aged between 20 and 64, compared to 58% of nationals (Figure 4). For both movers and nationals, the share of 20 to 64-year-olds has declined by approximately one percentage point since 2015. Shares of people over the age of 65 also show a gap between movers and nationals, with 10% of EU movers being over the age of 65 compared to 21% of nationals. There is also a smaller proportion of under-20s amongst movers (17%) than amongst nationals (21%).

Figure 4: Age structure of EU-28 movers vs. nationals of the host countries, EU-28 aggregate, 2018



AGE STRUCTURE OF EU-28 MOVERS VS. NATIONALS OF THE HOST COUNTRIES, EU-28 AGGREGATE, 2018.

SOURCE: EUROSTAT DATA ON POPULATION BY CITIZENSHIP AND AGE GROUP, ONLINE DATA CODE: MIGR_POP1CTZ (EXTRACTED ON MARCH 2019), MILIEU CALCULATIONS.

At Member State level, the gap between movers and nationals in the proportion of working-age people is also evident. Only in Croatia, a country that has one of the smallest numbers of EU-28 movers, is the proportion of working-age people higher amongst nationals. Looking at the share of people who are 65 years or older, Croatia is joined by France as having more elderly people in the population of movers than amongst nationals. Data by years of residence of EU movers does not exist for Croatia. However, Croatia has, compared to its small overall population[47], a high number of retired persons claiming sickness benefits from another country, mainly from Germany and to a smaller extent, Slovenia and Austria[48]. These persons are either Croatian nationals who worked their entire life in Germany (or Slovenia or Austria) and returned to their country of origin for retirement; or other EU nationals (mainly Germans) who moved to Croatia only for retirement. The latter would then add to the group of EU-28 movers aged 65 years or older

[47] The number was 19,350 in Croatia in 2015, compared to 21,350 in France, for example. Source: Fries-Tersch, E., Tugran, T., Bradley, H. (2017), 2016 Annual Report on Intra-EU labour mobility, European Commission, table 17.

[48] Fries-Tersch, E., Tugran, T., Bradley, H. (2017), 2016 Annual Report on Intra-EU labour mobility, European Commission, table 17.

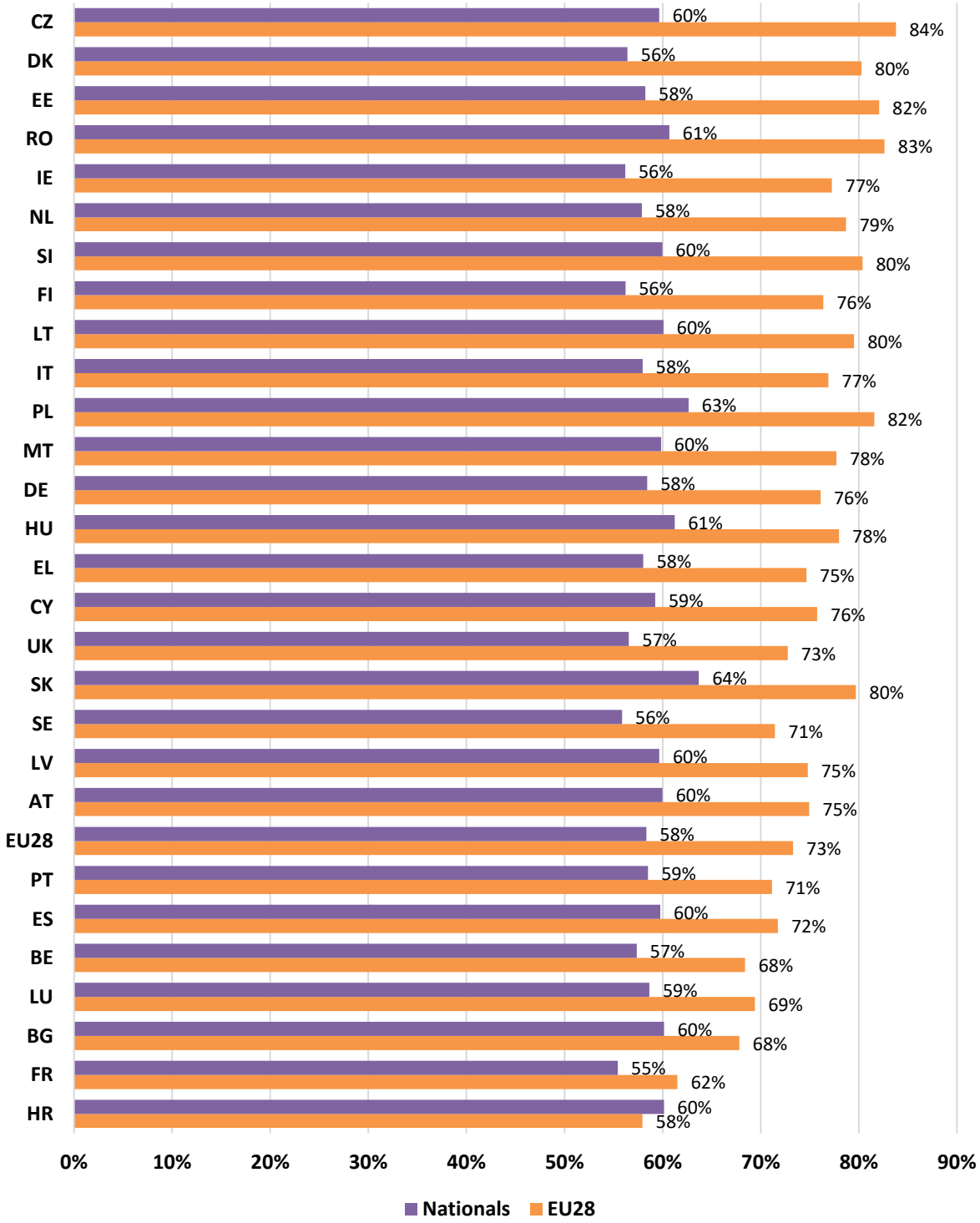
and explain their relatively high share. France, on the other hand, has a high share of movers who have been living in the country for ten years or more (74% in 2014), compared to the other main countries of destination[49] which may explain the comparatively high share of elderly persons among movers. Almost 90% of retired EU movers in France have been living there for over ten years and over 70% had worked in the country for at least two years[50]. Contrary to Croatia, it therefore seems that most elderly movers are such that already moved there years or decades ago.

The size of the gap between the proportion of working-age movers and working-age nationals shows considerable variation between Member States. A much higher share of working-age movers could be an indication that the Member State is most valued by movers as a destination for working, whilst those with smaller gaps might be most valued as a place to live and then stay for retirement, or to go to directly for retirement. Differences could also be influenced by changes over time in the attractiveness of a country for finding work; a country with a smaller gap now may have been attractive for work some time ago, with those who went to work there remaining in the country after the age of 65. **Figure 5** demonstrates this gap, listing the country with the biggest gap first. Of the major destination countries, the UK is closest to the EU average. Countries where there is a particularly marked difference between the share of working age people in the populations of movers and nationals include Czechia and Denmark; in both countries there is a 24-percentage point difference.

[49] Source: Eurostat, EU-LFS, dataset: First generation of immigrants by sex, citizenship, duration and reason for migration [lfso_14b1dr], extracted on 22/09/2019.

[50] Fries-Tersch, E., Tugran, T., Bradley, H. (2017), 2016 Annual Report on Intra-EU labour mobility, European Commission, fig. 49 and fig.51

Figure 5: Shares of 20-64-year-olds among EU-28 movers and among nationals of the host country, 2018 (sorted in descending order by difference between EU-28 movers and nationals)



THE SHARE OF 20-64-YEAR-OLD AMONG THE EU-28 MOVERS AND THE NATIONALS OF THE HOST COUNTRY, AT COUNTRY LEVEL AND THE EU-28 AGGREGATE, 2018.

PROVISIONAL DATA FOR FR AND PL. ESTIMATED NUMBERS FOR PL (2018).

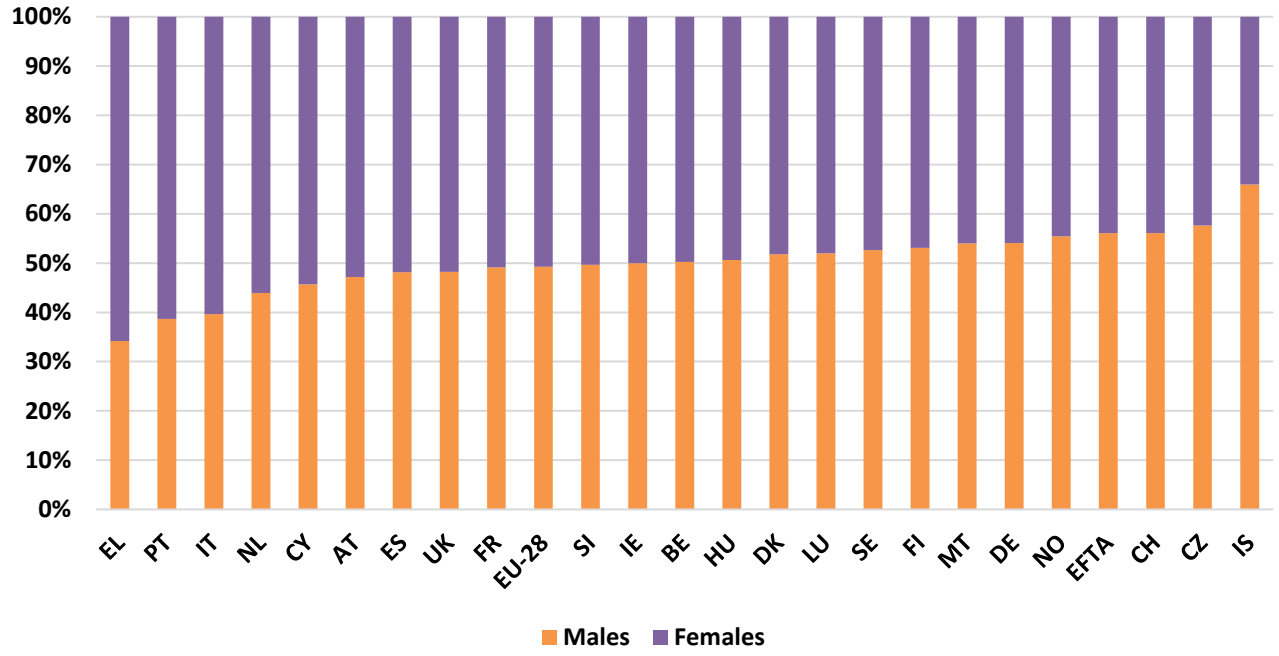
SOURCE: EUROSTAT DATA ON POPULATION BY CITIZENSHIP AND AGE GROUP, ONLINE DATA CODE: MIGR_POP1CTZ (EXTRACTED ON MARCH 2019), MILIEU CALCULATIONS.

Gender Distribution of EU-28 movers

According to 2018 figures from the EU Labour Force Survey, 51% of EU-28 movers are women and 49% men (**Figure 6**), as in 2017. This share shows considerable variability

from country to country. In Greece, Portugal and Italy 60% or more of EU-28 movers are female, a quite considerable gap between the genders. The share of women is also considerably higher than the EU average in the Netherlands (56%) and Cyprus (54%). At the other end of the scale is Czechia, where men make up 58% of movers. Similarly, men make up 56% of EU-28 movers in the EFTA countries. There are also considerably more male than female EU-28 movers in Germany (54%). This clear split, a difference of 5 pps with the EU average, is particularly significant given that Germany is the main destination country in the EU: in absolute numbers there is a difference of over 250,000 between the number of male and female movers. Other main destination countries, including the UK, France and Spain, are within one percentage point of the EU average of male and female movers.

Figure 6: Gender distribution of EU-28 movers, by country of destination, 2018



SHARE OF MALE AND FEMALE MOVERS OF EU-28 MOVERS AND EU-28 AND EFTA AGGREGATES BY COUNTRY OF DESTINATION, 2018.

FIGURES FOR BG, HR, LT, LV, PL, RO AND SK ARE BELOW RELIABILITY LIMITS THEREFORE EXCLUDED FROM THE GRAPH. FIGURES FOR SI AND NO HAVE LOW RELIABILITY.

SOURCE: EU-LFS 2018, SPECIAL EXTRACTIONS PROVIDED BY EUROSTAT, MILIEU CALCULATIONS.

Length of Stay

The distribution of movers in terms of the length of time that they have spent in a country shows a different dimension of how mobility patterns are developing. **Figure 7** shows for destination countries the proportion of movers of working age that have been there for less than ten years and more than ten years. The EU aggregate is split half and half, with 51% of movers living in their country of residence for more than ten years and 49% for less than ten years.

However, at national level there are stark differences between the proportion of movers who have been in their destination country for more than ten years and those who have been there for less: in both Spain and Italy the difference is 74% movers with more than ten years of residence to 26% recent movers; in France the difference is 64% to 36%. In

Italy, this is quite clearly related to the strong decrease in inflows of EU-27[51]/28 movers since the onset of the economic crisis. Between 2008 and 2012, inflows had already halved, and then continued to decrease by almost another 50% until 2017. In Spain, inflows of movers did not decrease that strongly (-20% between 2009 and 2014), and even increased by 40% since 2014; however, outflows of EU-27[52]/28 movers increased strongly over the past decade: between 2008 and 2014, outflows doubled; since then outflows decreased slightly, but still remained higher than in 2008. If the recent increase in inflows to Spain is sustained, already demonstrated by an increased proportion of new movers amongst the mover population, it could translate into a reversal of the trend of reduced proportion of recent movers in coming years. In France, a similar development as in Spain can be observed – inflows did not decrease, they actually increased slightly, but outflows of movers increased a lot: in 2015, outflows peaked and were eight times the number than in 2008.[53] This may have been related to the unemployment rate among movers which increased by almost 4 pps between 2008 and 2012[54].

At the other end of the scale are the other two major destination countries, the UK and Germany. In these countries, the majority of EU-28 movers have been resident for less than ten years; in the UK 61% and in Germany 59%. Other countries with a higher proportion of recent movers include Sweden, Denmark and Austria, reflecting recent increases in inflows to these countries.

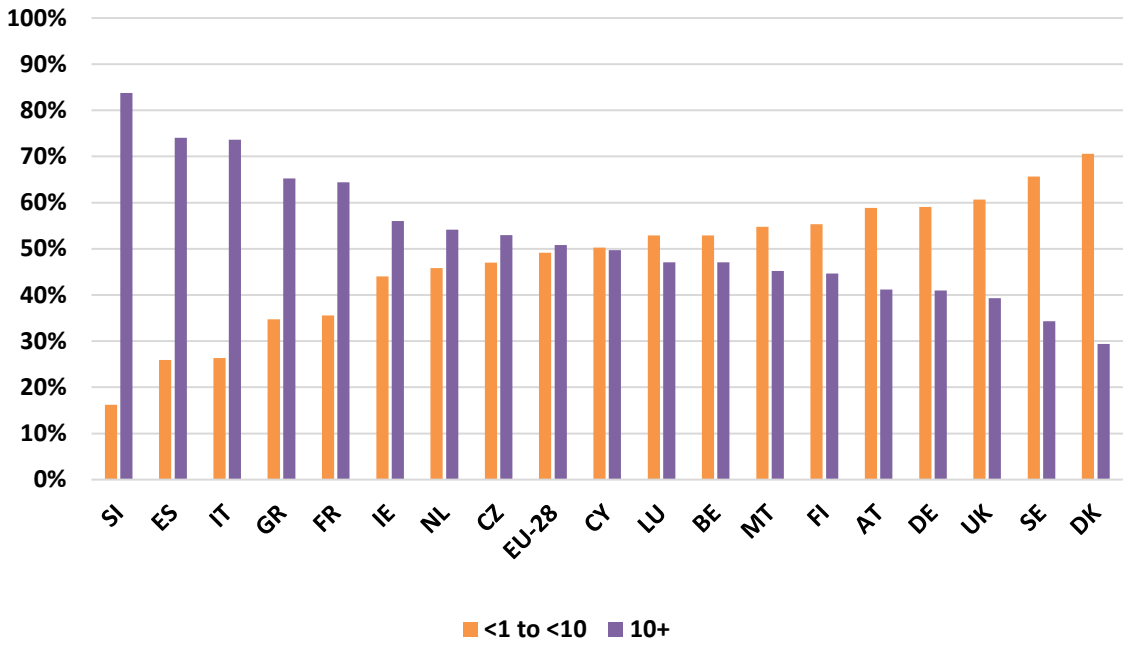
[51] Inflow data by groups of citizenship on Eurostat are only available for EU-27 (other than the reporting country) aggregate until 2013; as of 2013, figures include Croatian citizens.

[52] Inflow data by groups of citizenship on Eurostat are only available for EU-27 (other than the reporting country) aggregate until 2013; as of 2013, figures include Croatian citizens.

[53] Sources for inflows and outflows for IT, ES and FR: Eurostat migration statistics, dataset codes: migr_emictz1 and migr_imm1ctz, available at:
https://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=migr_emi1ctz&lang=en and
https://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=migr_imm1ctz&lang=en.

[54] Source: EU-LFS, Unemployment rates by sex, age and citizenship, LFS series – detailed annual survey results (dataset code: lfsa_urgan), available at: https://ec.europa.eu/eurostat/web/lfs/data/database.

Figure 7: EU-28/EFTA movers of working age (20-64) by country of residence and years of residence, 2018



EU-28 MOVERS BY COUNTRY OF RESIDENCE AND YEARS OF RESIDENCE, SHARES OF DIFFERENT GROUPS IN PERCENTAGES.
FIGURES FOR BG, HR, LV, PL, RO AND IS ARE BELOW RELIABILITY LIMITS AND HENCE EXCLUDED FROM THE GRAPH.
FIGURES DO NOT INCLUDE EU-28 CITIZENS 'BORN IN THIS COUNTRY'.
SOURCE: EU-LFS 2018, SPECIAL EXTRACTIONS PROVIDED BY EUROSTAT, MILIEU CALCULATIONS.

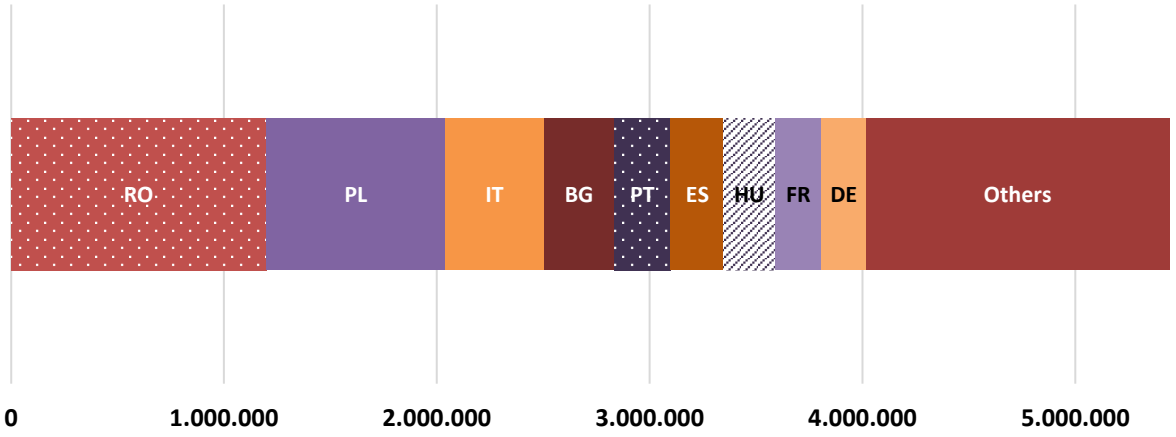
1.1.4 Recent and new movers

Recent movers are defined as EU-28 movers that have been living in a given EU Member State for less than ten years. LFS data shows that in 2018 there were around 5.4 million EU-28 recent movers living in other EU Member States. This is a 3% drop compared to 2017, continuing a decline since 2016.

In the previous section on length of stay, we saw that the proportion of recent movers compared to longer term movers varies considerably between different counties. Countries such as Spain, Italy and France have a majority of movers who came more than ten years ago, whilst the UK and Germany have a majority of recent movers.

Looking at the number of recent movers by nationality can help to clarify trends in flows of movers from origin countries. Figure 8 gives a graphic representation of how the 5.4 million recent movers are distributed in terms of their nationality. As with the figures for all movers, Romania and Poland are the most important countries of origin for recent movers. They are followed by Italy and then Bulgaria, which switches places with Portugal when looking at recent movers compared to all movers.

Figure 8: Stocks of recent EU-28 movers of working age (20-64) at EU level, main nationalities, 2018



RECENT EU-28 MOVERS ARE DEFINED AS EU-28 CITIZENS LIVING IN AN EU-28 OR EFTA COUNTRY OTHER THAN THEIR OWN FOR UP TO 10 YEARS IN 2018. THE FIGURES REFER TO THE EU-28 AGGREGATES.

SOURCE: EU-LFS 2018, SPECIAL EXTRACTIONS PROVIDED BY EUROSTAT, MILIEU CALCULATIONS.

Eighteen percent of recent movers arrived in the last two years at EU level. Looking at this group of **new movers** as a proportion of recent movers can help to understand the most recent developments in mobility flows compared to the previous ten years. Countries with particularly high proportions of new movers include Ireland (29%), Cyprus (29%), Malta (28%) and Luxembourg (27%).[55] This would suggest that in these countries there has been a swelling increase in arrivals in the last two years compared to those arrived over the previous eight years. In Spain new movers make up 20% of recent movers, reflecting the recent uptick in inflows to the country after the drop in the early to mid-2010s following the economic crisis. In Italy, new movers make up only 2% of the movers arrived in the previous ten years. The UK retained a significant proportion of new movers despite a drop in inflows in 2017; this is due to the high inflows the previous year. Austria, whilst becoming a significant destination country in recent years, has seen a slowing in growth since 2015/2016, which accounts for it not being amongst the countries with the highest proportion of new movers amongst recent movers.

1.2 Mobility trends of EU-28 movers: mobility flows

The following section presents results of mobility flows (net flows, inflows and outflows) for the latest year for which data is available, 2017, as well as comparisons to the previous year,2016, and over a longer time span going back to 2009. Data on flows comes from a different source to data on stocks of movers.[56]

1.2.1 Net mobility at a glance[57]

Net mobility refers to the difference between inflows and outflows of certain population groups in a country of residence: positive net mobility means that more persons moved to

[55] See Table 16 in Annex B for all countries.

[56] Although the latest flow data (migration statistics) is only made available two years after the reference year and the data on stocks (population statistics) one year after the reference year, flow data should be reflected in the stocks, because population statistics refer to January 1st. Concretely, the most up-to-date stock data presented in Section 1.1 refers to the state of play on January 1st 2018, and flow data refers to mobility flows during the year 2017.

[57] Four Member States do not have figures for inflows: CY, EL, FR and PT, therefore the analysis provided in this section does not take these four countries into account.

a country than left it during the reference year; negative net mobility means that more persons left a country than moved to it during the reference year. **Figure 9** and **Figure 10** represent the mobility of different groups by country of residence.

Net mobility of EU-28 movers was still positive in 2017, but continued to decrease after a peak in 2015

Net mobility of EU-28 movers continued to decrease in 2017 from a peak in 2015. Net mobility of EU-28 movers was 382,000 in 2017, meaning that 382,000 more EU citizens moved to an EU country other than their country of citizenship than movers who left their host country. This was 18% smaller than net EU-28 mover mobility in 2016. Net mobility of EFTA movers in EU-28 countries more than doubled between 2016 and 2017, whilst net mobility of EU-28 movers in EFTA countries slightly decreased. Nearly all EU Member States had a positive net mobility of EU movers; only Bulgaria (-100) and Spain (-1,100) had negative mobility. In both cases this remained fairly stable from the previous year.

The country with by far the largest net mobility of EU-28 movers was Germany, where 154,000 more EU citizens moved to than left in 2017. As in previous years, the UK followed, with a net mobility of EU-28 movers of +61,000. This is a decrease of around 40% on 2016, and around half of the net mobility to the UK recorded in 2014.[58] The Netherlands (+30,000), Italy (+34,000) and Austria (+26,000) also had important positive mobility of EU-28 movers. Looking at trends since 2014, the only one of these countries to see an increase in net mobility was the Netherlands, increasing by 25%. Figures for Germany[59] and the UK continued to decline from the 2015 peak, by 18% and 41% respectively, as they did for Switzerland (+15,000), where net mobility of EU-28 movers decreased by 29%. The large increase in net mobility seen in Czechia in 2016 of +19,000 was not sustained and dropped down to +11,000 in 2017, slightly higher than figures for 2014 and 2015 (+9,000).

Aggregate **net mobility of nationals** for both the EU-28 and EFTA countries remained negative in 2017, meaning that more people left their country of citizenship than returned to their country of citizenship. The figure changed from -480,000 in 2016 to -412,000 in 2017, so, compared to 2016, in 2017 less nationals left their country of citizenship compared to the number that came back. Most EU countries have negative net mobility for nationals; only Denmark (+3,000), Estonia (+400), Hungary (+3,000) and Malta (+300) had positive net mobility for nationals. Countries with the highest negative net mobility for nationals include Germany (-75,000), Croatia (-29,000), Italy (-58,000), Lithuania (-29,000), Poland (-58,000), Romania (-49,000) and the UK (-44,000). In Croatia and Lithuania, these figures continue the upward trend of nationals leaving compared to

[58] Fries-Tersch, E., Tugran, T., Bradley, H. (2017), 2016 Annual Report on Intra-EU labour mobility, European Commission, figure 10.

[59] Due to changes in data processing and the reported reference period in the German flow statistics, data from 2016 is comparatively lower than from 2015, and flows from 2017 were retrospectively added to data from 2016. However, these changes are considered to affect mainly flows of German citizens; comparability over time of flows of EU/EFTA movers is considered to have been only minimally affected by these changes. Source: reply to written enquiry to the German Statistical Office, 18/11/2019; methodological explanations, Destatis website: https://www.destatis.de/DE/Themen/Gesellschaft-Umwelt/Bevoelkerung/Bevoelkerungsstand/Methoden/Erlauterungen/methodische-hinweise-2016.html?nn=209080

returning that has been seen in recent years; in Germany[60], the net outward mobility decreased compared to 2016[61], as it did in Poland and Romania. Notably, the net outward mobility of Spanish nationals decreased by almost half (from -26,978 to -14,017)[62].

Net mobility of **TCNs** was positive for all EU countries. A significant drop in net mobility was seen in important receiving countries including Austria (-52%), Germany (-30%), the Netherlands (-21%), Poland (-46%) and Sweden (-23%). The OECD reports a 5% decrease in new permanent migrants to OECD countries in 2017 compared to 2016; it attributes this change almost entirely to the drop in flows to EU countries, most notably Germany but also Austria and Sweden. It also reports a 36% decrease in the number of people granted international protection in European countries in 2017 compared to 2016[63]. Nevertheless, the UK, Italy and Spain all saw significant increases in net mobility of TCNs. In the case of the UK, it can be noted that the latest figures available from the Office for National Statistics at the time of writing (provisional figures for March 2019) reported the highest net migration of third country nationals since 2004, with EU net mobility falling to its lowest level since 2013[64].

[60] According to the methodological changes mentioned in footnote 61, such changes would have led to an increase in net outflows of German citizens, especially between 2015 and 2016, but also in the subsequent years. However, since there was actually a decrease in net outflows of German citizens between 2016 and 2017, the methodological changes do not seem to have had a large impact. Destatis website: https://www.destatis.de/DE/Themen/Gesellschaft-Umwelt/Bevoelkerung/Bevoelkerungsstand/Methoden/Erlauterungen/methodische-hinweise-2016.html?nn=209080

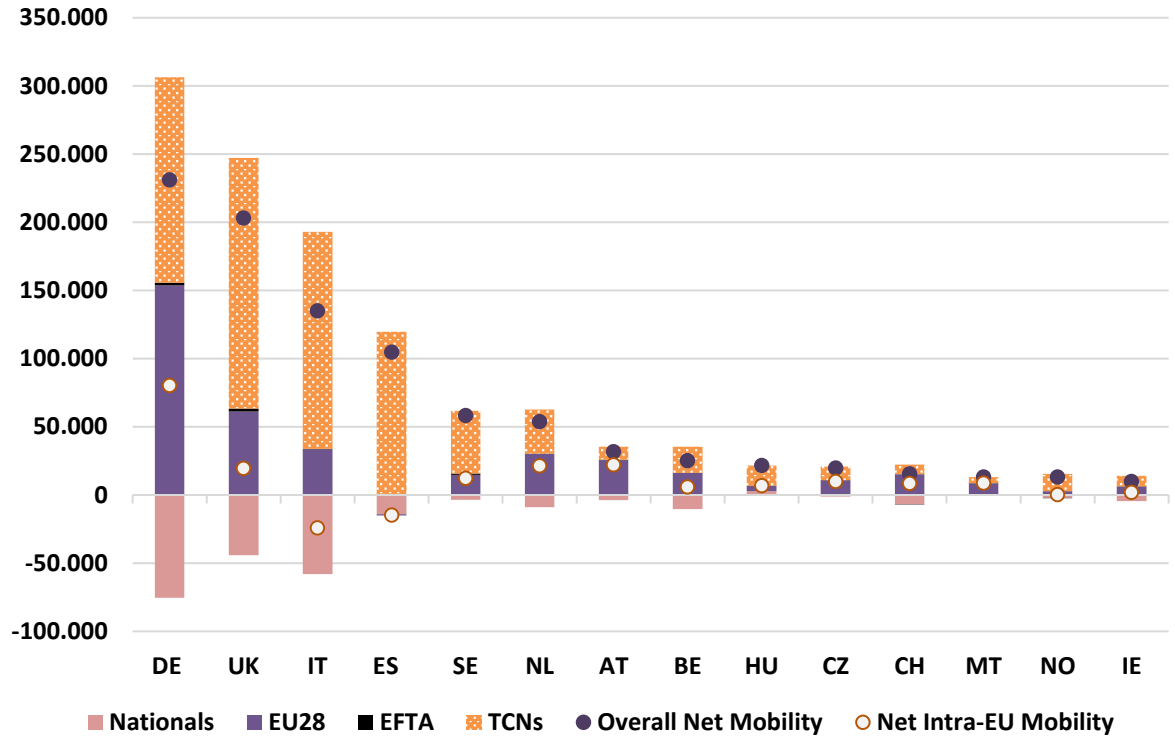
[61] Due to changes in data processing and the reported reference period in the German flow statistics, data from 2016 is comparatively lower than from 2015, and flows from 2017 were retrospectively added to data from 2016. However, these changes are considered to affect mainly flows of German citizens; comparability over time of flows of EU/EFTA movers is considered to have been only minimally affected by these changes. Source: reply to written enquiry to the German Statistical Office, 18/11/2019; methodological explanations, Destatis website: https://www.destatis.de/DE/Themen/Gesellschaft-Umwelt/Bevoelkerung/Bevoelkerungsstand/Methoden/Erlauterungen/methodische-hinweise-2016.html?nn=209080

[62] See Table 13 Annex B for all countries' data on net mobility, by groups of nationality.

[63] OECD 2018, *International Migration Outlook 2018*, OECD Publishing, Paris. http://dx.doi.org/10.1787/migr_outlook-2018-en

[64] Office for National Statistics 2019, Migration Statistics Quarterly Report: August 2019, available at https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/internationalmigration/bulletins/migrationstatisticsquarterlyreport/august2019#there-are-different-patterns-for-eu-and-non-eu-migration-over-time.

Figure 9: Net migration and mobility flows by the country of residence, working age (20-64), 2017[65]



NET MOBILITY FLOWS BY COUNTRY OF RESIDENCE, BY BROAD GROUPS OF CITIZENSHIP. NUMBERS ARE EXPRESSED IN THOUSANDS.

'OVERALL NET MOBILITY' FLOWS ARE CALCULATED AS THE SUM OF NET MIGRATION OF NATIONALS, EU-28 AND EFTA MOVERS AND TCNS, WHILE 'NET INTRA-EU MOBILITY' EXCLUDES FLOWS OF TCNS

FIGURES RELATE PERSONS MOVING TO AND FROM THE COUNTRY INDICATED ON THE X-AXIS, REGARDLESS OF COUNTRY OF PREVIOUS OR NEXT RESIDENCE. FIGURES MAY INCLUDE EU-28 AND EFTA CITIZENS MOVING FROM OR MOVING TO THIRD COUNTRIES.

FIGURES FOR AT, IE MT, GR, RO, SI AND UK ARE BASED ON AGE DEFINITION 'AGE COMPLETED IN YEARS'.

INFLOWS: BREAK IN TIMESERIES: DE. PROVISIONAL DATA: BG, PL, SK. ESTIMATED: DE, PT, PL

OUTFLOWS:

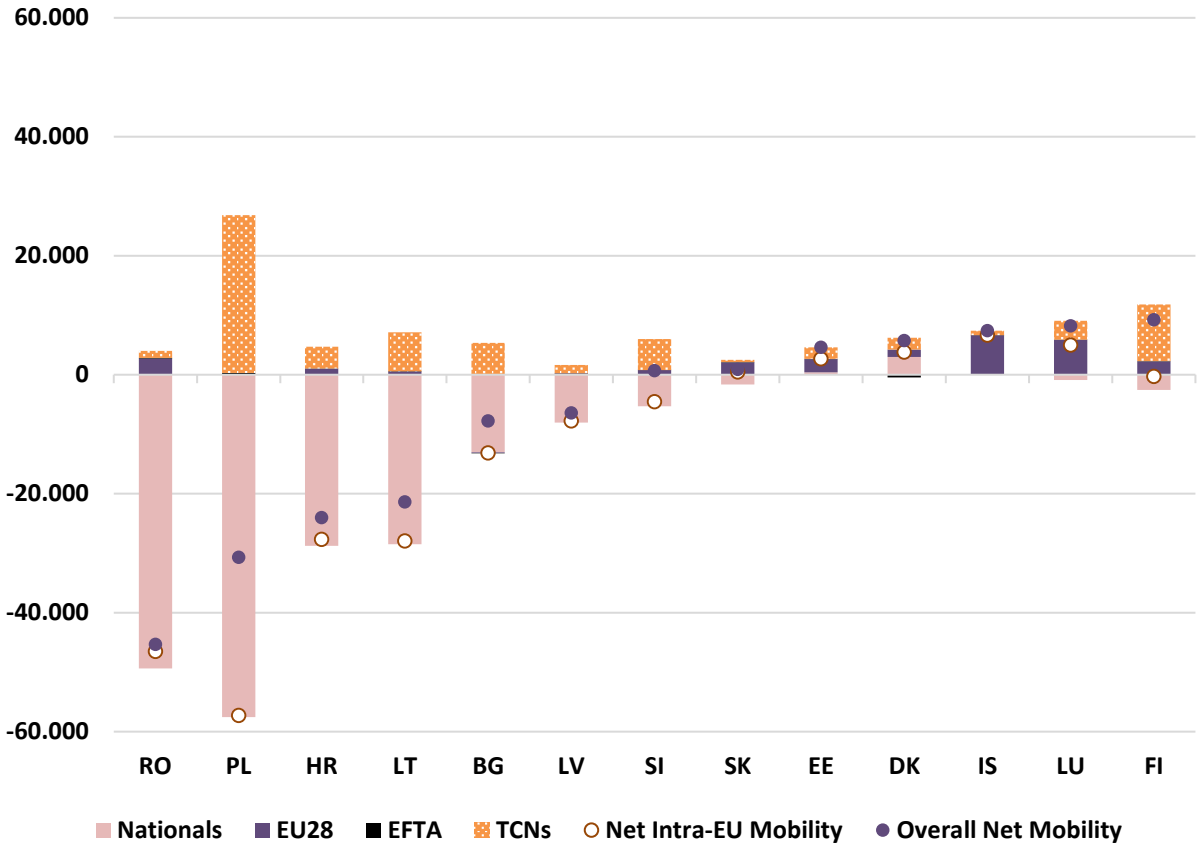
CY, EL, FR AND PT ARE NOT DISPLAYED BECAUSE FIGURES ARE NOT AVAILABLE. PROVISIONAL DATA: BG, PL. ESTIMATED NUMBERS: DE, PL. BREAK IN TIME SERIES: DE.

THE LATEST FLOW DATA AVAILABLE ARE FROM 2017.

SOURCE: EUROSTAT DATA ON EMIGRATION BY AGE GROUP AND CITIZENSHIP, ONLINE DATA CODE: MIGR_EMI1CTZ (EXTRACTED ON 13 MARCH 2019), AND DATA ON IMMIGRATION BY AGE GROUP, SEX AND CITIZENSHIP, ONLINE DATA CODE: MIGR_IMM1CTZ (EXTRACTED ON 14 MARCH 2019), MILIEU CALCULATIONS.

[65] Data for all countries can be found in Table 13 in Annex B.

Figure 10: Net migration and mobility flows by the country of residence, countries with smaller totals, working age (20-64), 2017



NET MOBILITY FLOWS BY COUNTRY OF RESIDENCE, BY BROAD GROUPS OF CITIZENSHIP. NUMBERS ARE EXPRESSED IN THOUSANDS.

'OVERALL NET MOBILITY' FLOWS ARE CALCULATED AS THE SUM OF NET MIGRATION OF NATIONALS, EU-28 AND EFTA MOVERS AND TCNS, WHILE 'NET INTRA-EU MOBILITY' EXCLUDES FLOWS OF TCNS

FIGURES RELATE PERSONS MOVING TO AND FROM THE COUNTRY INDICATED ON THE X-AXIS, REGARDLESS OF COUNTRY OF PREVIOUS OR NEXT RESIDENCE. FIGURES MAY INCLUDE EU-28 AND EFTA CITIZENS MOVING FROM OR MOVING TO THIRD COUNTRIES.

FIGURES FOR AT, IE MT, GR, RO, SI AND UK ARE BASED ON AGE DEFINITION 'AGE COMPLETED IN YEARS'.

INFLOWS: BREAK IN TIMESERIES: DE. PROVISIONAL DATA: BG, PL, SK. ESTIMATED: DE, PT, PL

OUTFLOWS:

CY, EL, FR AND PT ARE NOT DISPLAYED BECAUSE FIGURES ARE NOT AVAILABLE. PROVISIONAL DATA: BG, PL. ESTIMATED NUMBERS: DE, PL. BREAK IN TIME SERIES: DE.

THE LATEST FLOW DATA AVAILABLE ARE FROM 2017.

SOURCE: EUROSTAT DATA ON EMIGRATION BY AGE GROUP AND CITIZENSHIP, ONLINE DATA CODE: MIGR_EMI1CTZ (EXTRACTED ON 13 MARCH 2019), AND DATA ON IMMIGRATION BY AGE GROUP, SEX AND CITIZENSHIP, ONLINE DATA CODE: MIGR_IMM1CTZ (EXTRACTED ON 14 MARCH 2019), MILIEU CALCULATIONS.

1.2.2 Inflows - main countries of destination and changes over time

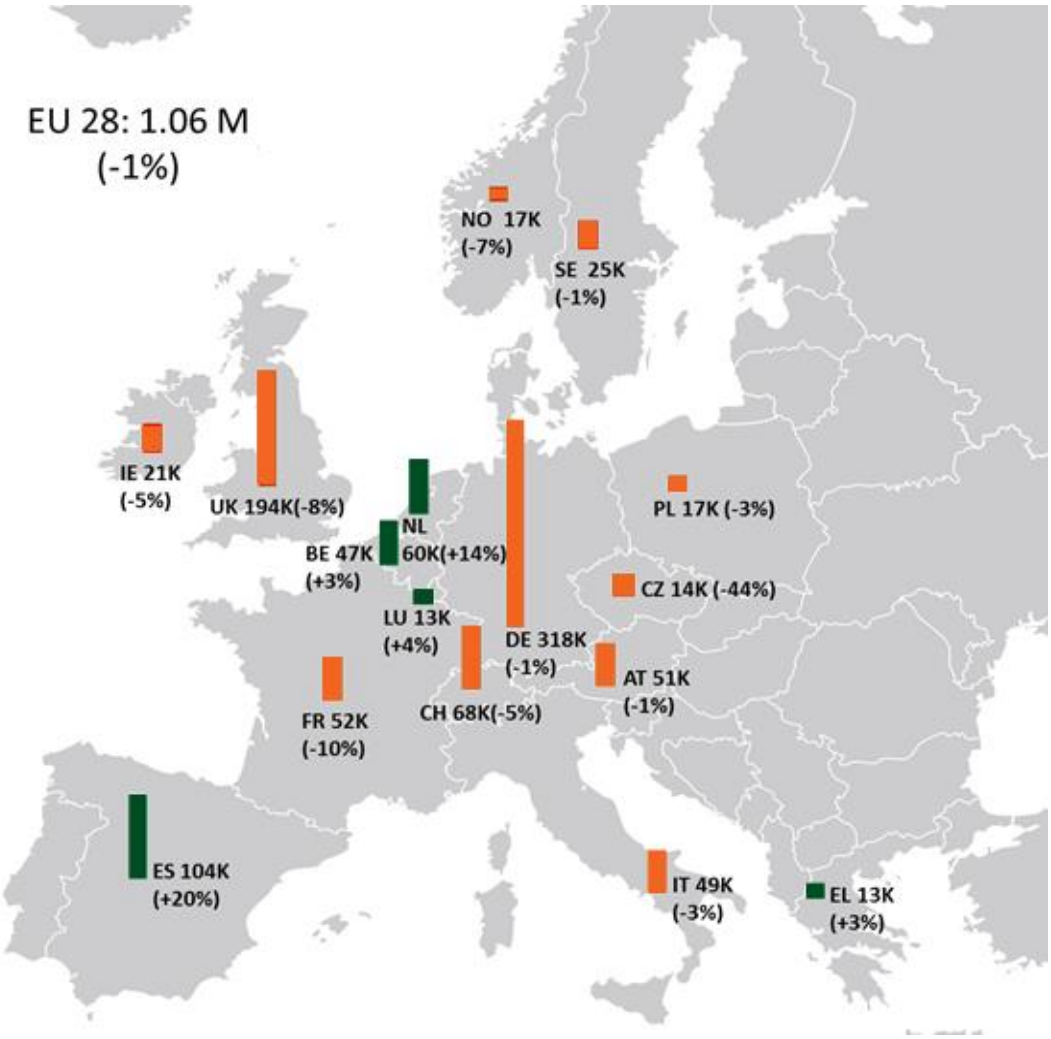
The inflow of EU-28 movers to other EU Member States stood at 1.06 million people in 2017, a similar figure as in 2016. The inflow of EU-28 movers to EFTA countries also remained the same (90,000), as did the inflow of EFTA movers to EU Member States (20,000).

According to LFS data, the activity rate of new movers of working age (those who moved the past two years) was 83% - when applying this rate to the inflows, one can estimate that around 880,000 citizens among the inflows above were active movers.

Inflows of EU-28 movers to the UK continued decreasing quite strongly (-8%), whereas the decrease in Germany slowed down (-1%) and Spain saw a large increase (+20%)

There was considerable variation between the different Member States in terms of the size of inflows (Figure 11). Germany and the UK remain the principle destination countries for EU movers, with inflows of 318,000 and 194,000 people respectively in 2017. Germany saw a strong decrease in inflows (-12%) between 2015 and 2016, which was partly, but not entirely due to methodological changes[66]. Between 2016 and 2017, inflows further decreased, although only by -1%. The UK saw a decrease of 8% in the inflow of EU movers, following on from a 7% drop the previous year.

Figure 11: Distribution of inflows to EU-28/EFTA Member States of nationals of another EU28 country in 2017, 20-64 years, for selected EU and EFTA countries[67]



SOURCE: EUROSTAT DATA ON IMMIGRATION BY AGE GROUP, SEX AND CITIZENSHIP, ONLINE DATA CODE: MIGR_IMM1CTZ (EXTRACTED ON 14 MARCH 2019), MILIEU CALCULATIONS. RED BARS INDICATE A DECREASE IN THE FLOWS FROM LAST YEAR. GREEN

[66] Due to changes in data processing and the reported reference period in the German flow statistics, data from 2016 is comparatively lower than from 2015, and data from 2017 was already reported in 2016. However, these changes are considered to affect mainly flows of German citizens; comparability over time of flows of EU/EFTA movers is considered to have been only minimally affected by these changes. Source: reply to written enquiry to the German Statistical Office, 18/11/2019; methodological explanations, Destatis website: https://www.destatis.de/DE/Themen/Gesellschaft-Umwelt/Bevoelkerung/Bevoelkerungsstand/Methoden/Erlauterungen/methodische-hinweise-2016.html?nn=209080.

[67] Total figures and as share from total population for all countries can be found in Table 17 in Annex B.

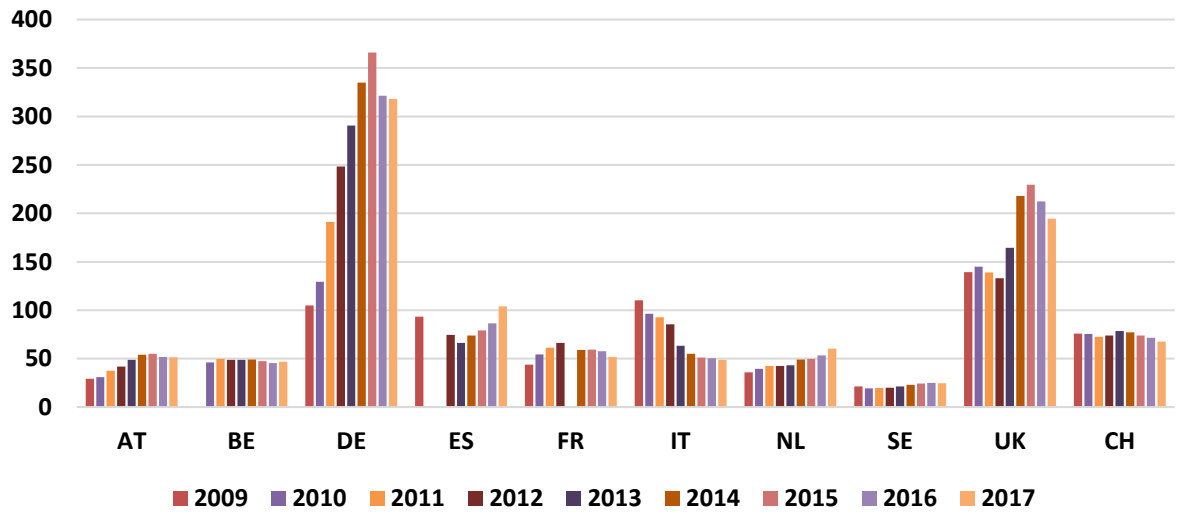
BARS INDICATE AN INCREASE IN THE FLOWS FROM LAST YEAR. THE CHANGE IS INDICATED BETWEEN THE BRACKETS FOR EACH COUNTRY.

Other important destination countries in 2017 include Spain (104,000), the Netherlands (60,000), Austria (51,000), Italy (49,000), Belgium (47,000) and Switzerland (68,000). Of these countries, Spain saw a significant increase of 20% in 2017 compared to 2016; this continues the recovery in inflows of EU movers since the economic crisis. The 14% increase in the Netherlands also continues an upward trend in inflows seen for several years. The other major receiving countries saw little year-on-year change, other than France where inflows decreased by 10% compared to 2016, after having been stable since 2014. The significant increase in inflows seen in Czechia last year was not sustained, with inflows dropping back down to similar levels to those in 2015.

Looking at the trend over a longer period, we see quite significant developments in the main countries of destination. Figures for 2009 onwards are available for most countries, which gives a vision of the development of mobility flows from the beginning of the crisis to 2017, the latest year for which data is available. Aggregate figures for all EU countries show that yearly inflows increased by around 50% between 2009 and 2017.

Figure 12 shows the pattern of inflows during the nine years between 2009 and 2017 for the ten most important destination countries for EU mobility. Firstly, this visualisation helps to convey the considerable increase of mobility towards Germany since 2009, where inflows multiply by three in a period of six years between 2009 and 2015.We also see the decline in attractiveness of Italy as a destination country; Italy starts the period with higher inflows than Germany, but steady decline following the crisis brings it to the same level as France or Austria by the end of the period. The graph shows the emergence of Austria and the Netherlands as important countries of destination for EU movers, and the decline and then recovery, of inflows to Spain; inflows in Spain have now exceeded those of 2009. The UK shows a peak in 2015; inflows have declined since 2016, which coincides with the Brexit referendum. However, since mobility to Germany, Austria, France and Switzerland have also dropped, it is likely that a general slow-down of mobility also affected the drop in inflows to the UK.

Figure 12: Evolution of inflows of foreign EU-28 and EFTA citizens of working age (20-64) in the top 10 countries of destination 2009-2017, (in thousands)[68]



FIGURES RELATE TO FOREIGN EU-28 AND EFTA CITIZENS MOVING TO THE COUNTRY INDICATED ON THE X-AXIS, REGARDLESS OF COUNTRY OF PREVIOUS RESIDENCE. FIGURES MAY INCLUDE EU-28 AND EFTA CITIZENS PREVIOUSLY RESIDING IN THIRD COUNTRIES.

[68] See Table 18 in Annex B for all countries.

FIGURES FOR YEARS 2009-2012 DO NOT INCLUDE HR CITIZENS.

BREAK IN TIMESERIES: DE. ESTIMATED: DE.

NO FIGURES ARE PROVIDED FOR BE FOR 2009.

EVOLUTION OF INFLOWS OF EU CITIZENS FOR THE YEARS 2009 TO 2017 IN THE 10 COUNTRIES WHERE THEIR NUMBERS WERE HIGHEST IN 2013.

FIGURES FOR AT AND UK USE AGE DEFINITION 'AGE COMPLETED IN YEARS'.

THE LATEST FLOW DATA AVAILABLE ARE FROM 2017.

SOURCE: EUROSTAT DATA ON IMMIGRATION BY AGE GROUP, SEX AND CITIZENSHIP, ONLINE DATA CODE: MIGR_IMM1CTZ (EXTRACTED ON 14 MARCH 2019), MILIEU CALCULATIONS.

If inflows are considered as a proportion of the population, other countries emerge as being particularly important destination countries. Malta was the EU Member State with the highest percentage of incoming EU-28 and EFTA citizens as a proportion of its working-age population, with 3.6%. It is closely followed by Luxembourg (3.5%) and Cyprus (1.3%). Iceland (3.8%) and Switzerland (1.3%) are also part of this group of countries. The figure is also relatively high for medium-sized countries such as Austria (0.9%) and Belgium (0.7%). The countries that have the largest absolute inflows, Germany and the UK, are smaller as a percentage of population (both 0.6% and 0.5% respectively).

Table 3: Main countries of destination of EU-28 movers of working age (20-64) in total numbers and in shares from the population, 2016 and % change compared to 2015, (total numbers in thousands)[69]

	Largest inflows of EU-28 movers in 2017(% change to 2016)	Largest inflows of EU-28 movers compared to total population in country	
DE	318,000 (-1%)	**IS**	3.8%
UK	194,000 (-8%)	**MT**	3.6%
ES	104,000 (+20%)	**LU**	3.5%
CH	68,000 (-5%)	**CY**	1.3%
NL	60,000 (+14%)	**CH**	1.3%
FR	52,000 (-10%)	**AT**	0.9%
AT	51,000 (-1%)	**BE**	0.7%
IT	49,000 (-3%)		
BE	47,000 (+3%)		

[69] See Table 17 in Annex B for all countries.

INFLOWS OF EU-28 IN 2017. SHARES IN COLUMN 2 EXPRESS NUMBERS OF INFLOWS BY NUMBER OF TOTAL POPULATION IN THE COUNTRY. SHARES IN BRACKETS EXPRESS RELATIVE DIFFERENCES OF TOTAL INFLOWS OF EU-28 FOREIGNERS TO 2016.

FIGURES RELATE TO EU-28 MOVERS MOVING TO THE COUNTRY INDICATED IN THE ROWS, REGARDLESS OF COUNTRY OF PREVIOUS RESIDENCE. FIGURES MAY INCLUDE EU-28 PREVIOUSLY RESIDING IN THIRD COUNTRIES.

THE LATEST FLOW DATA AVAILABLE ARE FROM 2017.

AGE DEFINITION FOR AT, MT AND UK IS 'AGE IN COMPLETED YEARS' UNLIKE THE OTHER COUNTRIES THAT USE 'AGE REACHED DURING THE YEAR'.

SOURCE: EUROSTAT DATA ON IMMIGRATION BY AGE GROUP, SEX AND CITIZENSHIP, ONLINE DATA CODE: MIGR_IMM1CTZ, (EXTRACTED ON 14 MARCH 2019), MILIEU CALCULATIONS.

1.2.3 Outflows of nationals – main sending countries and changes over time

Around one million EU-28 citizens left their country of residence for another EU Member State in 2017[70], very similar to the number in 2016. The number of EFTA nationals leaving their country of citizenship was 30,000, also almost identical to the previous year. The EU aggregate outflow of nationals is slightly lower than the EU aggregate inflow of EU-28 movers. A number of factors explain why these two numbers are not identical: the outflow of nationals figure does not include numbers for Cyprus, Greece, France and Portugal; some nationals will go to third countries and therefore not appear in the EU-mover inflow data; inflow figures may also include EU movers who have moved from one EU Member State that is not their country of citizenship to another EU Member State that is not their country of citizenship, or who are moving from a third country to an EU Member State that is not their country of citizenship, therefore they will not appear in outflow of nationals' data.

The countries that saw the most nationals leave were Romania (173,000), Germany (163,000), Poland (127,000), UK (111,000) and Italy (86,000). Outflows for these countries were generally similar to numbers for 2016, although Germany and Poland saw a 7% and 10% decrease, respectively. In terms of longer-term trends, the rate of increase of outflows from Romania (+2%) continued to slow down from a 17% increase in 2014; a similar pattern is seen in Italy.

Table 4: Countries with outflows of nationals of more than 50,000 in 2017 (changes compared to 2016)[71]

Country of residence	Outflow of Nationals (main sending countries)
RO	173, 000 (+2%)
DE	163,000 (-7%)
PL	127,000 (-10%)
UK	111,000 (-1%)
IT	86,000 (+1%)
ES	62,000 (-5%)

SOURCE: EUROSTAT DATA ON EMIGRATION BY AGE GROUP, SEX AND CITIZENSHIP, ONLINE DATA CODE: MIGR_EMI1CTZ (EXTRACTED ON 13 MARCH 2019), MILIEU CALCULATIONS.

PROVISIONAL DATA: PL. ESTIMATED NUMBERS: DE, PL. BREAK IN TIME SERIES: DE.

FIGURES FOR RO AND UK USE AGE DEFINITION 'AGE COMPLETED IN YEARS'.

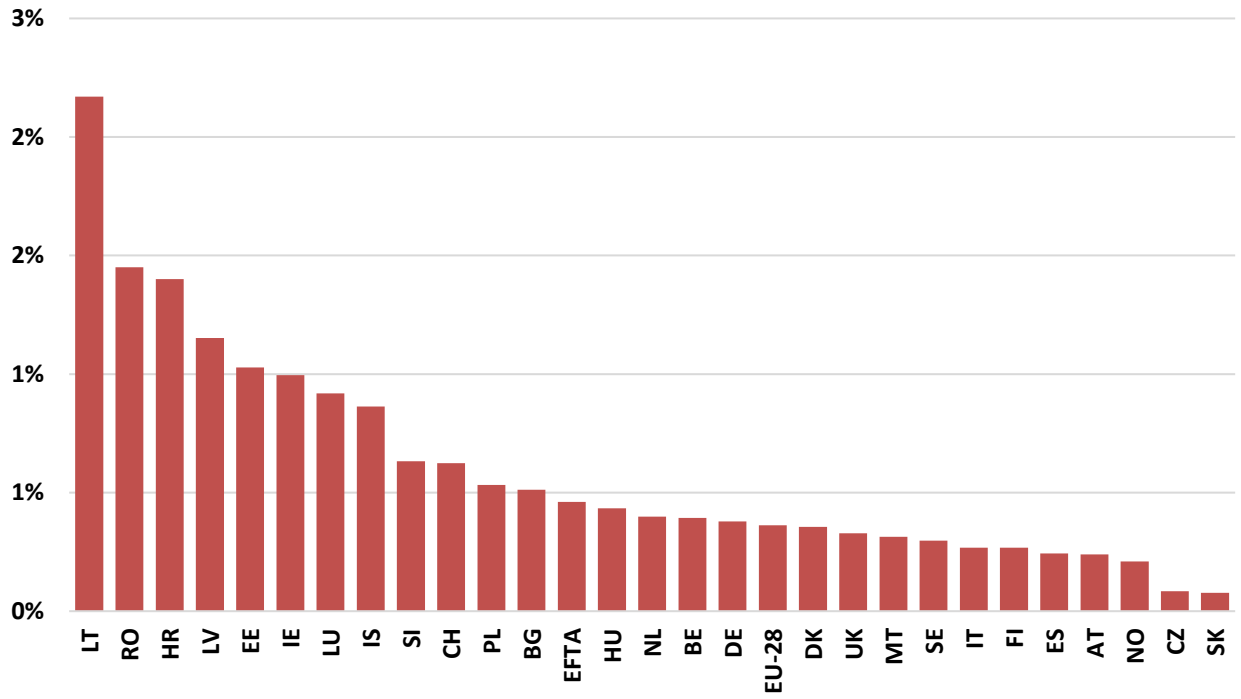
The rate of outflow of nationals gives a picture of the outflow of nationals as a proportion

[70] The figure does not include numbers for CY, EL, FR and PT.

[71] See Table 20 in Annex B for data for all countries.

of the population of a country. The EU aggregate outflow rate is 0.36%, but there are certain Member States where the outflow rate is quite significant (**Figure 13**). Out of the ten countries with the highest outflow rate, eight of them are EU-13 countries, Ireland (1%) and Luxembourg (0.9%) being the two exceptions. Lithuania has the highest outflow rate (2.2%), which has continuously grown since 2014. Romania, the country with the highest absolute outflow figures follows (1.5%). But the following three are all smaller countries that by their size do not come among the most important countries in terms of absolute figures: Croatia (1.4%), Latvia (1.2%) and Estonia (1%).

Figure 13: Outflow rate of nationals of working age (20-64), by country of citizenship[72], 2017



NUMBER OF OUTFLOWS OF NATIONALS AS A SHARE OF THE TOTAL NATIONAL POPULATION IN THE COUNTRY, 2017.

THE LATEST FLOW DATA AVAILABLE ARE FROM 2017.

CY, EL, FR AND PT ARE NOT DISPLAYED BECAUSE FIGURES ARE NOT AVAILABLE.

PROVISIONAL DATA: BG, PL. ESTIMATED NUMBERS: DE, PL. BREAK IN TIME SERIES: DE.

EU-28 AGGREGATE EXCLUDES CY, EL, FR AND PT.

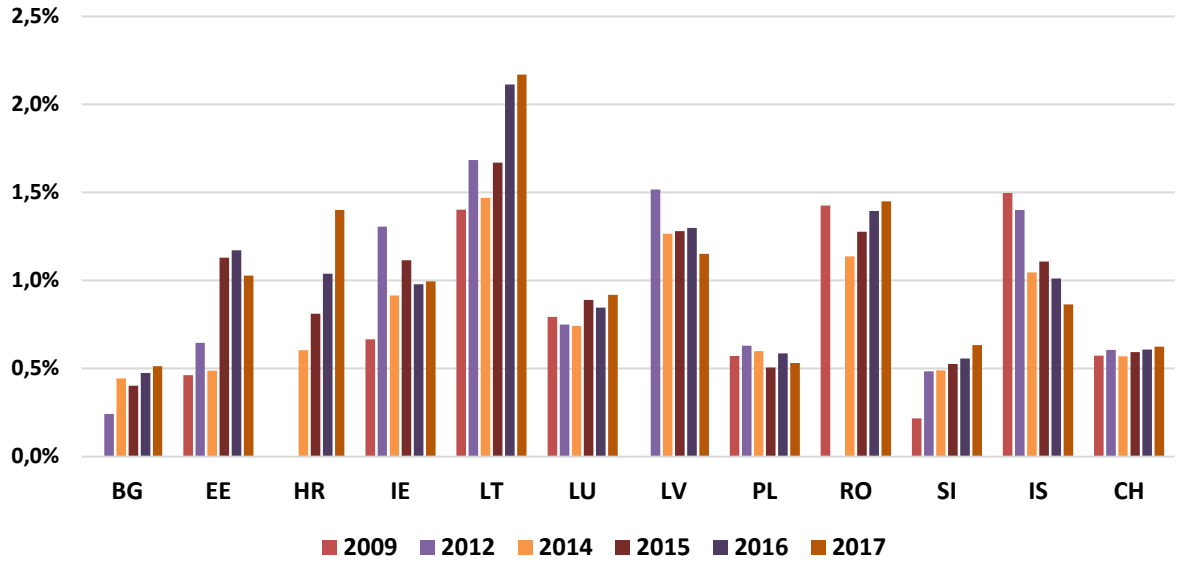
FIGURES FOR AT, EL, IE, MT, RO, SI AND UK USE AGE DEFINITION 'AGE COMPLETED IN YEARS'.

SOURCE: EUROSTAT DATA ON EMIGRATION BY AGE GROUP, SEX AND CITIZENSHIP, ONLINE DATA CODE: MIGR_EMI1CTZ (EXTRACTED ON 13 MARCH 2019), AND DATA ON POPULATION ON 1 JANUARY BY AGE GROUP, SEX AND CITIZENSHIP, ONLINE DATA CODE: MIGR_POP1CTZ (EXTRACTED ON 12 MARCH 2019), MILIEU CALCULATIONS.

Figure 14 shows the evolution of the outflow rate from selected Member States since 2009. Most countries show an increase over the period, although to different extents. Croatia, Lithuania and Estonia see quite a dramatic increase over the period, whilst Bulgaria, Slovenia, Switzerland and Romania see a more gradual increase. Luxembourg and Ireland generally increase but also see dips during the period, and Poland stagnates at roughly the same level throughout the nine years.

[72] For total numbers, see Table 19 in the Annex.

Figure 14: Trend of outflow rate of nationals of working age (20-64) for main countries of origin, by country of origin, 2009-2017[73]



NUMBER OF OUTFLOWS OF NATIONALS AS A SHARE OF THE TOTAL NATIONAL POPULATION IN THE COUNTRY, 2009, 2012, 2014, 2015, 2016 AND 2017. THE LATEST FLOW DATA AVAILABLE ARE FROM 2017.

FIGURE SHOWS COUNTRIES WITH OUTFLOW RATES OF 0.5% OR HIGHER IN 2017.

PROVISIONAL DATA: BG, PL. ESTIMATED NUMBERS: DE, PL. BREAK IN TIME SERIES: DE.

FIGURES FOR IE, RO AND SI USE AGE DEFINITION 'AGE COMPLETED IN YEARS'.

SOURCE: EUROSTAT DATA ON EMIGRATION BY AGE GROUP, SEX AND CITIZENSHIP, ONLINE DATA CODE: MIGR_EMI1CTZ (EXTRACTED ON 13 MARCH 2019), AND DATA ON POPULATION ON 1 JANUARY BY AGE GROUP, SEX AND CITIZENSHIP, ONLINE DATA CODE: MIGR_POP1CTZ (EXTRACTED ON 12 MARCH 2019), MILIEU CALCULATIONS.

1.2.4 Return mobility

Nationals of EU-28 and EFTA countries returning to their country of origin constitute an important share of inflow movements within the EU/EFTA area. In 2017, the number was around 723,000 for the EU-28 and 21,000 for EFTA regions. This represented 22% of all inflows (nationals, EU-28 movers, EFTA movers and TCN) at EU-28 level, stable with the previous year (21%). For EFTA countries the share was smaller, at 13%.

Considered as a percentage of inflows of only EU-28 movers and nationals, EU-28 nationals returning to their country of origin account for 41% of inflows. As in the previous year, there was a year-on-year increase in inflows of nationals of 11% at EU-28 level. EFTA inflows of nationals increased by 1%.

Romania and Poland had the highest share of returnees among their inflows

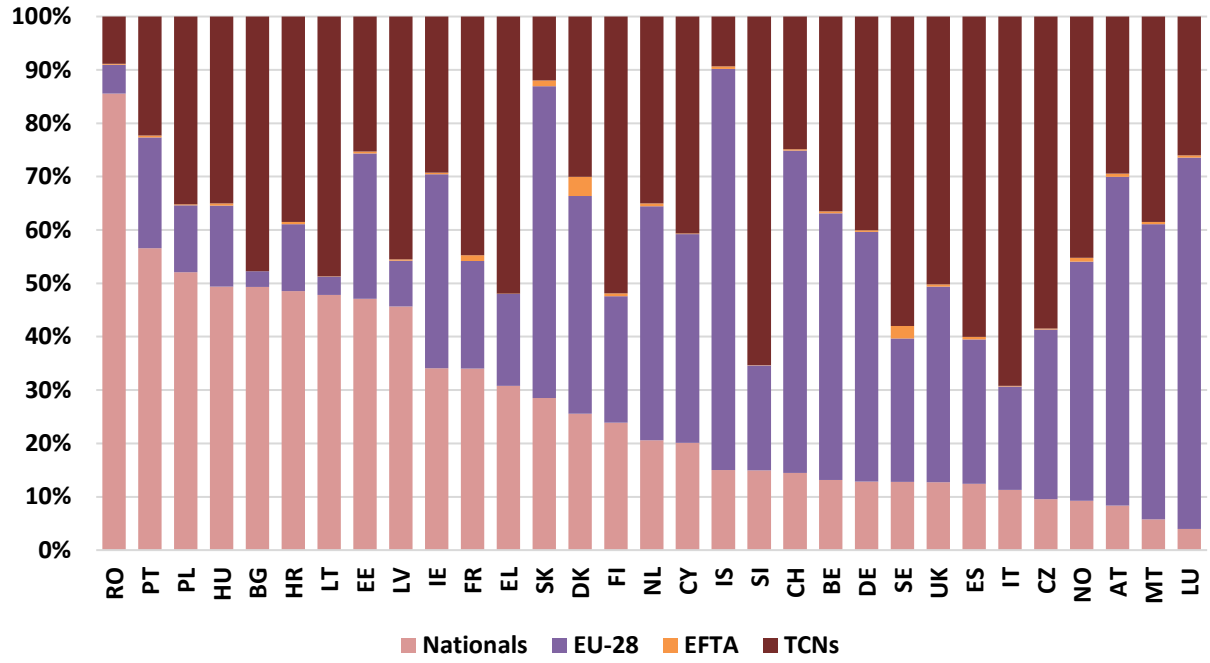
As with previous years, EU-13 countries were the countries that had the highest share of returnees in among inflows. Particularly notable were Romania (86%) and Poland (52%), whilst six other countries had rates between 45% and 50% (Hungary, Bulgaria, Croatia, Lithuania, Estonia and Latvia) (**Figure 15**). With the exception of Bulgaria, Lithuania and Poland, the percentage share of returnees in the inflows for these countries actually decreased compared to 2016, despite increases in absolute numbers of returnees. This is due to an increase in overall inflows for these countries.

The only EU-15 country in the group of countries with a high rate of returnees in inflows was Portugal at 57%, up from 50% in the previous year. Other EU countries where

[73] Data for all countries can be found in Table 19 in Annex B.

returnees make up at least a fifth of inflows include Ireland (34%), France (34%), Greece (31%), Denmark (26%), Finland (24%) and the Netherlands (20%).

Figure 15: Composition of inflows of working age (20-64) movers, by group of citizenship, by country of destination, 2017



COMPOSITION OF INFLOWS BY GROUP OF NATIONALITIES IN EACH EU-28/EFTA COUNTRY OF DESTINATION, 2017.

FIGURES RELATE TO FOREIGN EU-28 AND EFTA CITIZENS MOVING TO THE COUNTRY INDICATED ON THE X-AXIS, REGARDLESS OF COUNTRY OF PREVIOUS RESIDENCE. FIGURES MAY INCLUDE EU-28 AND EFTA CITIZENS PREVIOUSLY RESIDING IN THIRD COUNTRIES.

THE LATEST FLOW DATA AVAILABLE ARE FROM 2017.

INFLOWS: BREAK IN TIMESERIES: DE. PROVISIONAL DATA: BG, PL, SK. ESTIMATED: DE, PT, PL

FIGURES FOR IE, EL, MT. AT, RO, SI AND UK USE AGE DEFINITION 'AGE COMPLETED IN YEARS'.

SOURCE: EUROSTAT DATA ON IMMIGRATION BY AGE GROUP, SEX AND CITIZENSHIP, ONLINE DATA CODE: MIGR_IMM1CTZ (EXTRACTED ON 14 MARCH 2019), MILIEU CALCULATIONS.

Table 5: Return mobility (inflows of nationals), age group 20-64, 2009-2017 (in thousands)

		2009*	2010**	2011***	2012	2013	2014	2015	2016	2017
EU -28	Total	628	607	596	643	617	641	622	680	723
	Annual Δ		-3%	-2%	8%	-4%	4%	-3%	9%	6%
EU-13**	Total	267	236	239	292	268	265	228	257	268
	Annual Δ		-12%	1%	22%	-8%	-1%	-14%	13%	4%
EU-15	Total	361	371	357	351	349	376	394	423	455
	Annual Δ		3%	-4%	-2%	-1%	8%	5%	7%	8%

ANNUAL INFLOWS OF NATIONALS AGED 20-64 YEARS.

FIGURES ABOVE REFER TO INFLOWS OF NATIONALS FROM EU MEMBER STATES, BUT ALSO FROM THIRD COUNTRIES.

*EU 28 TOTAL MISSING BE, BG AND LV, EU 13 TOTAL MISSING BG AND LV, EU 15 TOTAL MISSING BE

** EU 13 AND EU 28 TOTAL MISSING BG AND LV

***EU 13 AND EU 28 TOTAL MISSING BG

SOURCE: EUROSTAT DATA ON IMMIGRATION BY AGE GROUP, SEX AND CITIZENSHIP (MIGR_IMM1CTZ) (EXTRACTED ON 14 MARCH 2019), MILIEU CALCULATIONS

FOR 2017: INFLOWS: BREAK IN TIMESERIES: DE. PROVISIONAL DATA: BG, PL, SK. ESTIMATED: DE, PT, PL

FIGURES FOR IE, EL, ES, HR, LT, LU, MT, AT, RO, SI, SK, SE AND UK USE AGE DEFINITION 'AGE COMPLETED IN YEARS'.

Return mobility compared to outflows show that for four persons leaving a country, three return

Another way to look at return mobility is to compare the outflows of nationals from a Member State in a certain year to the inflows (returnees). It is similar to net mobility of nationals (see section 1.2.1), only that here we look at returnees as a proportion of outflows of nationals. In 2017, the proportion of returnees EU level is 72%, an increase from 66% in 2016. This means that for four persons leaving a country, three return.

At 71%, Romania, the main country of origin, has almost exactly the same proportion of leavers compared to returnees as the EU aggregate (72%). In Poland, Germany and the UK, return mobility is slightly less frequent (55%, 54% and 60%, respectively) – on four persons leaving, two return. Several other countries of origin saw even lower proportions of return mobility: in Croatia (17%), Italy (33%), Lithuania (24%), Latvia (33%), Slovenia (29%) and Slovakia (33%), the proportion is 33% or less. On the other hand, some countries see higher numbers of returnees than outflows: Denmark, Estonia, Hungary, Malta and Iceland[74].

[74] See Table 22 in Annex B.

2 MOBILITY OF EU WORKERS

This section gives an overview of the mobility of **active EU-28 movers**[75] of working age (20-64 years) in 2018, together with some of the trends of recent years. Unless mentioned otherwise, figures refer to EU-28 movers who live in a different Member State than their country of citizenship and who were *born outside the country of residence*. The section furthermore looks at economic integration of movers compared to nationals (employment rate, sectors, occupations, etc.) as well as examining the gender dimension of several key indicators.

2.1 Recent developments

Key findings

- In 2018 the number of active EU-28 movers born outside their country of residence exceeded 9 million for the first time; this was a 2% increase on the figure for 2017[76].
- Stocks in the major countries of destination (DE, FR, ES, IT) other than the UK continued to increase, particularly in Germany where stocks increased by 9%. The UK saw a decrease of 5% in stocks of active movers compared to 2017.[77]
- Second-tier important destination countries (AT, BE, IE, NL, SE) also saw increased stocks of active movers; stocks in Ireland increased by 10%.
- Romania remained the EU Member State sending the most active movers, showing a 7% increase in the number of Romanian active movers compared to 2017. Stocks of Polish movers, the second largest group of active movers, decreased by 6%.
- At EU level there were equal numbers of recent (those who arrived in the last ten years) and longer-term active movers. Countries with a high share of recent movers include the UK, Sweden and Denmark; countries with a higher share of longer-term movers include Spain, Italy and France.
- The highest shares of active new movers (those who arrived between 2016 and 2018) were in the UK, Ireland, Malta, Luxembourg and Cyprus. In all of these countries they make up more than 10% of all movers.

[75] 'Active' includes employed (including self-employed) and job-seeking individuals.

[76] It is likely that the small increase is also due to methodological specificities of the EU-LFS (namely, that it does not capture very new movers adequately); because also the increase in the total working-age population was only 3% according to EU-LFS figures, while it was 5% according to Eurostat population data. Therefore, this figure may be a slight under-estimation of the actual increase.

[77] This differs to the story told by the population statistics used in Section 1 of this report, which indicates that stocks of EU movers in the UK increased. There are several reasons for this difference. Firstly, the data used in this section is EU-LFS data, which due to methodological specificities does not capture very new movers adequately, therefore can underestimate latest stocks of EU movers compared to the population statistics. Secondly, the population statistics for 2018 used in Chapter 1refer, as for most countries, to 31 December of 2017 (Source: Eurostat, 'Metadata and quality report on European demographic and migration statistics' for the UK, section 5 'Reference Period', available at: https://ec.europa.eu/eurostat/cache/metadata/EN/demo_pop_esms_uk.htm#ref_period1571401657053). EU-LFS data, on the other hand, is an average over the four quarters of the year in question, 2018. Biannual data from the UK Office for National Statistics shows there was a peak in stocks of EU movers in the UK in December 2017, before decreasing in June 2018 and December 2018; this is coherent with the difference between the population statistics and LFS data.

2.1.1 Stocks of active EU-28 movers in 2018

Germany overtakes the UK in hosting the most active EU-28 movers

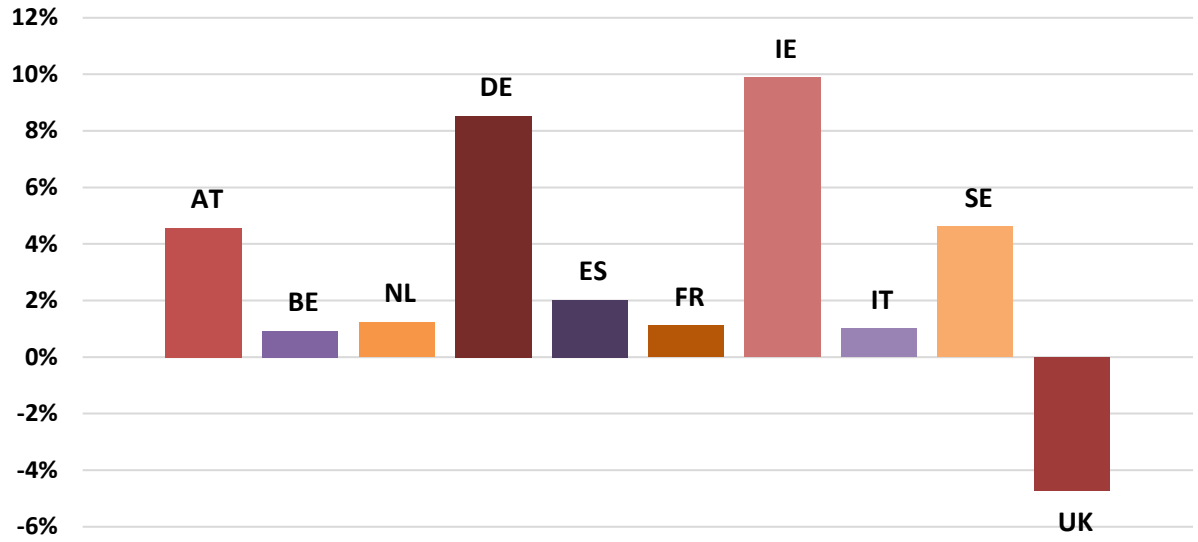
In 2018 there were 9.7 million active EU-28 movers. This is the first time that this figure has been greater than 9 million and represents a 1.9% increase on the previous year. Section 2 of this report refers to active EU-28 movers born outside their country of residence, of which there were 9.1 million in 2018. The countries that host the most active movers are the same as those that hold the most movers, as described in the previous section: Germany, the UK, Spain, Italy and France. These five countries account for around 78% of active movers, whilst Germany and the UK alone account for exactly half of all active EU-28 movers. Therefore, the concentration of movers in a limited group of Western European countries continues.

Nevertheless, there was some variation in the year-on-year development of stocks of active movers. Figure 16 shows the percentage change in the stocks of active EU-28 movers in the ten EU Member States hosting the most active movers. This group ranges in size from Germany, with 2.3 million active EU-28 movers to Sweden where there are 150,000 active EU-28 movers.

In Germany, there was a 9% increase in stocks of active EU movers, equivalent to 180,000 more movers. Meanwhile, EU-LFS data shows that there was a 5% decrease in stocks of active movers in the UK, or 110,000 less people.[78] This meant that Germany overtook the UK as the EU Member State hosting the most EU-28 active movers. Figures for Spain, Italy and France remained stable, increasing by 1-2%. Outside of these five main countries of destination, the development of Austria as an important receiving country for EU-28 movers continued, with growth of 5% to 400,000 active movers. There was an even larger absolute increase in the number of active EU-28 movers in Ireland, which grew 10% to over 280,000. Elsewhere, numbers in other EU countries hosting more than 100,000 active EU-28 movers continued to increase to varying degrees. This group of countries includes Belgium, Denmark, Luxembourg, the Netherlands and Sweden.

[78] This differs strongly from data available from Eurostat population data, which shows a 6% year-on-year increase in the population of working age movers in the UK. This could be partly accounted for by the habitual underestimation of numbers by the EU-LFS compared to the migration statistics. For example, in 2017 the EU-LFS reported a 5% increase in working-age active movers, whereas the Eurostat figures showed a 13% increase in all working-age movers. Whilst one records active movers and one records all movers, this difference is unlikely to account for such a significant disparity between the two data sources when differences are presented in percentage form.

Figure 16: Percentage change between 2017 and 2018 in stocks of active movers in the ten EU Member States hosting the most active movers[79]



SOURCE: LFS 2018, SPECIFIC EXTRACTIONS PROVIDED BY EUROSTAT, MILIEU CALCULATIONS.
NOTE: TOTALS EXCLUDE MOVERS BORN IN THEIR COUNTRY OF RESIDENCE.

Romania remains the most important sending country of active EU-28 movers, whilst the number of Polish active movers decreases

The two percent increase in all EU-28 movers covers considerable variation in the dynamics of flows from the major sending countries. Most notable of these is an important increase in active Romanian movers and a significant decrease in active Polish movers, the two countries sending by far the most movers (Figure 17).

Among Polish active movers, there was a drop of 6% to 1.4 million in the stocks at EU level in 2018 (80,000 less than in 2017). This is largely driven by a strong decrease of the stock of Polish movers in the UK, the EU Member State hosting the most Polish movers (see more details below). The net decrease in Polish movers at EU level overall also coincides with strong growth in GDP in Poland of 5.1%[80].

In 2018, 140,000 more active Romanians were living in other EU Member States compared to the previous year, an increase of 7% to 2 million.

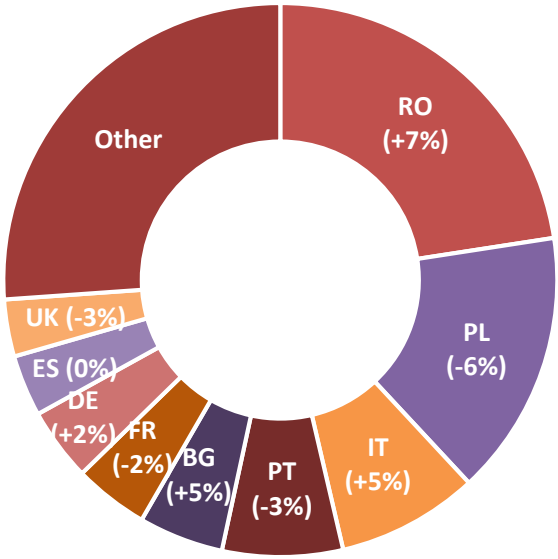
Following these two as main countries of origin are Italy, Portugal and Bulgaria. Since 2012, numbers of active movers from Italy and Bulgaria have continually increased, and this trend is continued in 2018. In the case of Bulgaria (450,000) this coincides with the end of transitional arrangements in 2014 for Bulgaria and Romania; in the case of Italy (750,000), the increase in active movers is likely to be associated with the continued sluggishness of the Italian job market following the economic crisis. The number of Portuguese active movers dropped in 2018 to 640,000, although still remains higher than it was at any point between 2011 and 2016.

A group of four large Western European countries, France, Germany, Spain and the UK, each have between 300,000 and 400,000 active nationals living in other EU Member

[79] See in Table 23 in Annex B for all countries.
[80] European Commision 2019, Employment and Social Developments: Annual Review 2019.

States. Numbers of nationals from these countries have changed little since 2017.

Figure 17: Most common countries of origin of EU-28 active movers, 2018 (percentage change on number for 2017 in brackets) (size of ring part represents share of group by country of origin from all active movers)[81]



SOURCE: LFS 2018, SPECIFIC EXTRACTIONS PROVIDED BY EUROSTAT, MILIEU CALCULATIONS.
NOTE: TOTALS EXCLUDE MOVERS BORN IN THEIR COUNTRY OF RESIDENCE.

The UK sees a reduction in several significant sending countries

Statistics from this year's labour force survey may herald the first consequences of the Brexit referendum. As mentioned above, the EU-LFS shows a 5% decrease in the number of active movers in the UK. This is particularly crystallised in the drop in the number of Polish active movers, given the fact that Polish people have recently been by far the largest mover population in the UK. The reduction of around 100,000 people is equivalent to a 16% decrease compared to 2017 and results in the lowest number of stocks of active Polish movers since 2014. This occurs at the same time as there were at least 4,000 less active movers from Switzerland, Germany, Spain, Latvia, Portugal and Slovakia in the UK in 2018.

Whilst the recentness of this trend means that there is limited scientific research on it, there have been widespread reports of increased hostility towards EU-28 movers in the UK, particularly those of Eastern European descent, both in the press and in academic studies[82].

[81] See Table 24 in Annex B for all countries.
[82] Rzepnikowska 2018, 'Racism and xenophobia experienced by Polish migrants in the UK before and after Brexit vote', Journal of Ethnic Migration Studies, https://www.tandfonline.com/doi/full/10.1080/1369183X.2018.1451308

It has also been suggested that another reason for EU-28 movers deciding to leave the UK or not to come could be improved economic conditions in their country of origin whilst real wage levels in the UK stagnate and drop[83].

It should nonetheless be noted that the number of movers from two significant sending countries to the UK, Romania and Italy, continued to increase, by 10% and 5% respectively in 2018. It could be argued that economic conditions in these countries are less favourable than in other important sending countries. Major factors could include the persistently low employment rate in Italy, which is around 10 pps below the EU-28 average[84], and significantly lower salary levels in Romania than in the UK (see Chapter 2.2.2, Table 9)[85].

Equal numbers of active recent movers and active longer-term movers

Figure 18 shows the distribution of active EU-28 movers by length of stay, including those movers that were born in their country of residence (and aged between 20 and 64). At EU level, the largest portion of active movers had in 2018 been living in their country of residence for at least ten years (47%). This group is closely followed by movers living in their country of residence for between two and eight years (39%). Eight percent of movers had arrived in the last two years, meaning that, putting these latter two categories together, at EU level there was an equal share of recent active movers (less than ten years) and longer-term active movers (over ten years). This is similar to the figures for all movers of working age. The remaining 5% is made up of active movers who were born in their country of residence.

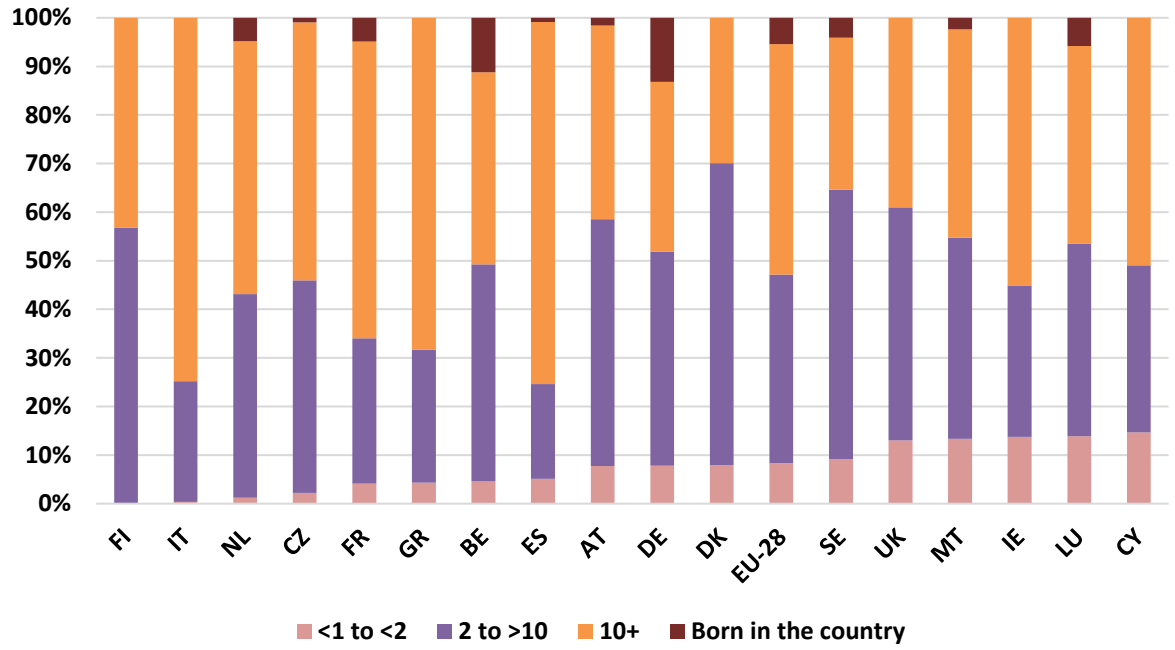
For an example from the press, see, this article from *the Guardian* https://www.theguardian.com/politics/2019/jan/27/everything-changed-in-2016-poles-in-uk-struggle-with-brexit

[83] Richard Partington 2019, 'Poles will return east to higher wages and jobs, and UK will lose out', *The Guardian* 24 February 2019, https://www.theguardian.com/business/2019/feb/24/poles-return-east-higher-wages-job-uk-lose-brexit

[84] The employment rate in Italy was 63%, whilst the EU average was 73.2%.
Eurostat 2019, table T2020_10, database. https://ec.europa.eu/eurostat/databrowser/bookmark/d5e963a6-7041-42f2-91d5-7d316a83210d?lang=en

[85] For example, mean monthly earnings in purchasing power standard for elementary occupations are 542 in Romania compared to 1549 in the UK.
Eurostat, Mean monthly earnings by sex, age and occupation (earn_ses14_21), https://ec.europa.eu/eurostat/web/labour-market/earnings/database

Figure 18: Active EU-28 movers by the length of their stay in their country of residence, by country of residence, 2018



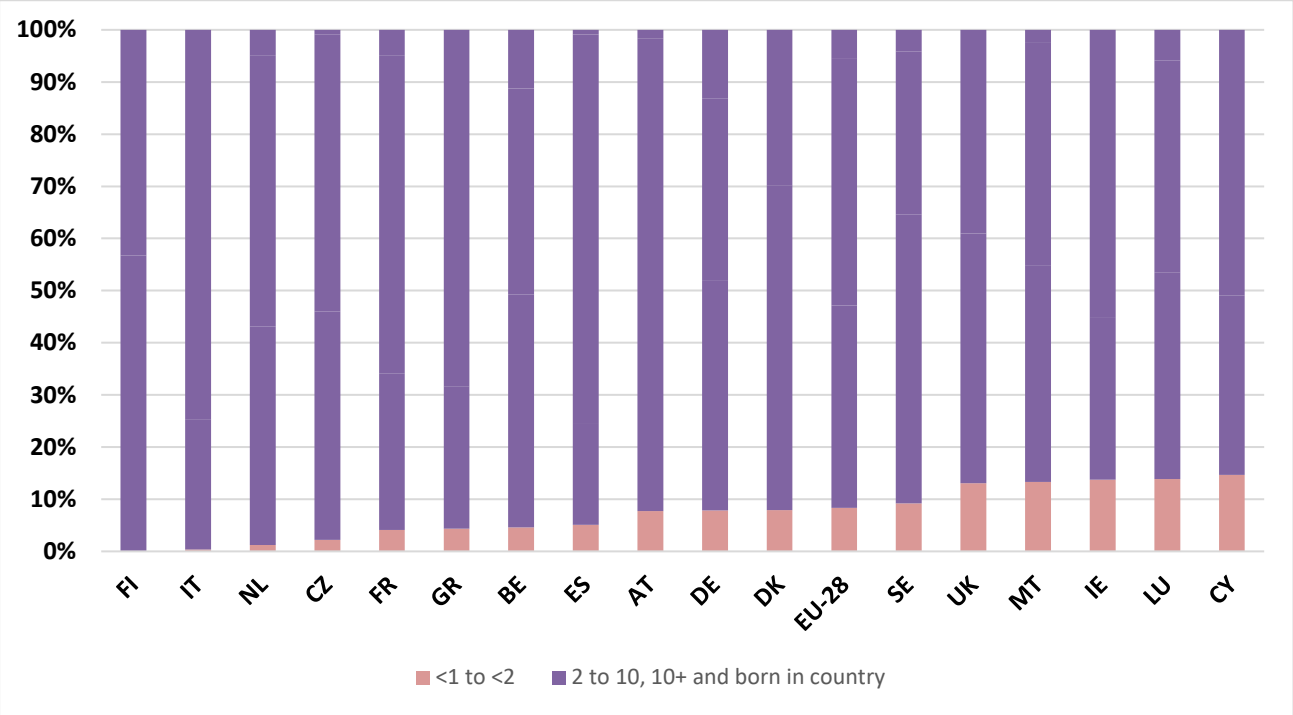
SOURCE: EU-LFS 2018, SPECIFIC EXTRACTIONS PROVIDED BY EUROSTAT, MILIEU CALCULATIONS.
NOTE: THE FOLLOWING COUNTRIES ARE NOT INCLUDED BECAUSE DATA IS UNAVAILABLE OR BELOW RELIABILITY LIMITS: BG, EE, HR, HU, LT, LV, PL, PT, RO, SI, SK.

DATA REFERS TO MOVERS AGED BETWEEN 20 AND 64.

2.1.2 New movers

There were 800,000 active new EU-28 movers in 2018 (movers who have arrived in their country of residence in the last two years). This was around 100,000 less than in 2017, an 11% decrease. As can be seen in Figure 19, the proportion of new movers in the population of movers in a given country varies considerably between Member States. In important destination countries such as the UK, Germany, Austria and Sweden, between eight and thirteen percent of active movers are new movers (arrival in the last two years). In these countries, the proportion of recent movers within the last 10 years is higher than the EU average (47%), going from 53% in Germany to 61% and 64% respectively in the UK and Sweden. At the other end of the scale is Italy, where less than 1% of active movers arrived in the last two years. The Netherlands (1%), France (4%), Belgium (5%) and Spain (5%) have similarly low numbers of new movers. In all of these countries, except Belgium, the proportion of recent movers in the active mover population is below the EU average; in the case of both Italy and Spain over 20 pps below.

Figure 19: Years of residence of active EU-28 movers (20-64 years), by country of residence, 2018



* THE FOLLOWING CATEGORIES FOR THE FOLLOWING COUNTRIES ARE NOT PRESENTED IN THE GRAPH BECAUSE THEIR VALUES ARE TOO SMALL TO BE PUBLISHED: FI, IT, GR, DK, UK, IE, CY - 'BORN IN COUNTRY', FI - UP TO 2 YEARS; // LOW RELIABILITY FOR UP TO 2 YEARS: CZ, GR, ; LOW RELIABILITY FOR BORN IN COUNTRY: CZ, MT.

BG, EE, HR, HU, LT, LV, PL, PT, RO, SL, SK ARE NOT PRESENTED IN THE GRAPH BECAUSE FIGURES FOR TWO OR MORE CATEGORIES ARE TOO LOW TO BE PUBLISHED.

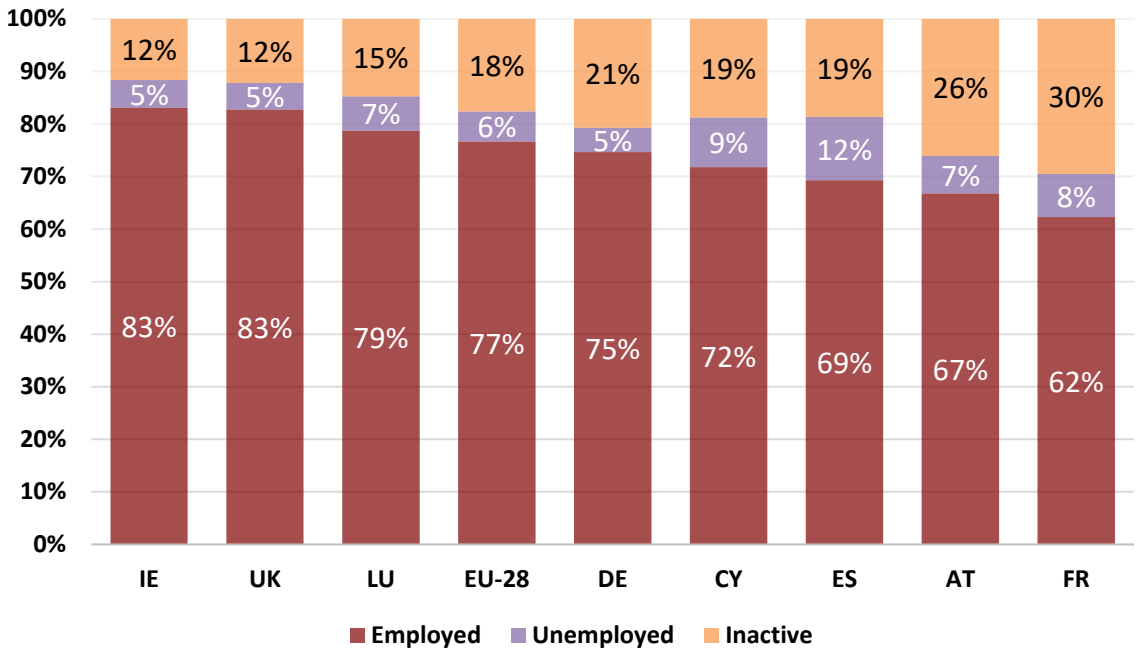
SOURCE: EU-LFS 2018, SPECIFIC EXTRACTIONS PROVIDED BY EUROSTAT, MILIEU CALCULATIONS.

Employment rate for new movers higher than the overall EU employment rate

The employment rate for new EU-28 movers is 77%, an increase of 2 pps compared to 2017. This also made it 4 pps higher than the overall EU employment rate in 2018, which was 73%.[86] Figure 20 shows the activity status for several important destination countries for which there was sufficient data to analyse. It shows that the employment rate in Ireland, the UK and Luxembourg for movers is particularly high. Compared to nationals in each of the eight countries referenced in Figure 20, the new mover employment rate is higher in four countries: the UK, Ireland, Luxembourg, Cyprus and Spain.

[86] Eurostat 2019, Labour Force Survey, database (lfsq_ergan).

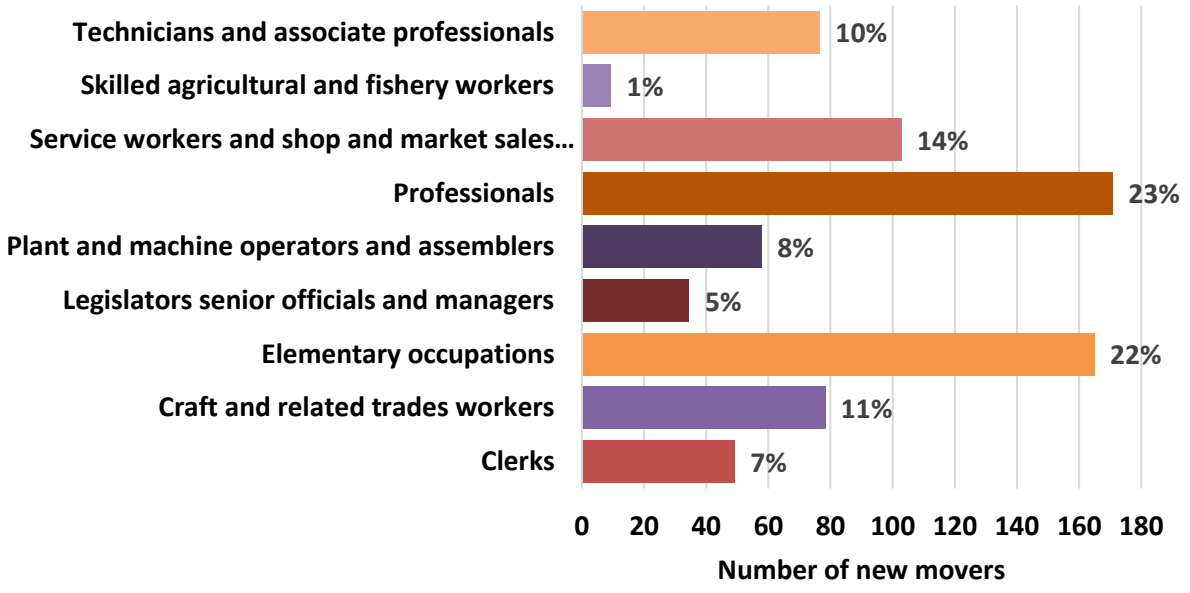
Figure 20: Activity status of new EU-28 movers (20-64 years), by country of residence, 2018



SOURCE: EU-LFS 2018, SPECIFIC EXTRACTIONS PROVIDED BY EUROSTAT, MILIEU CALCULATIONS.
NOTE: THE COUNTRIES PRESENTED ARE THE ONLY EU MEMBER STATES FOR WHICH DATA IS LARGE ENOUGH TO PASS RELIABILITY CHECKS AND THEREFORE BE PUBLISHED. UNEMPLOYMENT DATA IS CONSIDERED TO HAVE LOW RELIABILITY FOR: AT, CY, FR AND IE.

Figure 21 shows the most common areas of work taken by new movers. By far the most common occupations for movers who arrived in their country of residence in the last two years were work as professionals (23%) and elementary occupations (22%). Compared to 2017, a slightly higher share is therefore working as professionals (+2 pps), and a slightly lower share in elementary occupations (-1 pps).

Figure 21: New movers by occupation, with percentage of all employed new movers, 2018



SOURCE: EU-LFS 2018, SPECIFIC EXTRACTIONS PROVIDED BY EUROSTAT, MILIEU CALCULATIONS.

2.2 Economic integration

This sub-section provides a statistical overview of the situation of EU-28 movers[87] in terms of employment and unemployment compared to nationals, the sectors and occupations in which they work, and whether they carry out work corresponding to their skills.

Key findings

Labour market status of EU-28 movers compared to nationals in the country of residence

- EU-28 movers are more likely to be employed than nationals in the country of residence. In 2018, the employment rate of EU-movers was 77%, compared to 74% for nationals, a difference of 3 pps, as in 2017.
- Of the major destination countries, in the UK, Italy and Ireland the employment rate of movers was at least 4 pps higher than that of nationals.
- EU-28 movers also had a slightly higher unemployment rate (7%) than nationals (6%).

Labour market status of EU-28 movers compared to nationals in the country of origin

- For most nationalities for which data is available, movers have a higher employment rate than nationals that have stayed in their country of origin. Exceptions to this include the UK (-10 pps), Germany (-5 pps) and the Netherlands (-7 pps).
- Differences in employment rates reach +18 pps for Greek, +14 for Italian and +13 for Spanish movers. Romanian (+3 pps) and Polish (+10 pps) movers are also more likely to be employed than those in their home countries.
- Of the major sending countries, Romanian and Bulgarian movers had a significantly higher unemployment rate than Romanians and Bulgarians living in their home country (both +7 pps). French (-2 pps), Italian (-3 pps) and Spanish (-10 pps) movers had lower unemployment rates than those living in their home country.

Sectors of economic activity

- The most significant sectors of economic activity for EU-28 movers and nationals alike are the manufacturing sector (15% nationals, 15% EU-28 movers) and wholesale and retail trade (13% nationals, 12% EU-28 movers).
- EU-28 movers work more frequently in construction than nationals (11% vs 6%); a larger group among nationals work in human health and social work than EU-28 movers (14% vs 8%). A slightly higher percentage among EU-28 movers work in the accommodation and food service sector than nationals (10% vs 7%).
- The largest increase in the total number of EU-28 movers was recorded in the information and communication sector (+14%), the transportation and storage

[87] Unless mentioned otherwise, figures in this section refer to EU-28 movers excluding those born in the country of residence.

sector (+9%) and the education sector (+8%). The largest decrease occurred in the agriculture sector (-7%).

Occupations of movers

- The most important occupations of economic activity for EU-28 movers in 2018 were occupations from the group of associate professionals and technicians[88] (48%). The lowest[89] and highest[90] skill levels made up one fifth of employment groups of EU-28 movers, while 10% of movers worked in the third highest skill group[91] (out of four).
- In 2018, the largest groups of movers were employed in elementary occupations (20%), as professionals (17%) and as service and sales workers (16%). The occupations with the lowest shares among movers were skilled agricultural and fishery workers (1%), legislators, senior officials and managers (5%) and clerks (7%).
- EU-28 movers were overrepresented in the lowest occupational skill level as compared to nationals (20% vs 8%). EU-15 movers had a significantly higher share of movers employed in high-skilled professions than was the case for EU-28 movers overall (38% vs 22%), and a significantly lower share of movers in low-skilled occupations (8% vs 20).
- The share of EU-28 movers in elementary occupations has risen from only 17% in 2004 to 20% in 2018, while the corresponding shares of nationals have dropped slightly.

Self-employment

- 13% of employed EU-28 movers were in self-employment in 2018 (just over one million people), three quarters of which did not have their own employees (10%). The highest shares of self-employed movers were recorded in Malta (22%), Spain (18%), the Netherlands (16%), Belgium and the United Kingdom (15% each).

Gender differences in economic status and activity

- The activity rate of male EU-28 movers in 2018 was 15 pps higher than that of female EU-28 movers. This is almost unchanged in comparison to 2017. Similarly, the gap in the employment rate of male and female movers was 16 pps.
- There was only a two-percentage point difference in the unemployment rate of male and female movers (6% for male and 8% for female movers).
- The unemployment rates of both male movers and female movers have decreased by one percentage point since the previous year (from 7% to 6% for males and 9% to 8% for females), continuing the trend of year-on-year change from 2016 to 2017.

Education levels

- 36% of active EU-28 movers have high education levels, 40% medium and 23% lower education levels. The highest shares of EU-28 movers with high education levels are found in Sweden (64%), Denmark (59%), Luxembourg (56%) and

[88] These encompass clerks, craft and trades workers, plant and machine operators, services and sales workers as well as skilled agricultural and fishery workers.

[89] Elementary occupations.

[90] Legislators, senior officials, managers and professionals.

[91] Associate professionals and technicians.

Ireland (55%). The highest shares of movers with low levels of education were found in Finland (40%), France (39%), Italy (35%) and Portugal (33%).

- Compared to nationals, there is almost no difference with respect to high levels of education, whereas the share of nationals was 8 pps higher than that of EU-28 movers with respect to medium education and 7 pps lower with respect to low education.

2.2.1 Employment and unemployment trends

EU-28 movers continue to be more likely to be employed than nationals at EU level

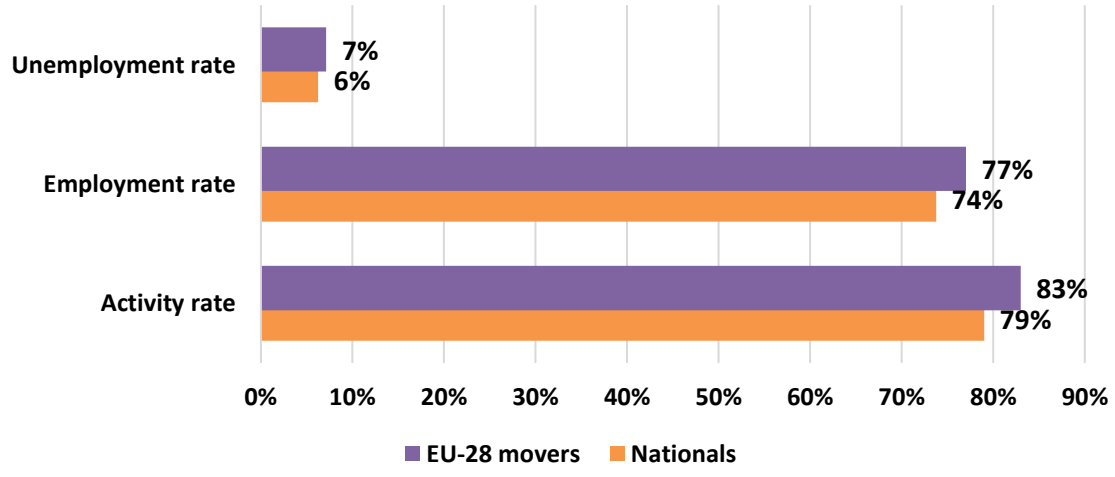
The employment rate of EU-28 movers in 2018 was 77%, 3 pps higher than that of nationals. This continues the trend seen since 2011 of EU-28 movers being more likely to be employed than nationals. The employment rate presents the number of people aged 20-64 who are employed in the reference week as a proportion of the entire working age (20-64) population.

The unemployment rate was also larger for EU-28 movers than nationals. The EU-LFS unemployment rate measures the number of people who are not employed who have actively sought work in the four weeks preceding the reference week of the survey. In 2018 the mover unemployment rate was 7%, one percentage point higher than the unemployment rate for nationals.

Correspondingly, the activity rate for EU-28 movers was also higher than that of nationals. The activity rate is the proportion of the population aged 20-64 who are employed or actively looking for work.

A comparison between EU-28 movers and nationals of the employment rate, unemployment rate and activity rate is shown in Figure 22.

Figure 22: Employment rate, unemployment rate and activity rate of EU-28 movers compared to nationals, 2018

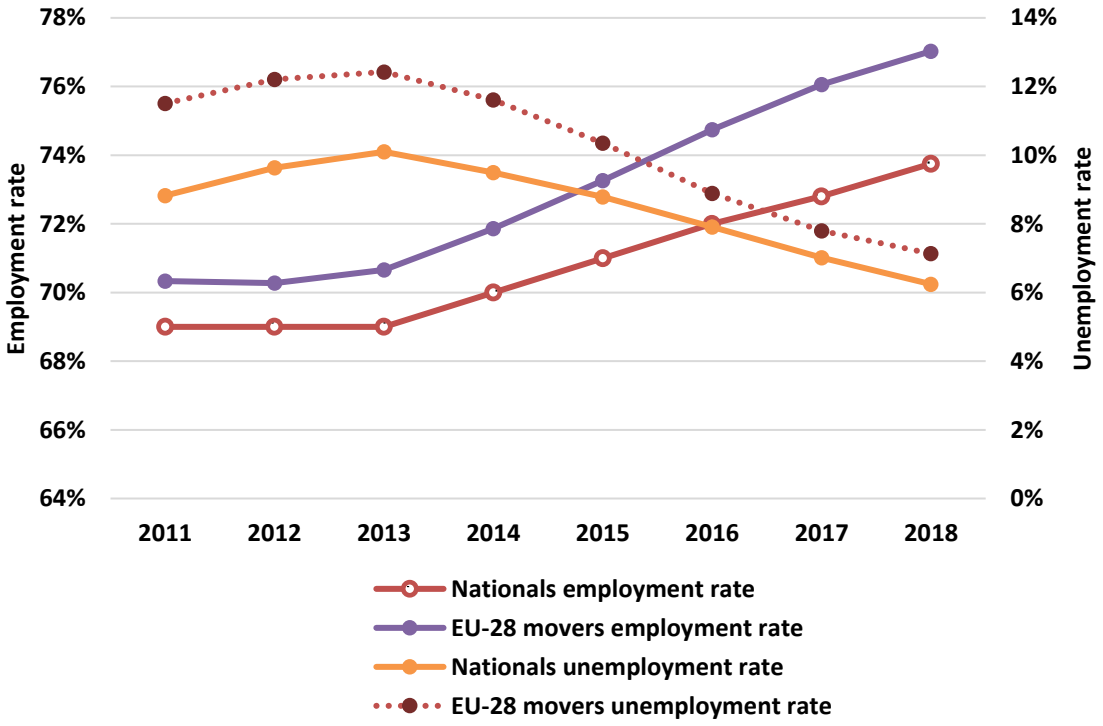


SOURCE: EU-LFS 2018, SPECIFIC EXTRACTIONS PROVIDED BY EUROSTAT, MILIEU CALCULATIONS.
NOTE: EU-28 MOVERS FIGURES EXCLUDE MOVERS BORN IN THEIR COUNTRY OF RESIDENCE

Gap between employment rates of movers and nationals continues to increase; gap between unemployment rates remains narrow

Data from EU-LFS surveys since 2011 shows that the employment rate of EU-28 movers has been consistently higher than the employment rate of nationals. Over the time period this difference has generally increased, going from a single percentage point difference in 2011 to 3.3 pps in 2018. At the same time there has been a tightening of the difference in unemployment rates. Whilst movers' unemployment rate has remained higher than that of nationals for the whole 2011-2018 period, the difference between the two has decreased: in 2011 the difference stood at almost 3 pps, whereas the difference in 2018 was less than 1 pps. Figure 23 shows how these trends have developed between 2011 and 2018.

Figure 23: Trend in employment rate and unemployment rate for EU movers and nationals, 2011-2018 (columns refer to employment rate; lines refer to unemployment rate)



SOURCE: EU-LFS 2018, SPECIFIC EXTRACTIONS PROVIDED BY EUROSTAT, MILIEU CALCULATIONS.

NOTE: EU-28 MOVERS FIGURES EXCLUDE MOVERS BORN IN THEIR COUNTRY OF RESIDENCE

Data at the level of individual Member States varies considerably. The figures in Table 6 show the respective employment rates of EU-28 movers and nationals in the nine EU Member States with the largest populations of working age EU-movers. In all of these countries the mover population exceeds 250,000; the countries are ordered by the size of the working age mover population.

Of the five main countries of destination, only in Germany is the employment rate of movers lower than the employment rate of nationals (-2.8 pps). The employment rate of movers in Germany is nonetheless higher than in most EU countries, reflecting the advantageous situation of the country's labour market. In both the UK and Italy, there is a very clear difference between the employment rates of movers and nationals of +7.2 and +4 pps respectively. Amongst the second tier of destination countries in terms of the

number of movers hosted, in Austria and Belgium there are similar employment rates for movers and nationals (less than one percentage point difference), whereas in Ireland movers' employment rate is significantly higher (+4.5 pps), and in the Netherlands nationals' employment rate is higher (+2.9 pps).

Table 6: Employment rate of EU-28 movers and nationals in Member States with largest mover populations, 2018[92]

Country of residence	EU-28 movers	Nationals	Difference (pps)
DE	**79.3%**	**82.1%**	**-2.8%**
UK	**86.1%**	**78.9%**	**7.2%**
ES	**67.9%**	**67.6%**	**0.3%**
IT	**66.8%**	**62.8%**	**4.0%**
FR	**72.8%**	**72.5%**	**0.3%**
BE	**70.7%**	**71.0%**	**-0.2%**
AT	**76.9%**	**77.7%**	**-0.7%**
IE	**78.4%**	**73.9%**	**4.5%**
NL	**77.3%**	**80.2%**	**-2.9%**

SOURCE: LFS 2018, SPECIFIC EXTRACTIONS PROVIDED BY EUROSTAT, MILIEU CALCULATIONS.

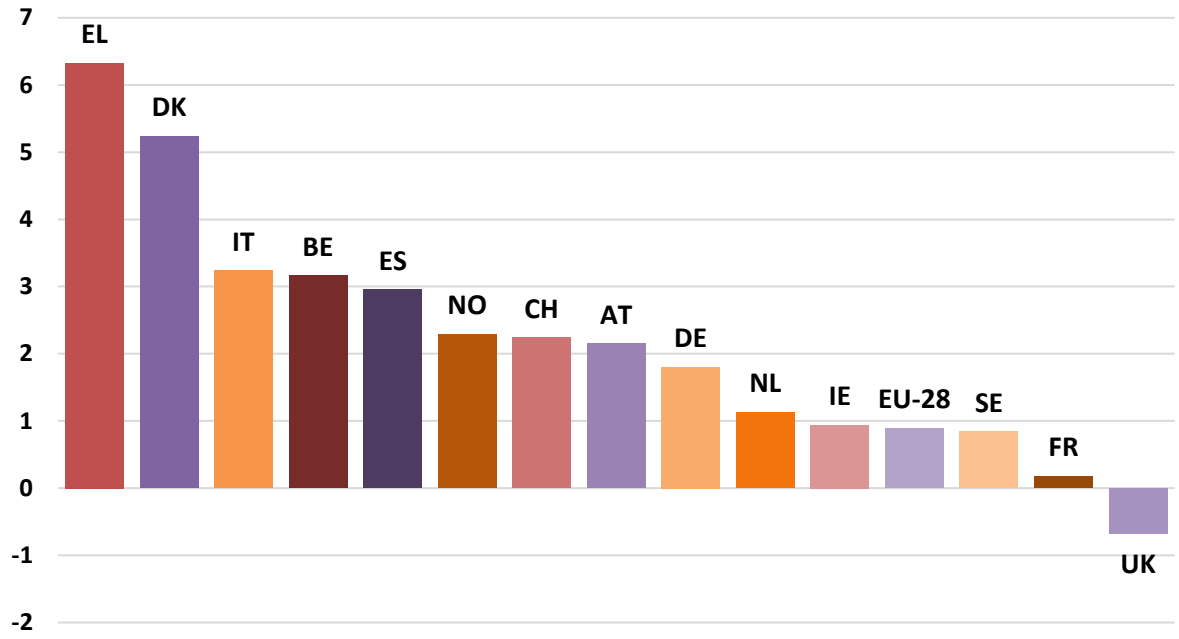
NOTE: EU-28 MOVERS FIGURES EXCLUDE MOVERS BORN IN THEIR COUNTRY OF RESIDENCE

When comparing the unemployment rate of movers and nationals in their country of residence, different patterns emerge between the Member States. Figure 24 shows the range of differences in unemployment rate between movers and nationals in their country of residence. A positive percentage point difference indicates that EU-movers in the country have a higher unemployment rate than nationals in their country of residence.

In most EU countries movers had a higher unemployment rate than nationals, as is the case with the EU aggregate unemployment rate, as mentioned above. At national level, showing the largest difference between EU-28 movers and nationals is Greece (+6 pps), followed by Denmark (+5 pps), Italy, Belgium and Spain (all +3 pps). At the other end of the scale, movers in the UK had a slightly lower unemployment rate than nationals by 0.7 pps.

[92] See Table 25 in Annex B for all countries.

Figure 24: Difference in unemployment rate of EU-28 movers and nationals in countries of residence with the largest mover populations, 2018 (units in pps)[93]



SOURCE: LFS 2018, SPECIFIC EXTRACTIONS PROVIDED BY EUROSTAT, MILIEU CALCULATIONS.

NOTE: FOR THOSE EU MEMBER STATES NOT PRESENT, INSUFFICIENT DATA WAS AVAILABLE.

Movers of most nationalities have a higher employment rate than compatriots who live in their country of citizenship

Another important comparison when trying to understand the dynamics of intra-EU mobility is to contrast the employment rate of nationals living in their country of citizenship with that of movers of the same nationality. This can help to assess the employment benefits of the decision to move from a Member State where the employment rate is low to find employment elsewhere. Figure 25 shows the difference in pps between these two employment rates. A positive figure indicates that movers' employment rate is higher; a negative figure indicates that the employment rate is higher for nationals who have remained in their country of citizenship.

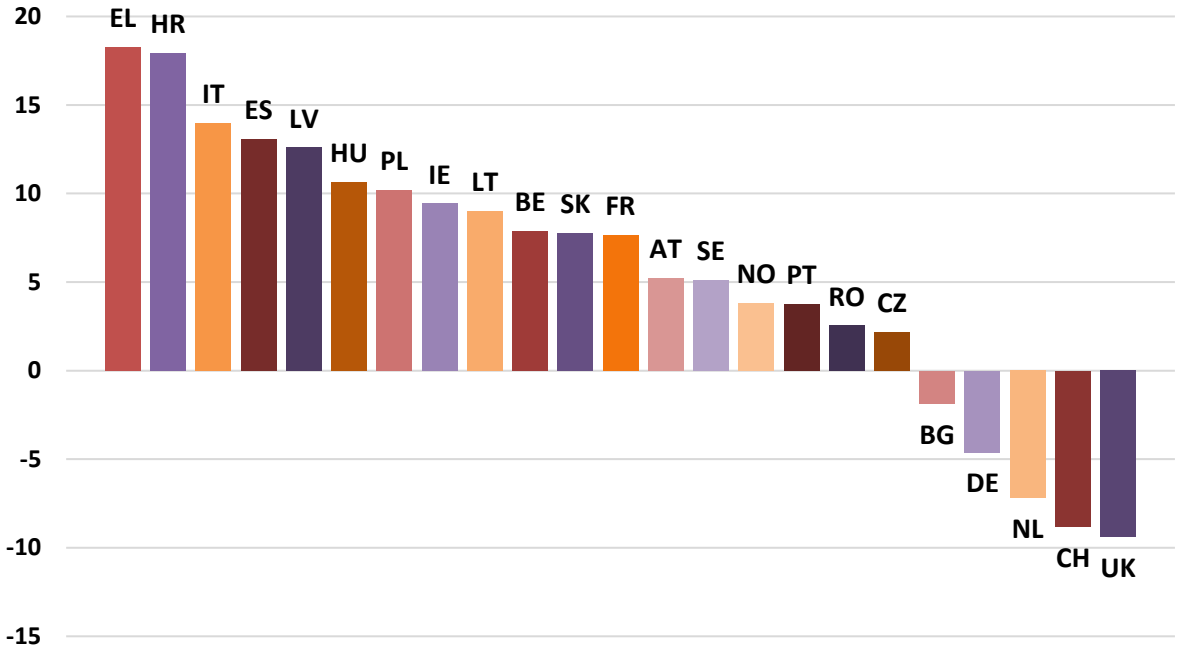
The distribution of Member States on the chart clearly reflects the differences in macroeconomic conditions between EU Member States. At one extreme are Greeks and Croatians, for whom movers' employment rate is around 18 pps higher than that of nationals in their home country. Employment rates are particularly low in these countries, at 59.5% and 65.2% respectively. A high difference between movers and those who stay in their home country is also seen for Italians (+14 pps), Spanish (+13 pps), Latvians (+13 pps), Hungarians (+11 pps) and Polish (+10 pps), all of whom have a difference of over 10 pps in favour of movers. At the other end of the scale are three important receiving countries, Germany (-5 pps), the Netherlands (-7 pps) and the UK (-9 pps); for people of these nationalities, movers are less likely to be employed than nationals in their home country.

[93] See Table 26 in Annex B for all countries.

Of the major sending countries, Romania and Portugal have a relatively small difference in favour of movers, and Bulgaria a small difference in favour of nationals in their country of citizenship. The other two major sending countries, Italy and Poland, show a clear advantage (+10 pps) for movers.

Countries that have a particularly high difference between movers and nationals in their country of citizenship tend to be those countries at both extremes of the range of overall employment rates. This is the case for Greece, Croatia, Italy and Spain, where the employment rates were 59.5%, 65.2%, 63% and 67% respectively in 2018. At the other end, Switzerland, Germany, the Netherlands, and the UK, had some of the highest employment rates in the EU at 82.5%, 79.9%, 79.2%and 78.7%[94].

Figure 25: Difference in employment rate, by country of citizenship, between movers and nationals of the same country who are still living in their country of origin, 2018 (units in pps)



SOURCE: EU-LFS 2018, SPECIFIC EXTRACTIONS PROVIDED BY EUROSTAT, MILIEU CALCULATIONS.
NOTE: FOR THOSE MEMBER STATES NOT PRESENT, INSUFFICIENT DATA WAS AVAILABLE.

Also interesting from these figures is the extremely high employment rate of certain nationalities of movers. Of the 21 Member States for which this data is available, 12 nationalities of movers have an employment rate higher than 80%, and 17 above the overall EU employment rate for 2018 (73.1%). At the highest extremes, Latvian, Swedish and Lithuanian movers have employment rates of 91%, 90% and 87% respectively.

If we compare the different employment rates of movers from the main sending countries in one country of destination, noticeable differences emerge between the different nationalities. This can be means of exploring the relative employment success of different nationalities as movers and open the question of whether certain nationalities have more success in some countries rather than others. Table 7 below compares the employment rates of five nationalities of movers in the two principal countries of destination, Germany

[94] Eurostat 2019, Database: Employment rates by sex, age and citizenship (%) [lfsa_ergan].

and the UK. These five countries were chosen because at least 75,000 movers from each of these countries live in each of Germany and the UK.

A first observation is that the employment rate for all of the countries of citizenship in the table is higher in the UK. This is in line with the overall employment rate of EU-28 movers in Germany and the UK, as shown in Table 6. Comparing these nationalities' relative employment success within one of the countries, it can be seen that in the UK Polish and Portuguese movers are most likely to be employed, and Romanian movers are least likely to be employed. In Germany, Portuguese people are also most likely to be employed. But Polish people are less likely to be employed than Spanish, French and Romanians. Romanians are 6 pps less likely to be employed than Polish people in the UK, whereas in Germany the employment rate of the two nationalities is almost the same. Further research would be necessary to better understand these differences.

Table 7: Employment rate of movers from main countries of origin in Germany and UK, 2018

Country of citizenship	Country of destination	
	DE	UK
ES	80.7%	88.4%
FR	80.4%	87.7%
IT	76.2%	86.1%
PL	80.0%	90.4%
PT	82.2%	89.7%
RO	80.3%	84.3%

SOURCE: LFS 2018, SPECIFIC EXTRACTIONS PROVIDED BY EUROSTAT, MILIEU CALCULATIONS.

French, Greek, Italian and Spanish movers less likely to be unemployed than compatriots living in their home country

The unemployment rate of movers compared to people of the same citizenship who have stayed in their country also showed significant variation between countries. As noted, at EU level movers' unemployment rate is slightly higher than nationals. This is borne out by figures for Romania, the country sending the most EU-28 movers. There was a difference of 7.6 pps between the unemployment rate of movers (12%) and nationals (4%) (table 8). There was exactly the same difference of 7.6 pps between the unemployment rates of Bulgarian movers (13%) and Bulgarians living in Bulgaria (5%). British movers also have a significantly higher unemployment rate than British people living in the UK (+4.5 pps)

The difference between nationals living in their home country and movers is the most pronounced in the case of Greece, where there is a difference of 14.8 pps in favour of movers. The difference is also high in Spain (-10.3 pps) and notable in Italy (-3.4 pps) and France (-2.5 pps). All four of these countries have relatively high overall unemployment rates, ranging from 9.1% in 2018 in France to 19.3% in Greece[95].

[95] Eurostat 2019, Database 'une_rt_a'.

Table 8: Unemployment rate, by country of citizenship, of movers and of nationals of the same country who are still living in their country of origin, 2018

Country of citizenship	Nationals	EU-28 Movers	Difference (pps)
RO	4%	12%	7.6
BG	5%	13%	7.6
UK	3%	8%	4.0
DE	3%	4%	1.3
PL	4%	5%	0.9
NL	3%	4%	0.9
PT	7%	6%	-0.6
HU	4%	3%	-0.7
SK	6%	4%	-2.1
FR	8%	6%	-2.5
IT	10%	7%	-3.4
ES	14%	4%	-10.3
EL	19%	4%	-14.8

SOURCE: EU-LFS 2018, SPECIFIC EXTRACTIONS PROVIDED BY EUROSTAT, MILIEU CALCULATIONS.
NOTE: FOR THOSE MEMBER STATES NOT PRESENT, INSUFFICIENT DATA WAS AVAILABLE. ANY DISCREPANCIES BETWEEN THE DIFFERENCE AND THE FIGURES FOR MOVERS AND NATIONALS ARE DUE TO ROUNDING.

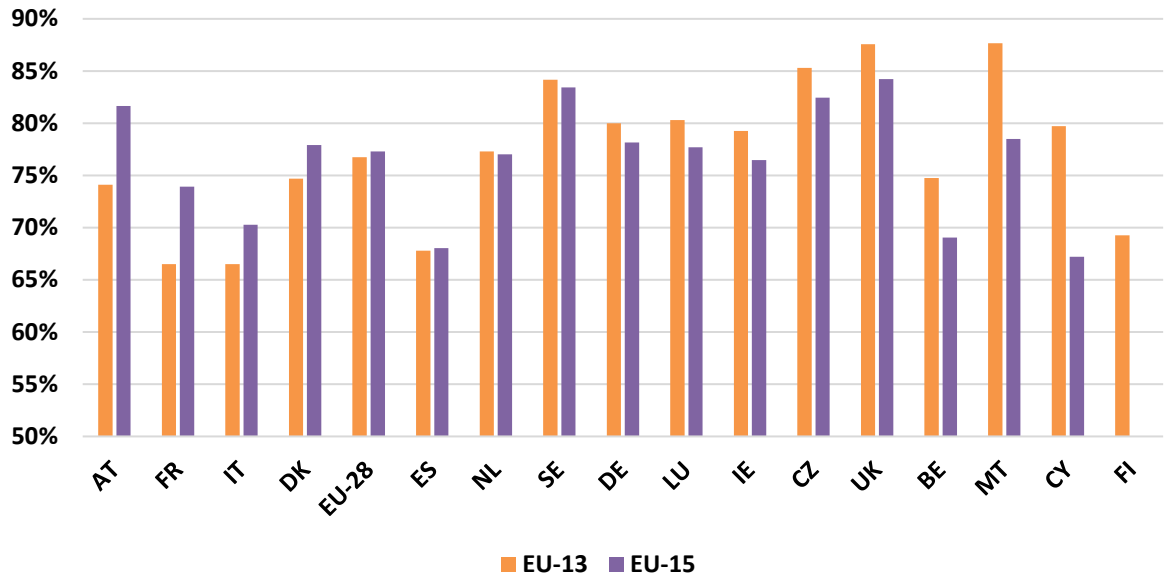
Little difference between EU-13 and EU-15 movers' employment rates

If all movers are split into those coming from EU-13 countries and those coming from EU-15 countries, at European level there is little difference in the two groups' employment rate (Figure 26). At national level the two groups show considerably more differences. It should be noted that approximately 43% of EU movers who come from EU-15 countries and 57% of EU movers come from EU-13 countries.

Member States that show a difference in favour of EU-13 movers include Germany (+2 pps), the UK (+3 pps), Belgium (+6 pps), Luxembourg (+3 pps), Ireland (+3 pps), Malta (+9 pps) and Cyprus (+13 pps). Comparing year-on-year differences, a majority of the countries for which data was available showed a decrease in the employment rate of movers from EU-13 countries. However, the EU aggregate shows an increase of 0.7% in the overall employment rate of EU-13 movers. This is influenced by three of the major countries of destination for EU-13 movers, Germany, the UK and Spain, all reporting an increase of 1-2 pps in EU-13 mover employment rate compared to 2017.

EU-15 movers had a considerably higher employment rate than EU-13 movers in Austria (+8 pps), France (+7 pps), Italy (+4 pps) and Denmark (+3 pps). In France and Austria, the employment rate of EU-15 movers grew by 2 pps compared to 2017. However, in Italy it dropped by 4 pps.

Figure 26: Employment rate of movers from EU-13 and EU-15 countries, by country of residence



SOURCE: EU-LFS 2018, SPECIFIC EXTRACTIONS PROVIDED BY EUROSTAT, MILIEU CALCULATIONS.
NOTE: ALL EU MEMBER STATES INCLUDED FOR WHICH DATA WAS AVAILABLE. NO DATA AVAILABLE FOR EU-15 MOVERS IN FI. EU-28 MOVERS FIGURES EXCLUDE MOVERS BORN IN THEIR COUNTRY OF RESIDENCE

2.2.2 Sectors of activity and occupation

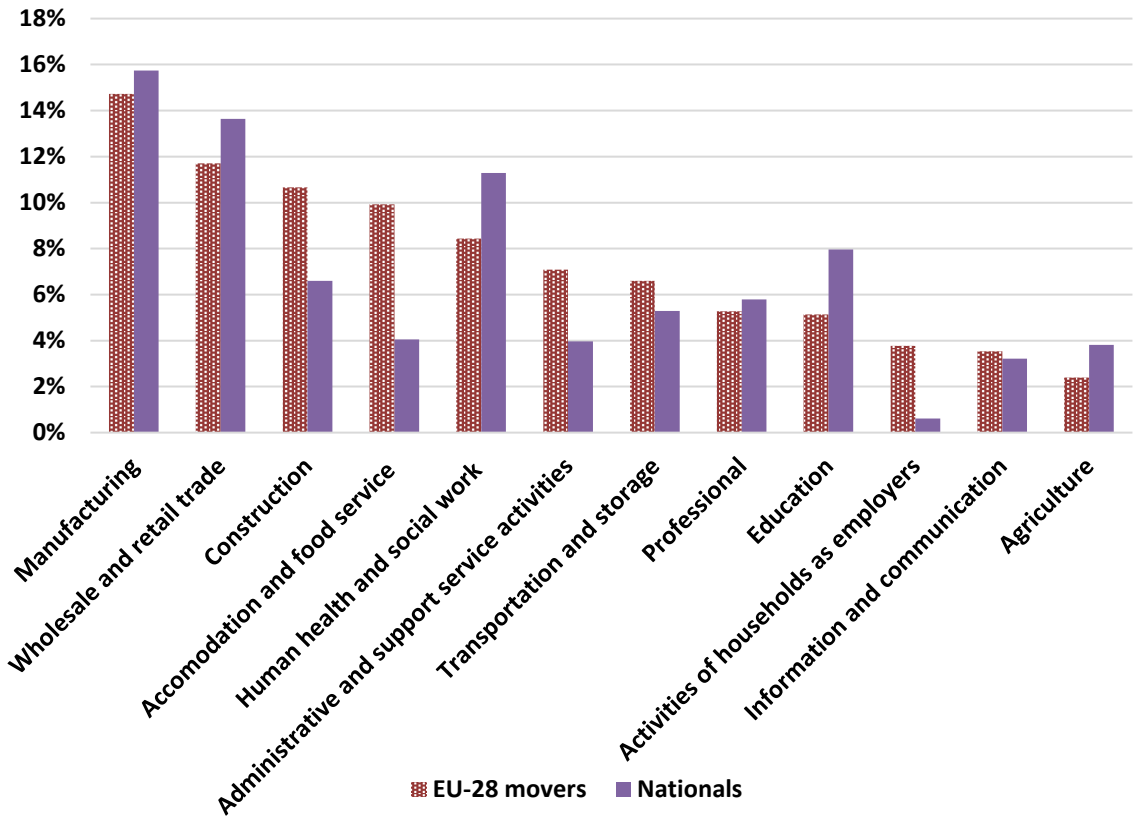
The distribution of EU-28 movers and nationals respectively in EU-28 countries is similar across most employment sectors (Figure 27). Divergences can be observed with respect to construction, with a higher percentage of EU-28 movers working in this sector than nationals (11% EU-28 movers; 7% nationals), human health and social work, where the opposite is noticeable (11% nationals; 8% EU-28 movers), and to a lesser extent the accommodation and food service sector, where a higher percentage of EU-28 movers work in comparison to nationals (10% EU-28 movers; 4% nationals).

Manufacturing and wholesale and retail trade are the most important sectors for movers

The two sectors which show high percentages of both nationals and EU-28 movers are the manufacturing sector, with 16% of nationals and 15% EU-28 movers working in this sector respectively, and wholesale and retail trade, where 14% of nationals and 12% of EU-28 movers are employed. For EU-28 movers in EFTA countries, the sector with the largest share in 2018 is the human health and social work sector (13%), followed by manufacturing (12%) and wholesale and retail trade (11%). The numbers for EFTA movers in EU-28 countries show that about one third of EFTA movers work in the health and social work sector (34%), whilst the education, financial, manufacturing, professional and wholesale and retail trade sectors all have a share of between 12% and 14%)[96].

[96] Note that the sectors mentioned here are the only ones for which reliable data was available. The percentages therefore relate only to these particular sectors.

Figure 27: Distribution of Active EU-28 movers and nationals in largest sectors for movers, 2018

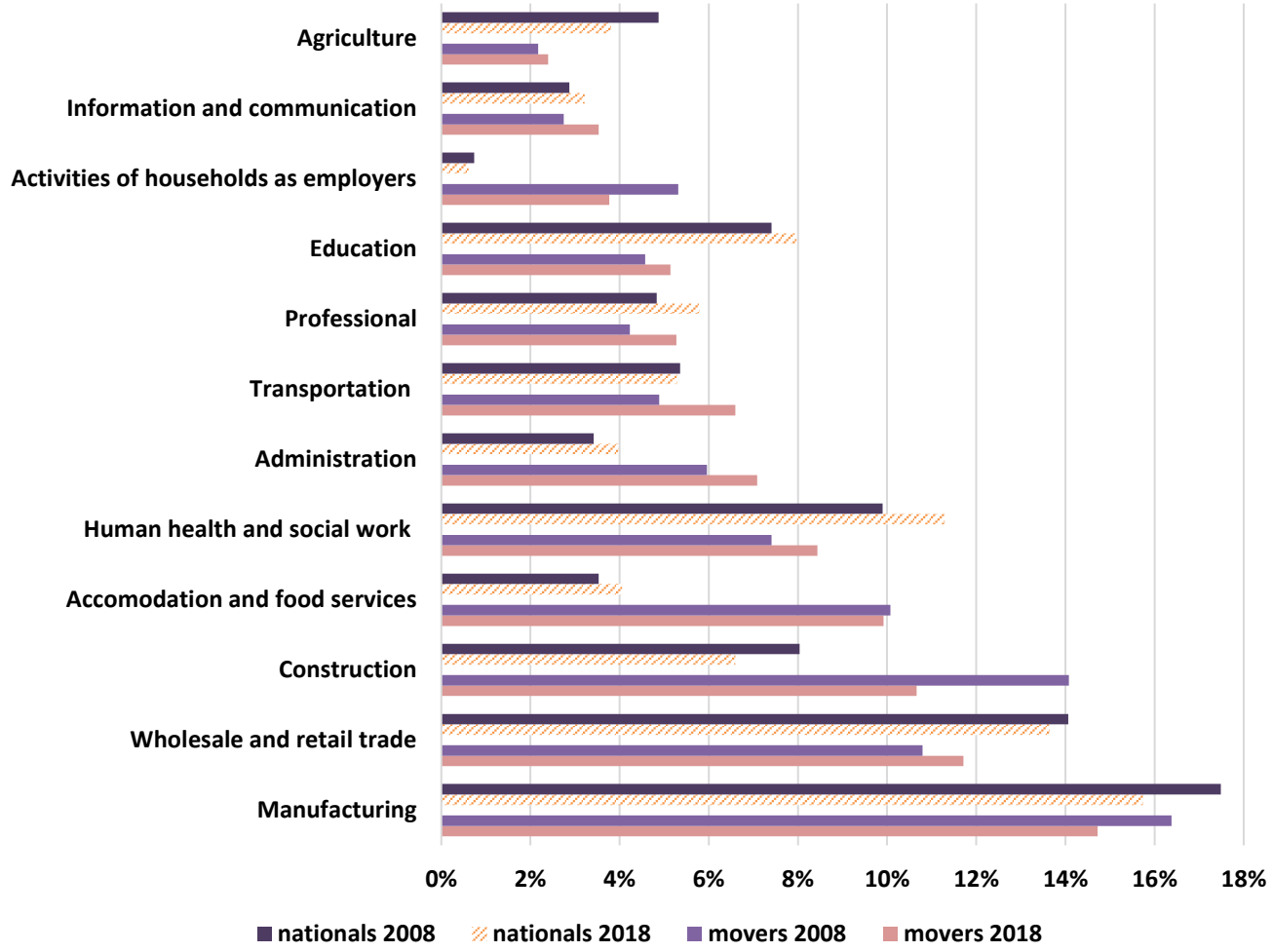


SOURCE: EU-LFS 2018, SPECIFIC EXTRACTIONS PROVIDED BY EUROSTAT, MILIEU CALCULATIONS.

Over the last decade, there have only been minor changes in the numbers of EU-28 movers and nationals across the different sectors. For example, the share of EU-28 movers working in the construction sector in 2018 dropped by 3 pps in comparison with 2008, while the share of nationals in this sector also dropped slightly (-1 pps) (Figure 28). The manufacturing sector and activities of households as employers also saw small drops in the number of EU-28 movers (-2 pps each), with the drop being matched by nationals with respect to the manufacturing sector (also -2 pps). That the construction and manufacturing sectors would see drops in the share of EU-28 movers as well as nationals can be explained by the fact that these sectors were among those hit hardest by the economic crisis between 2008 and 2012, especially with respect to important destination countries in Southern Europe such as Spain and Italy[97]. However, it should be noted that compared to the previous year, the number of movers employed in the construction (+4%) and manufacturing (+2%) sectors is on the rise.

[97] European Commission, 2018, '2017 Annual report on intra-EU Labour Mobility', pp. 39-40, available at https://ec.europa.eu/futurium/en/system/files/ged/2017_report_on_intra-eu_labour_mobility.pdf.

Figure 28: Shares of working-age EU-28 movers (excl. born in country) and nationals by employment sector, 2008 and 2018



SOURCE: EU-LFS 2018, SPECIFIC EXTRACTIONS PROVIDED BY EUROSTAT, MILIEU CALCULATIONS

Stock of movers in the IT sector increases in line with general growth of services sector in the EU

There are almost no year-on-year changes in the distribution of EU-28 movers across sectors, but the largest increases in the total number of EU-28 movers in different sectors compared to 2017 were recorded in the following sectors:

- The information and communication sector (+ 14%), in which 4% of EU-28 movers were employed overall in 2018;
- The transportation and storage sector (+9%), with 7% of EU-28 movers being employed in this sector in 2018;
- The education sector (+8%), in which 5% of EU-28 movers were employed in 2018;
- The human health and social work sector (+5%), which employed 8% of all EU-28 movers in 2018.

Despite the large increase in the total number of EU-movers in the information and communication sector, the share of EU-movers from all persons employed in this sector

has not changed from 2017 to 2018, with a share of only 4% recorded for both years. The increase in the total number correlates with the fact that during the last year, employment in the EU saw the biggest increase in the services sector, and in particular in the information and communication sector[98]. This is due to the rapid development of new information and communication technologies in recent years, which create new employment opportunities in this sector[99]. Interestingly, despite a labour shortage, the percentage of movers in this sector has been very low, showing that there has been a quantitative shortage, which cannot be met by movers[100]. This is likely due to the fact that the shortage spans many countries[101].

The largest decrease in the total number of EU-28 movers occurred in the following sectors:

- The agriculture sector (-7%), where only 2% of movers were employed across the EU;
- The sector of activities of households as employers (-3%) where 4% of movers were employed in 2018.

Movers are overrepresented compared to nationals in elementary occupations

Looking at occupations allows differentiating four skill levels, with skill level four being the highest and requiring tertiary education and skill level one being the lowest requiring lower secondary education. In 2018, the share of EU-28 movers across different occupational skill levels was relatively evenly distributed[102]. One fifth of movers were employed in low skill occupations (elementary occupations)[103], and high-skilled workers, including legislators, senior officials, managers and professionals, made roughly another fifth (22%). The group of occupations for which secondary education is required, which encompasses clerks, craft and trades workers, plant and machine operators, services and sales workers as well as skilled agricultural and fishery workers, made up 47% of EU movers. Another 10% of movers were employed as technicians and associate professionals, which requires the third ISCO skill level out of four[104].

There was an overrepresentation of EU-28 movers compared to nationals in the lowest occupational skill level, that is elementary occupations (20% EU-28 movers vs. 8% nationals). On the other hand, EU-28 movers were underrepresented in comparison to nationals with respect to technicians and associate professionals (10% EU-28 movers vs.

[98] ESDE 2019, p. 31.
[99] ESDE 2018, p. 54.
[100] 2018 report, pp. 84 and 101.
[101] 2018 report, pp. 104 and 113.
[102] See Figure 51 in Annex B.
[103] Elementary occupations, which according to the International Labour Organisation's ISCO-08 require skills at the first ISCO skill level, include cleaners and helpers, agricultural, forestry and fishery labourers, labourers in mining, construction, manufacturing and transport, food preparation assistants, street and related sales and services workers and refuse workers. ISCO-08, available at https://www.ilo.org/public/english/bureau/stat/isco/isco08/index.htm.
[104] ISCO-08, available at https://www.ilo.org/public/english/bureau/stat/isco/isco08/index.htm.

17% nationals).

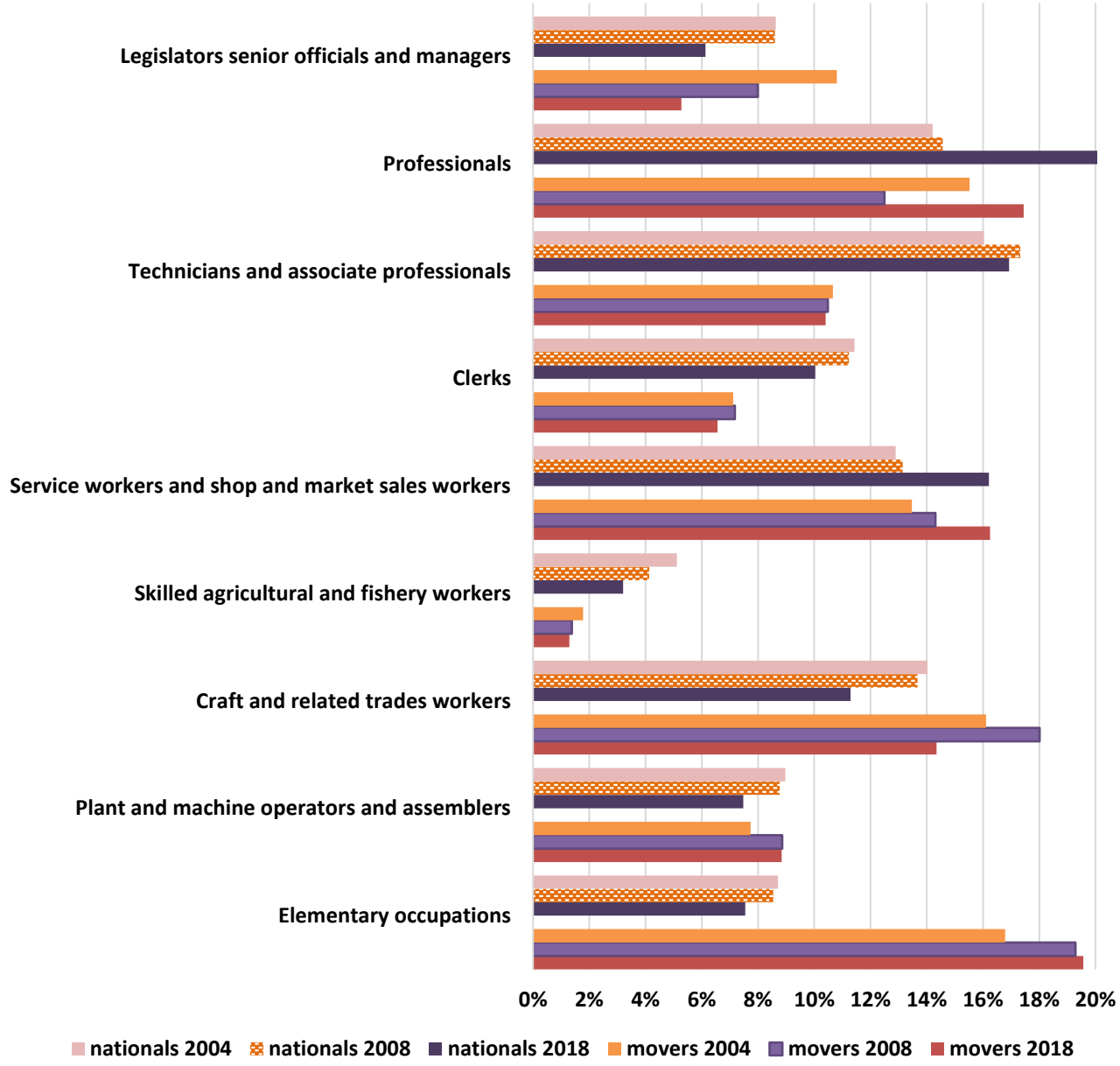
In 2018, the occupations with the highest shares of movers from all employed in that occupation were elementary occupations (20%), professionals (17%) and service and sales workers (16%). The occupations with the lowest shares of movers were skilled agricultural and fishery workers (1%), legislators, senior officials and managers (5%) and clerks (7%).

In 2018, 11 pps more female EU-28 movers were employed in elementary occupations than males, and 15 pps more female EU-28 movers were employed as service workers, and shop and sales workers[105]. On the other hand, male EU-28 movers were significantly more likely to be employed in craft and trades occupations (24% male vs 3% female) and as plant and machine operators and assemblers (13% males vs 3% females). Similar trends are also visible with respect to nationals, although the differences between female and male nationals in respect to elementary occupation was lower for these groups (2% more females).

Looking at trends over the last 15 years, one of the few noticeable changes in the share of EU-28 movers across occupation levels occurred with respect to the elementary occupations, with an increase of 3 pps since 2004, while the share of nationals in these occupations has dropped very slightly (-1 pps) (see Figure 29).

[105] See Figure 51 in Annex B.

Figure 29: Shares of EU-28 movers (excl. born in country) and nationals in different occupation levels, 2004, 2008 and 2018



SOURCE: EU-LFS 2018, SPECIFIC EXTRACTIONS PROVIDED BY EUROSTAT, MILIEU CALCULATIONS

This is likely related to the accession of the new Member States to the EU. Stark differences in wages mean that more EU-28 movers from Member States such as Bulgaria and Romania chose to work in elementary occupations in countries with higher incomes for these occupations, where they sometimes receive higher salaries than in higher-skilled occupations in their countries of origin (see Table 9). Moreover, while the number of EU-28 movers and nationals employed as professionals has risen by 5 pps (EU-28 movers) and 6 pps (nationals) since 2008, the opposite is true for craft and related trade workers (-4 pps EU- movers and -3 pps nationals).

Table 9: Mean monthly earnings in purchasing power standard, all ages, by occupation, 2014

Country	Professionals	Craft and related trades workers	Elementary occupations
BG	1,312	790	520
DE	4,547	2,739	1,729
ES	2,958	1,998	1,438
FR	3,367	1,995	1,641
IT	3,090	1,966	1,669
PL	2,158	1,420	1,023
RO	1,456	806	542
UK	3,499	2,409	1,549

SOURCE: EUROSTAT, MEAN MONTHLY EARNINGS BY SEX, AGE AND OCCUPATION (EARN_SES14_21), HTTPS://EC.EUROPA.EU/EUROSTAT/WEB/LABOUR-MARKET/EARNINGS/DATABASE.

In comparison to the previous year, the largest increases in the total number of movers occurred in the occupational groups of clerks (+8%), technicians and associate professionals (+6%), professionals (+5%) and legislators, senior officials and managers (+4%). The trend of the three most highly skilled occupations (legislators, senior officials and managers, professionals and technicians and associate professionals) experiencing the most growth (after clerks) continues from the previous year. Although for nationals, a slight growth can also be observed with respect to these high-skilled occupations (professionals (+3 pps), technicians and associate professionals (+1 pps), and legislator, senior officials and managers (+1 pps), this is not as large an increase as with respect to movers.

The increase in movers in high skilled occupations can be explained with an expansion of skilled professions due to, for example, the digitalisation of engineering and research, and there is a shortage in workers who can supply these skills[106]. Skilled workers like technicians and managers are also in demand with respect to economic activities related to climate policies ('greening')[107].

An increase in employed EU-movers also occurred with respect to plant machine operators and skilled agricultural and fishery workers (+3 pps each), while the remaining occupational groups experienced an increase of EU-28 movers of 1 pps each. However, the overall distribution of movers across the occupational groups has remained almost unchanged in comparison to distribution in 2017.

2.2.3 Self-employment

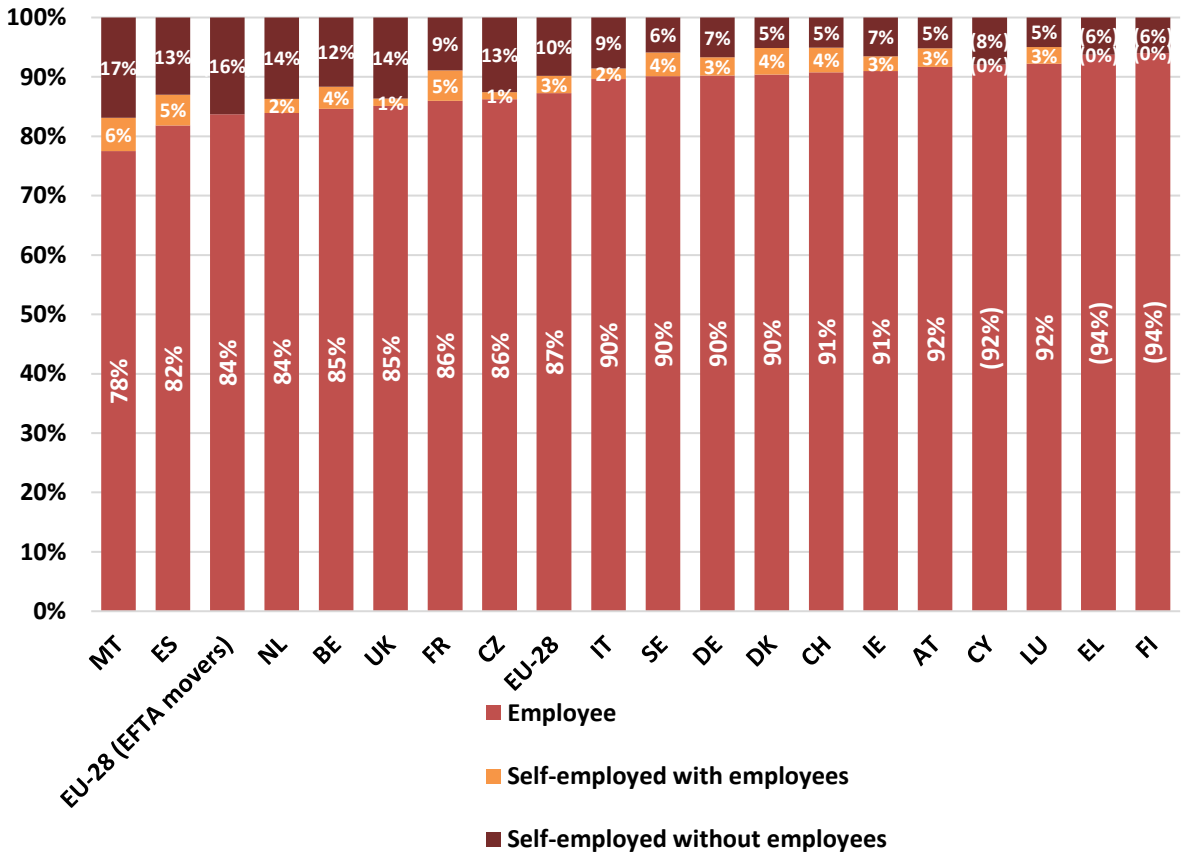
13% of employed EU-28 movers were in self-employment, which compares to 11% of nationals during the same year. The highest shares of self-employed EU-28 movers were recorded in Malta (22%), Spain (18%), the Netherlands (16%), Belgium and the United Kingdom (15% each) (Figure 30). Among the countries with the lowest shares of self-employed EU-28 movers were Luxembourg and Austria (8% each), as well as Ireland and Switzerland (9% each). Of all self-employed EU-28 movers across the EU, around three quarter were self-employed without employees and one quarter having their own

[106] European Commission, 2019, 2018 Annual Labour, p. 13, and European Commission, 2018, 2017 Annual , pp. 54 and 89.
[107] European Commission, 2019, 2018 Annual Labour, p. 201.

employees (3%). For nationals, the distribution between self-employed with and without employees was more even. As for the distribution of self-employed movers with and without employees across the EU, in most countries, the share out of all movers of those without employees was significantly larger than the share of those with employees, for example in Czechia (13% vs 1%), the Netherlands (14% vs 2%) and Malta (17% vs 6%). In other countries, the share out of all EU movers of self-employed without employees was still larger, but the margin was smaller – for example Luxembourg (5% vs 3%), Denmark and Switzerland (5% vs 4%) and Austria (5% vs 3%).

There are only few differences in the shares of self-employed movers between 2017 and 2018. Noticeable changes occurred in Czechia (+6 pps) and Denmark (+5 pps). With respect to EFTA movers overall, 16% were recorded to be self-employed without employees in 2018, with no numbers being available for self-employed with employees. This shows an increase of 5 pps since 2017.

Figure 30: Shares of self-employed with employees, self-employed without employees and employees among EU-28 movers in employment (20-64 years), sorted by share of self-employed EU-28 movers in descending order, 2018



LOW RELIABILITY FOR SELF-EMPLOYED WITH AND WITHOUT EMPLOYEES, NUMBERS IN BRACKETS: CY, EL, FI AND EFTA.

BG, EE, HR, HU, IS, LI, LT, LV, NO, PL, PT, RO, SL, SK ARE NOT DISPLAYED AS FIGURES FOR ONE OR MORE CATEGORIES FOR EU-28 MOVERS ARE BELOW RELIABILITY LIMITS.

SOURCE: EU-LFS 2018, SPECIFIC EXTRACTIONS PROVIDED BY EUROSTAT, MILIEU CALCULATIONS.

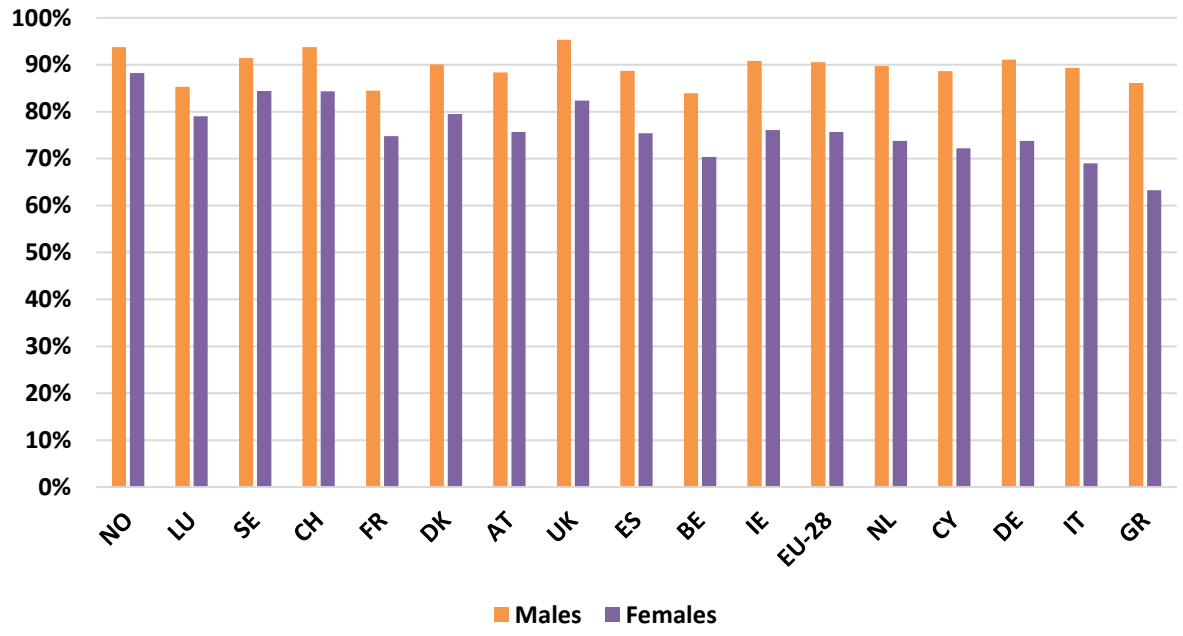
2.2.4 Gender dimension

Differences in employment and activity rates between male and female EU-28 movers remain considerably high in some Member States. In 2018, the activity rate of male EU-

28 movers across the 28 Member States was 91%, in comparison to 76% for females (Figure 31). The difference between the activity rates of males and females remained almost unchanged since 2017. In EFTA countries, the activity rate of male EU-28 movers (93%) and female movers (84%) also remained almost unchanged from the previous year, with the difference between the genders decreasing from 10 pps to 9 pps due to an increase in the activity rates of females.

Across the Member States, the difference between the activity rates of men and women ranges from 6 pps (Luxembourg) to 23 pps (Greece). Italy (20 pps) and Germany (17 pps) recorded among the highest differences in the activity rate between men and women in 2018, whereas Sweden (7 pps), France (10 pps) and Denmark (11 pps) were at the lower end of the spectrum. Of the EFTA countries for which data is available for 2018, Norway (6 pps) and Switzerland (9 pps) also have comparably low differences in the activity rates of men and women. Although the difference between the activity rates of male and female movers did not change significantly since 2017 in most Member States, noticeable changes occurred in Greece (+10 pps), France (-8 pps) and the Netherlands (+5 pps). In Greece, this is due to a relatively large decrease in the activity rate of women (-13 pps) versus a much smaller decrease for men (-4 pps). In the Netherlands, a decrease in the activity rate of women coincides with an increase in the activity rate of men, thus increasing the difference. In a contrary trend, in France, the activity rate of women increased by 7 pps since the previous year, whereas the activity rate of men decreased by 2 pps.

Figure 31: Activity rate of EU-28 movers (20-64 years), by gender, 2018, by EU-28 and EFTA country of residence, EU-28 aggregate and EFTA aggregate, sorted by difference in activity rate, in ascending order



LOW RELIABILITY: MALES: GR, NL; FEMALES: CZ.

VALUES FOR BG, CZ, EE, FI, HR, HU, LT, LV, MT, PL, PT, RO, SL, SK, IS ARE MISSING BECAUSE NUMBERS OF ONE OR BOTH GENDER GROUPS ARE BELOW RELIABILITY.

SOURCE: EU-LFS, 2018, SPECIFIC EXTRACTIONS PROVIDED BY EUROSTAT, MILIEU CALCULATIONS.

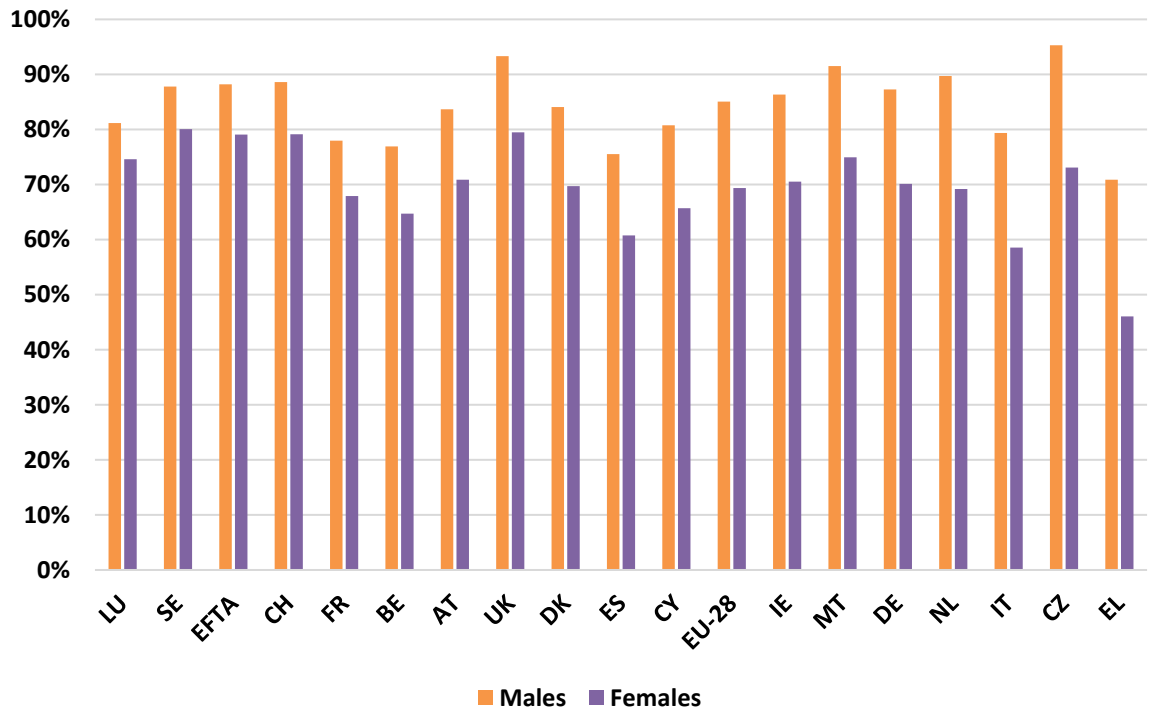
As regards the difference between the employment rate of female and male EU-28 movers across the Member States, there was a very slight increase between 2017 and 2018 (+0.3 pps), with a difference of 16% in 2018. During this year, 85% of male movers and 69% of

female movers were employed across the EU (Figure 32). The slight increase in the difference is due to a slightly larger increase in the employment rate of male movers (+1.1 pps) versus that for female movers (+0.8 pps). In comparison, 88% of male EU-28 movers and 79% of female movers were employed in EFTA countries. Here, a decrease in the difference between male and female movers from 11 pps in 2017 to 9 pps in 2018 is due to a slight increase in the employment rate of female movers in EFTA countries.

Across the EU Member States, the highest difference between the employment rates of male and female movers in 2018 was recorded in Greece (25 pps) and the lowest in Luxembourg (7 pps), which correlates directly with the extreme ends of the difference in activity rates described above. Sweden (8 pps), Switzerland (9 pps), France (10 pps) and Belgium (12 pps) once again showed some of the lowest differences in employment rates between male and female movers, whereas Italy (21 pps), the Netherlands (20 pps) and Germany (17 pps) recorded rather high differences in 2018. In Spain, the difference is 15 pps, thereby being close to the EU-28 average.

In comparison to the previous year, the largest increase in the difference between the employment rate of men and women movers across the EU Member States was recorded in the Netherlands (+9 pps), which is due to a relatively high increase in the employment rate of male EU-28 movers (+5pps) which coincided with a decrease in the employment rate of female movers (- 4 pps). In Greece, the gap between male and female movers was widened by 7 pps, in Italy by 5 pps, and in Denmark by 4 pps – all of which were due to increases in the employment rate of males and decreases for females. Most of the remaining Member States showed slight increases or decreases of up to 2 pps, with Germany and Luxembourg recording the largest decreases in the difference of employment rates (-2 pps each). In both cases, this is due to an increase in the employment rate of female EU-28 movers, while the number of employed male movers remained the same.

Figure 32: Employment rate of EU-28 movers (20-64 years), by gender, 2018, by EU-28 and EFTA country of residence, EU-28 aggregate and EFTA aggregate, sorted by difference in employment rate, in ascending order



LOW RELIABILITY: MALES: GR, NL; FEMALES: CZ. VALUES FOR BG, CZ, EE, FI, HR, IS, HU, LI, LT, LV, MT, NO, PL, PT, RO, SL, SK, IS ARE MISSING BECAUSE NUMBERS OF ONE OR BOTH GENDER GROUPS ARE BELOW RELIABILITY.

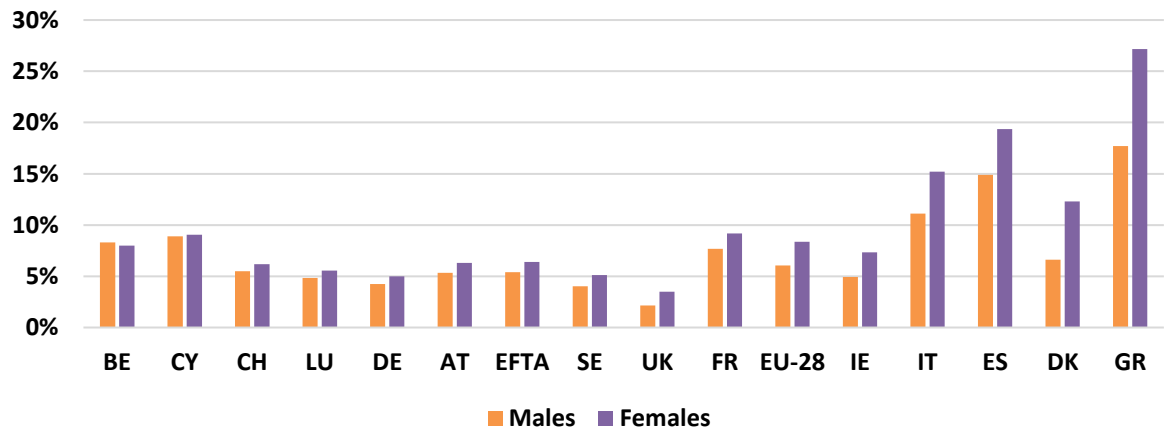
SOURCE: EU-LFS 2018, SPECIFIC EXTRACTIONS PROVIDED BY EUROSTAT, MILIEU CALCULATIONS.

The difference between male and female movers is less pronounced when it comes to unemployment. In 2018, 6% of male EU-28 movers and 8% of females were unemployed across the Member States (Figure 33). In the EFTA countries, 5% of male movers and 6% of female movers were unemployed. Whilst female movers were considerably more likely to be unemployed than male movers in Greece (+9 pps), Denmark (+6 pps), Spain (+4 pps) and Italy (+4 pps), in the remaining Member States for which reliable data was available, the difference in the unemployment rate of male and female EU-28 movers was either 2 pps, in accordance with the EU average, or lower. In Cyprus and Belgium, figures showed almost equal unemployment rates between male and female movers in 2018, with the difference in Cyprus being only 0.1 pps in favour of male movers, and in Belgium 0.3 pps in favour of female movers.

Viewing the changes in unemployment rates between 2017 and 2018, the unemployment rates of both male movers and female movers in the EU have decreased by 1 pps since the previous year (from 7% to 6% for males and 9% to 8% for females), thus continuing the trend from the preceding period between 2016 and 2017.

The largest increases in the difference between unemployment rates of male and female movers occurred in Denmark and Greece, both of which showed a widening of the gap between male and female movers of 3.8 pps. It is noticeable that this follows a trend in the previous years where the difference decreased significantly from 7 pps to 2 pps, returning to 6 pps in 2018. In Italy, female movers' unemployment increased while male movers' unemployment decreased, leading to an additional 2 pps of difference between the two genders. The only relevant decreases in the difference in unemployment between male and female EU-28 movers occurred in Belgium, with a decrease of 1.8 pps, and the UK, with a decrease of 1.3 pps. In Belgium, this is due to male and female unemployment rates decreasing to 8% each in 2018, whereas in the UK it follows a decrease in the unemployment rate of female EU-28 movers and a stagnation in the unemployment rate of male EU-28 movers.

Figure 33: Unemployment rate of EU-28 movers (20-64 years), by gender, 2018, by EU-28 and EFTA country of residence and EU-28 and EFTA aggregates, sorted by difference in unemployment rate, in ascending order



LOW RELIABILITY: MALES: EL.

VALUES FOR BG, CZ, EE, FI, HR, HU, LT, LV, MT, NL, PL, PT, RO, SL, SK ARE MISSING BECAUSE NUMBERS OF ONE OR BOTH GENDER GROUPS ARE BELOW RELIABILITY.

SOURCE: -EU-LFS 2018, SPECIFIC EXTRACTIONS PROVIDED BY EUROSTAT, MILIEU CALCULATIONS.

2.2.5 Education

The shares of EU-28 movers with low, medium or high education levels[108] have remained largely the same since 2017. Across the EU, 23% percent of EU-28 movers have lower education, 40% medium and 36% high (Figure 34). These numbers are very similar when looking at EU-28 movers in the EU-15 countries. Scandinavian countries such as Sweden (64%) and Denmark (59%) have the highest shares of movers with high levels of education, followed by Luxembourg (56%) and Ireland (55%). The highest shares of movers with low levels of education were found in Finland (40%), France (39%), Italy (35%) and Portugal (33%). It should also be noted that differences exist between EU-15 movers and EU-13 movers in the ratio of movers to nationals across the three education levels. While the former it is usually the group with high level education that has the highest share, for EU-15 movers it is the group with medium level education[109].

Comparing these numbers with those for nationals, the biggest differences in the education levels of nationals and EU-28 movers across the EU in 2018 were noticeable with respect to low education, with 7 pps more EU-28 movers having low education than nationals, and medium education, where the share of nationals was 8 pps higher than that of EU-28 movers. With respect to high education levels, the difference between nationals and EU-28 movers was very small (+1 pps of EU-28 movers).

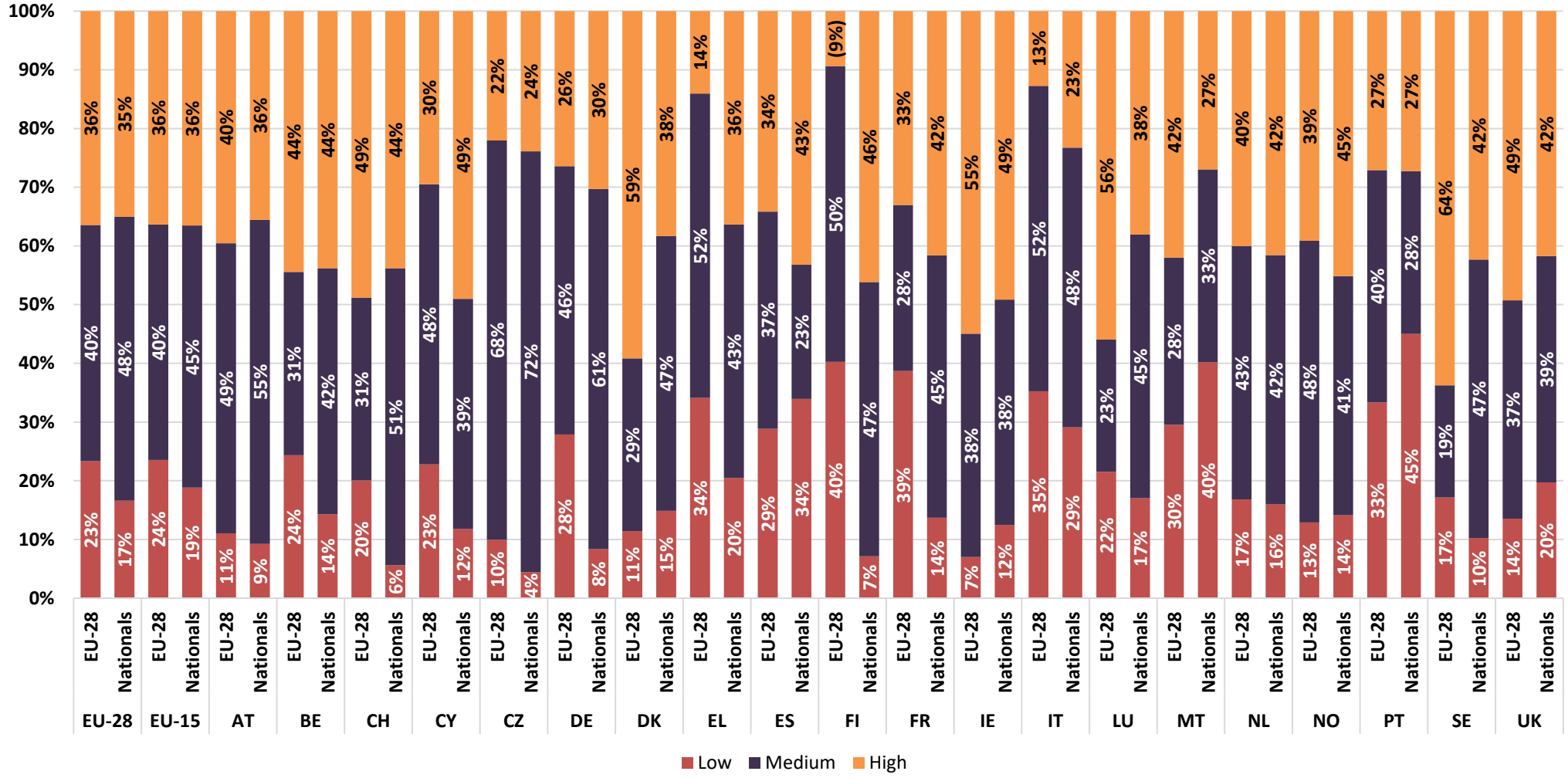
Of those countries for which reliable figures existed, some of the largest differences between nationals and EU-28 movers who had low education were recorded in France, where 39% of EU-28 movers have low education levels compared to only 14% of nationals, and Germany, with 28% EU-28 movers and 8% nationals having low education levels. In both of these countries, the share of EU-28 movers having medium education levels is 16 pps higher than that of nationals. While in France, the share of nationals with high education is 9 pps higher than that of EU-28 movers, the share of EU-28 movers in Germany with high education is only 4 pps lower than that of nationals. The lowest difference between nationals and EU-28 movers with low education were recorded in the Netherlands (1 pps), Norway (1 pps), Austria (2 pps) and Denmark (3 pps). As regards medium education, nationals' and EU-28 movers' shares differed the most in Sweden (+28 pps nationals), Luxembourg (+22 pps nationals), Switzerland (+20 pps nationals) and Denmark (+17 pps nationals). In Ireland, the Netherlands and the UK, the difference was below 2 pps. For high education, Greece had a comparatively low share of EU-28 movers with high education as compared to nationals (+22 pps nationals), whereas the opposite

[108] Low = Less than primary, primary and lower secondary education (ISCED 2011 levels 0-2); Medium = Upper secondary and post-secondary non-tertiary education (ISCED 2011 levels 3-4); High = Short-cycle tertiary education, Bachelor or equivalent, Master or equivalent, Doctoral or equivalent (ISCED 2011 levels 5-8). See EU-LFS User Guide 2019, p. 60, available at https://ec.europa.eu/eurostat/documents/1978984/6037342/EULFS-Database-UserGuide.pdf and International Standard Classification of Education, ISCED 2011 pp. 64 and 66, available at http://uis.unesco.org/sites/default/files/documents/international-standard-classification-of-education-isced-2011-en.pdf.

[109] See for example European Commission, 2019, '2018 Annual report on intra-EU Labour Mobility', p. 86, available at https://ec.europa.eu/social/main.jsp?catId=738&langId=en&pubId=8174&furtherPubs=yes.

was the case in Sweden and Denmark, where 21 pps more EU-28 movers had high education as compared to nationals in 2018. The lowest differences occurred in Portugal, (0.2 pps), Belgium (0.6 pps) and the Netherlands (1.6 pps).

Figure 34: Active EU-28 movers by education status, 2018



LOW RELIABILITY: HIGH EDUCATION: FI.

VALUES FOR BG, EE, HU, LT, LV, PL, RO, SL, SK ARE MISSING BECAUSE NUMBERS OF ONE OR MORE EDUCATION LEVELS ARE BELOW RELIABILITY.

SOURCE: EU-LFS 2018, SPECIFIC EXTRACTIONS PROVIDED BY EUROSTAT, MILIEU CALCULATIONS.

2.2.6 Cross-border workers

In 2018, the total number of workers[110] residing in one EU Member State and working in another one was 1,475,000, a 2% increase on 2017 continuing the annual growth scale between 2016 and 2017.

Additionally, 376,000 workers were residing in an EU Member State and working in an EFTA country (a slight decrease compared to 2017) and 10,000 were residing in an EFTA country and working in an EU Member State. Further 10,000 were residing in an EFTA country and working in another EFTA country.

Thus, including the EFTA countries as countries of residence and countries of work, the total numbers of cross-border workers amounted to 1.9 million in 2018 (data by country of residence and country of work can be found in Table 27 in Annex B).

From the country of origin perspective, the share of cross-border workers of the total employed in the EU-28 and EFTA countries of the same nationality[111] remained the same as in 2016 and 2017, at 0.8%. This is considerably smaller than the proportion of employed EU-28 movers, which was 4.7% and increased by 0.1 pps in 2018.

Commuting for work to another country is particularly frequent among Slovakian, Estonian, Slovenian and Hungarian workers (see Figure 35), where the cross-border workers make up between 2% and 5% of all employed nationals.

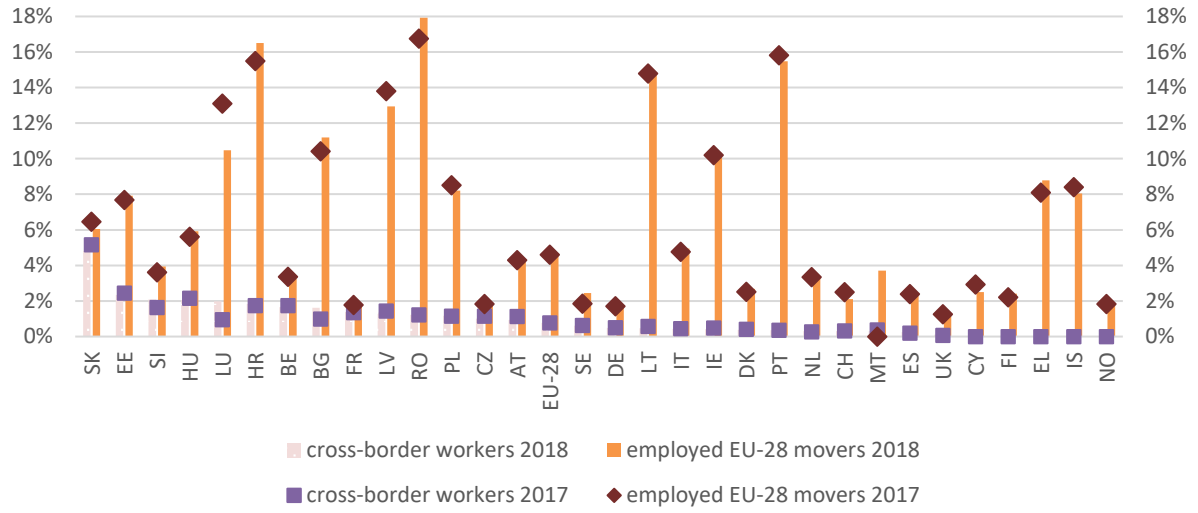
Cross-border work is in general less popular than long-term mobility among those who take their chances to work in another country. The shares of long-term movers from all employed persons of a certain EU/EFTA nationality are much higher than the shares of cross-border workers. At EU level, 5% of all employed EU/EFTA citizens of working age are long-term movers, whereas only 1% are cross-border workers. Nevertheless, there are some national groups among which cross-border workers is (almost) equally important as long-term mobility, namely among Slovakian, Belgian, French, Czech and Swedish workers.

As can be seen in Figure 35 below, the shares of cross-border workers from all employed from the same nationality did not change a lot compared to 2017. As concerns the share of long-term movers, there was a decrease in shares of movers from Luxembourg and Latvia, and an increase among movers from Romania.

[110] This includes employed EU-28 and EFTA citizens aged 20-64 years.

[111] These are all citizens of the country of origin, who either reside and work in the country of origin OR reside in the country of origin and work in another EU-28/EFTA country (cross-border workers) OR reside and work in another EU-28 or EFTA country (EU-28 movers).

Figure 35: Share of employed EU-28 movers and cross-border workers from all employed nationals of country of origin, by country of origin, 2018, 20-64



FIGURES FOR CROSS-BORDER WORKERS ARE OF LOW RELIABILITY FOR: MT.

FIGURES FOR CROSS-BORDER WORKERS ARE NOT DISPLAYED FOR CY, FI, EL, IS AND NO ARE NOT DISPLAYED BECAUSE BELOW RELIABILITY. FIGURE FOR MOVERS FROM 2017 ARE NOT DISPLAYED FOR MT BECAUSE BELOW RELIABILITY.

SOURCE: EU-LFS 2018, MILIEU CALCULATIONS.

Main countries of residence for cross-border workers are France, Germany and Poland

Around 1.1 million (58%) cross-border workers were residing in the EU-15 and 774,000 (41%) were living in the EU-13 countries. Further 18,000 (1%) were residing in an EFTA country.

The main countries of residence of cross-border workers working either in another EU Member State or an EFTA country were France (374,000 or 20%), Germany (241,000 or 11%) and Poland (206,000 or 11%). This remained unchanged from 2017.

The number of cross-border workers increased comparatively strongly between 2017 and 2018 among workers living in Bulgaria (+66%), the UK (+52%), Slovenia (+31%), Spain (+21%), Luxembourg (+21%) and Croatia (+12%). Among those, Bulgaria had already seen quite a strong increase the year before.

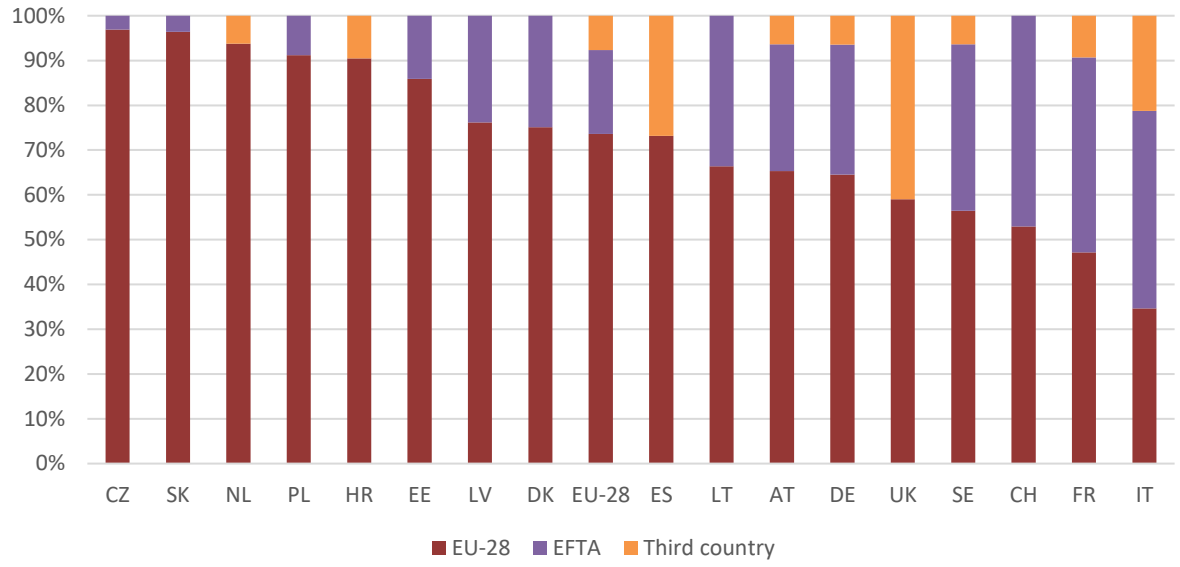
Between 2017 and 2018, the number of cross-border workers decreased comparatively strongly in Malta (-16%), Lithuania (-16%), Austria (-14%), Czechia (-12%) and Ireland (-12%). Among those, Lithuania Austria and Czechia had seen quite strong increases the year before.

An important part of cross-border work is associated with EFTA countries

Most cross-border workers from the EU-28 Member States and EFTA countries work in another EU Member State, as can be seen in Figure 36 below. However, some countries also have high shares of residents working in an (other) EFTA country. This concerns in particular Italy, France, Switzerland and Sweden; Germany and Austria; and the Baltic countries, in particular Lithuania. Other countries see quite a high share of cross-border workers working in third countries, the UK being the prime example, with significant numbers also in Spain and Italy.

Important changes to 2017 can be noticed in the UK and Croatia, where other EU-28 countries gained importance as countries of work, and third countries became less attractive. This was particularly the case in the UK, where the share of cross-border workers working in another EU Member State increased by 20 pps to the expense of those working in a third country. It is possible though that this is related to former long-term movers moving back to the UK while keeping their work in another EU country. For cross-border workers living in Latvia, on the other hand, the share of those working in an EFTA country increased, whereas the share of those working in another EU Member State decreased.

Figure 36: Distribution of where cross-border workers are working by their country of residence, 2018



LOW RELIABILITY FOR EU-28 COUNTRY OF WORK AGGREGATE: HR**; FOR EFTA COUNTRY OF WORK AGGREGATE:** CZ, EE, LT; **FOR OTHER COUNTRY OF WORK AGGREGATE:** AT.

FOR THE MISSING COUNTRIES THE VALUES WERE TOO LOW TO BE PRESENTED.

SOURCE: EU-LFS 2018, MILIEU CALCULATIONS.

In 2018, 1.3 million (67%) cross-border workers were working in the EU-15, 237,000 (13%) in the EU-13 and 377,000 (20%) in the EFTA countries.

The main individual countries of work were by far Germany (406,000 or 27%) and Switzerland (324,000 or 22%); Luxembourg (182,000), Austria (166,000), the Netherlands (114,000), the UK (105,000) and Belgium (90,000) are countries of work for between 5% and 12% of cross-border workers, and the other countries provide work for smaller shares.

Compared to 2017, the greatest changes in countries of work could be seen in Belgium (+16%) and Luxembourg (+9%). Important decreases occurred in Switzerland (-19%), France (-17%) and Italy (-10%).

3 SPECIFIC THEMATIC ANALYSIS: MOBILITY SPELLS

Key findings

1. Development of long-term mobility (12 months +) – how have mobility spells of long-term movers developed since 2004?

- Mobility of a few years (1 to 4 years) has increased strongly since 2004, both in absolute numbers as well as in shares from all movers leaving at a certain point in time, and both among EU-13 and among EU-15 movers. In 2017, at least 50% of long-term movers[112] leaving the host country had only been staying there for one to four years.

2. Development of short-term (less than 12 months) compared to long-term (12 months +) mobility

- Data on posting of workers, cross-border workers and on the length of employment contracts was used as indications for the extent and development of short-term mobility.
- This shows that posting of workers – an important form of short-term mobility – and employment contracts limited to 12 months among movers increased over the past ten (posting), fifteen (short-term contracts) years.
- Furthermore, posting is quite important in size compared to long-term mobility – the number of posted workers per year being higher than the annual flows of citizens of working age moving for long-term residence, per year. The number of cross-border workers working in another country for less than 12 months is also considerable – around one fifth compared to annual flows of long-term movers.
- Another indication is the number of movers who left the host country after a stay or 12 months or less – this number has also increased in both Germany and the UK since the enlargement in 2004. However, long-term mobility also increased strongly: in the UK, the increase of long-term mobility between 2004 and 2015 (also, between 2007 and 2015) was almost three times higher than that of short-term mobility; in Germany, on the contrary, short-term mobility increased three times as much as long-term mobility between 2007 and 2015[113].
- Apart from these trends, the prevalence of shorter or longer mobility spells seems to be specific to host country and countries of origin. For example, short-term mobility was found to be particularly high between Poland and the Netherlands[114], whereas from Poland to Austria, for example, long-term mobility prevailed.

3. Timing of mobility: at what age do EU citizens move?

- Young adults are and have been the most mobile and the most likely to move. In 2006, movers' median age was below 35 years and varied from 24.9 in Denmark to 33.8 in Slovenia. In 2017, 20 to 29-year-olds were the largest group of movers leaving Bulgaria, Germany, Lithuania, Romania and the UK, and 30 to 39-year-olds were the largest group of movers leaving Spain, Italy and Poland. Since

[112] This excludes the ones who had been staying there for one year or less ('short-term movers').
[113] Comparative data for Germany is only available as of 2007.
[114] As shown by the data on short-term cross-border workers and found in a study (Kindler, 2018) on mobility between Poland and Austria, the Netherlands and Sweden.

young movers are the most likely to undertake additional moves this is another indication of prevalence of circular mobility.

- Furthermore, high shares of returnees of young working age (20 to 29 years) in several important origin countries (around 30% in RO, LT and UK) indicate that a good part of mobility is likely to be of a couple of years only. However, in other countries (DE, IT, BG), no such pattern was identified and in Poland the age of return increased between 2009 and 2017.

4. Circular mobility: how often do people move?

- While several studies found that open borders are a driver for circular mobility, hard evidence in changes of the extent of circular mobility is very scarce. Data from the UK indicates that roughly one fifth of movers from EU-8 countries or Romania or Bulgaria coming to or leaving the UK come from or move to yet a another country within or outside the EU; data from Hungary shows that around 25% of Romanian movers are circular movers (have repeatedly entered and left Hungary).
- In light of the lack of data on the number of moves someone has carried out, another approximation is looking at numbers of cross-border workers and seasonal workers – they may be considered 'circular' in the sense that they go repeatedly go back and forth between origin and destination country. This data however indicates that movers who had been engaged in these forms of circular mobility before the accession were quite likely to permanently settle in the destination country afterwards, as specific work permits were no longer needed.

3.1 Introduction – rationale and research questions

In theory, the last two decades would have seen a decrease in mobility spells and an increase in short-term[115] and circular[116] forms of mobility. This is based on the following assumptions: first, that the 2004 and 2007 EU expansions facilitated cross-border movement, allowing movers to return more and/or move on to other Member States more frequently[117]. In its Annual Report on Migration from 2013, the Expert council of German foundations for integration and migration *(Sachverständigenrat deutscher Stiftungen für Integration und Migration)* points out that reducing or eliminating barriers to mobility would encourage temporary and circular instead of permanent mobility, because movers can be

[115] In this report, short-term mobility is defined as the change of residence to another country for less than one year (see table of definitions at the beginning of this section).
[116] Circular mobility is a repetition of cross-border movements of residence by the same person between two or more countries (see table of definitions at the beginning of this section).
[117] Kovacheva, V., 2014, 'EU Accession and Migration: Evidence for Bulgarian Migration to Germany', Central and Eastern European Migration Review, No. 2 and Engbersen, G., Snel, E., 2013, 'Liquid migration: Dynamic and fluid patterns of post-accession migration flows', in Mobility in Transition: Migration Patterns after EU Enlargement, Amsterdam University Press.

sure that they will be able to return to the host country in the future[118](p. 65). Several authors quoted by the SVR have suggested that mobility to Germany is likely to be a temporary, rather than permanent life project[119]. Second, the expansion of the right to free movement to the Eastern Member States went hand in hand with technological developments that would facilitate cross-border mobility: cheaper travel allows for more frequent return to the country of origin; growth in information communication technology and social media facilitates maintaining a transnational social network and being informed about potential employment opportunities in several countries. Third, the opening of the labour markets to the Eastern European countries and the international wage gaps were an important pull factor. At the same time, they were accompanied by an increased demand for flexible work, short-term contracts and low-skilled work which ask and allow workers to be more flexible in the choice of their workplace[120]. While wage gaps persisted, economic convergence between the Member States increased. This convergence combined with policies of sending countries aimed at attracting their citizens back home and the impact of the economic crisis in destination countries were estimated to trigger increased return and circular mobility[121].

Brought together, these developments suggest that there might have been a change in the nature of mobility to forms of shorter and more frequent movement. This is the case for movers from the new Member States (mainly due to the large wage gaps), but also within the EU-15 Member States, which were of course also influenced by the technological developments mentioned above and the economic crisis.

This section aims to provide an overview of empirical findings regarding mobility spells of EU movers. On the one hand, it shall answer the question of how long movers stay in the country of destination, on the other, whether the length of stay has changed over time. Comparison over time will focus on the period since the Eastern enlargement, and, where data is available, the decade before.

3.2 Methodology and limitations

The analysis of mobility spells is based on a review of data sources; a review of literature; and own data calculations.

Research was divided into four dimensions of mobility spells:

A. **Development of long-term mobility** (12 months+): What is the length of stay of long-term movers abroad and has it changed over time?

[118] SVR (Sachverständigenrat deutscher Stiftungen für Integration und Migration), 2013, Success Case Europe? Consequences and Challenges of Free Movement in the EU for Germany. Annual Report 2013 with Migration Barometer *(Erfolgsfall Europa? Folgen und Herausforderungen der EU-Freizügigkeit für Deutschland. Jahresgutachten mit Migrationsbarometer)*', p. 65, quoting: IDC 2004: Migration and Development: 'How to Make Migration Work for Poverty Reduction.' House of Commons International Development Committee, Sixth Report of Session 2003–04, London.

[119] SVR (Sachverständigenrat deutscher Stiftungen für Integration und Migration), 2013, quoting: Pollard, Latorre, Sriskandarajah, 2008, Floodgates or Turnstiles? Post-EU Enlargement Migration Flows to (and from) the UK, London and Pries, 2004, L., 'Transnational Migration. New Challenges for Nation States and New Opportunities for Regional and Global Development

[120] Grabowska--Lusinska, I.,2013, 'Anatomy of post-accession migration. How to measure 'liquidity' and other patterns of post-accession migration flows'; Maier, Claudia et al., 2011, 'Cross-country analysis of health professional mobility in Europe: the results'; Engbersen, G., Snel, E., 2013.

[121] Galgóczi, B., Leschke, J., Watt, A., 2009, 'Intra-EU Labour Migration – Flows and Policy Responses', Ashgate

B. **Short-term mobility** (3-12 months): How has short-term mobility evolved compared to long-term mobility?

C. **Timing of mobility**: At what age do EU citizens move? Has this changed over time?

D. **Circular mobility:** How often do EU citizens move? Do they move to the country of destination directly from their country of origin, or have they already made several moves? How frequent is circular mobility compared to permanent mobility and has this changed over time?

All four of these dimensions represent different types of mobility spells and are measured in different ways. For each one, own calculations of different indicators were combined with findings from available literature. More detailed explanations on the indicators and the data used can be found in Annex A.3.

Measuring mobility spells in a cross-national manner is a challenging exercise. One reason is the lack of accuracy of available EU-wide data: the absolute length of stay of movers is not systematically recorded at EU level[122]; migration statistics collected by Eurostat refer to long-term movers (one year or longer) only[123]; administrative social security or employment data is of limited use due to lack of breakdown by citizenship, the lack of records on length of employment and different national definitions. Another reason is the limited comparability of national empirical research due to a lack of harmonized and clear definitions of relevant terms used, such as 'return, repeated, circular, seasonal mobility and cross-border commuting, the variety of data used measuring different concepts as well as the reference to different time periods, countries and/or regions and groups of movers. A more detailed description of these limitations can be found in Annex A.3.

3.3 Results

The results from the research described in section 3.2 are presented according to the following structure within each section: first, EU-wide trends are described if comparable data could be identified; second, results for specific countries of destination and/or origin are presented, for which national data and/or empirical literature was identified as relevant to the topic.

[122] Fajth et al. (2018) provide a recent overview of cross-national data to monitor intra-EU mobility and no such data is identified.

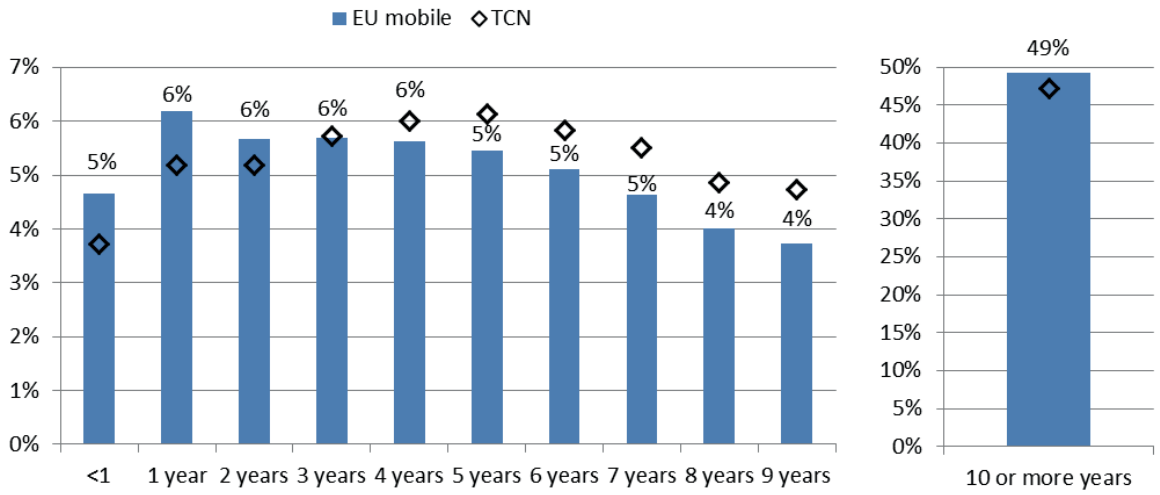
[123] Regulation (EC) No 862/2007 of the European Parliament and of the Council of 11 July 2007 on Community statistics on migration and international protection and repealing Council Regulation (EEC) No 311/76 on the compilation of statistics on foreign workers, OJ L 199, 31 July 2007, p. 23 and Commission Implementing Regulation (EU) No 351/2010 of Regulation (EU) No 862/2007.

3.3.1 Length of stay among long-term movers (12 months +)

EU-wide trends: years of residence among movers still residing in the host country

First results refer to the number of years movers have been residing in their host country at the point of the survey. These results do not show the absolute length of stay, since it is unknown how long those movers would still be residing in the host country. Thus, in terms of measuring mobility spells, it is not very accurate, but it is available EU-wide and provides a first impression of the situation.

Figure 37: Distribution of EU mobile persons and third-country nationals (aged 15-74) living in the EU, 2005-15



SOURCE: CALCULATIONS BASED ON EU-LFS BY TANAY, F. ET AL. (2018), 'STATISTICS ON THE DURATION OF MIGRATION: EVALUATIONS OF DATA AVAILABILITY AND QUALITY', POWER FROM STATISTICS: OUTLOOK REPORT

An average of the time between 2005 and 2015 the figures show that most EU movers (around 90%) had been residing in their country of destination for more than a year, and a much smaller percentage (10%) had only been there for less than a year or one year[124]. Figure 37 above also shows that 34% had resided there for five years or less.

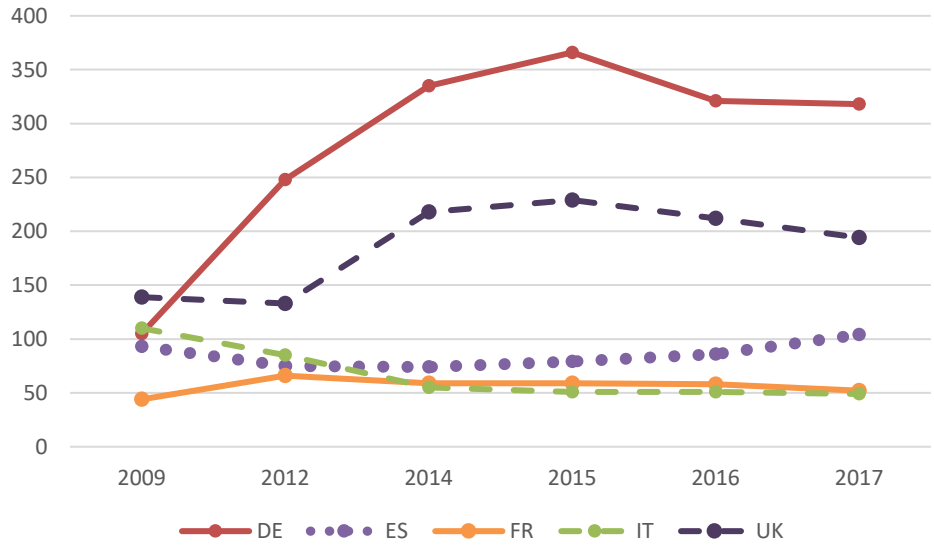
Year-on-year changes of the period since 2004 show that in Italy and Spain the shares of movers who lived in the country for up to five years decreased compared to those who lived there for longer, both among EU-13 and EU-15 movers (see Figure 39). In Germany, the share of movers who had been there for a shorter period increased. In France, the share of new EU-13 movers decreased between 2008 and 2012 and then remained stable and the same share among EU-15 movers remained largely stable. In the UK, the share of new EU-13 movers increased strongly between 2004 and 2008 and then decreased again,

[124] Tanay, F., Sumption, M., Aujean, L. (2018) Statistics on the duration of migration: Evaluations of data availability and quality, cf. 45, in: European Commission (2018), Power from Statistics: data, information and knowledge: Outlook report, available at: https://ec.europa.eu/eurostat/cros/powerfromstatistics/OR/PfS-OutlookReport.pdf.

whereas the share of new EU-15 movers increased slightly in 2008 and then more strongly in 2016.

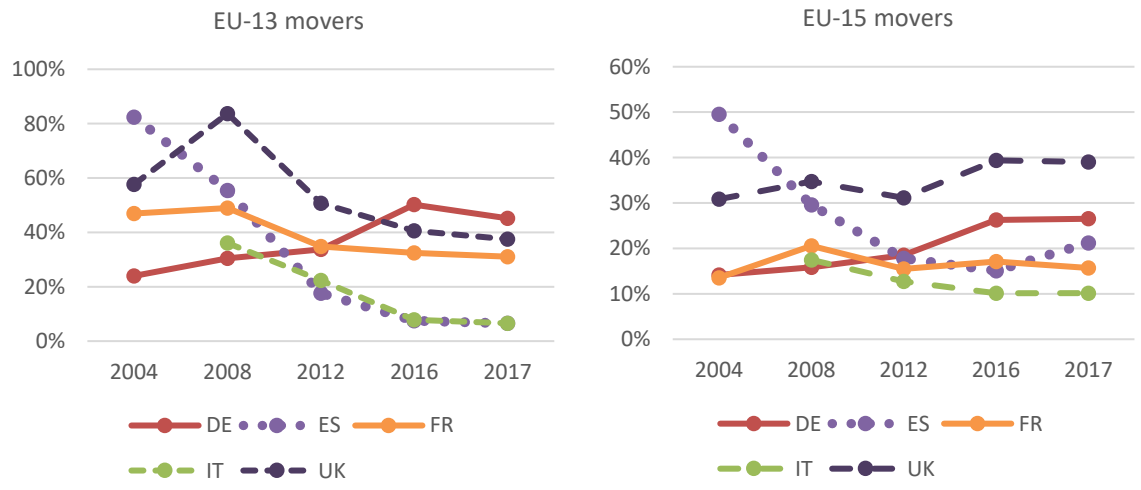
These shares of movers who have been in the country for less than five years reflect the development in annual inflows[125]: where inflows grow, the shares of movers who have been there for a couple of years only increase, too. As Figure 38 shows, over the past decade, inflows of EU movers increased the most to Germany, followed by the UK. Inflows to France and Spain stagnated during the whole period and inflows to Italy decreased by half.

Figure 38: Inflows of EU-28 movers of working age to main countries of destination, 2009-2017



SOURCE: EUROSTAT DATA ON IMMIGRATION BY AGE GROUP, SEX AND CITIZENSHIP, ONLINE DATA CODE: MIGR_IMM1CTZ (EXTRACTED ON 14 MARCH 2019), MILIEU CALCULATIONS.

Figure 39: Percentage of EU-13 movers and EU-15 movers with up to five years of residence, all ages



THE PERCENTAGE REFERS MOVERS WHO HAVE BEEN RESIDING IN THE COUNTRY FOR UP TO FIVE YEARS, AS A SHARE FROM ALL MOVERS (EXCEPT THOSE BORN IN THE COUNTRY)

[125] Comparable data is only available from 2009 onwards.

SOURCE: EU-LFS, SPECIFIC DATA EXTRACTION PROVIDED TO EUROSTAT, MILIEU CALCULATIONS.

firstly, the EU-LFS is very likely to underestimate the number of movers who recently arrived, and therefore the share of those with one or two years of residence is likely to be larger in reality; secondly, and even more importantly, the 'years of residence' refer to movers who still live in the country of destination; their prospective length of stay is unknown. Another indication of the duration of stay, although also imprecise, is the intention of length of stay. When surveyed in another Eurobarometer in 2007, respondents indicated their 'intention' to stay abroad. Most intended to stay abroad for a few years (30%) or longer (50%) (from which 25% for more than a few years but not indefinitely, 25% - for the rest of their lives). Only 11% were planning a short stay for a few months[126].

Examples from countries of origin and countries of destination

Literature and/or national data that provides further insight was identified for the following countries:

Germany as a destination country

When analysing mobility spells as in the example above, one may ask from two different perspectives:

1) Has the total number of movers who stay for a shorter period (e.g., less than 5 years) increased/decreased, compared to those who stay longer (5 years or more)?

2) Are movers more or less likely to stay for shorter spells (e.g., less than 5 years) than before? For each individual, has the chance to leave within the first 4 years increased or decreased?

To answer these two questions, different figures need to be compared. National data from Germany shows the "absolute length of stay" of movers, in that it shows how long movers have been living in Germany *at their point of departure*, broken down by individual EU citizenship, for the period since 2007. The development of the shares of movers with shorter length of stays compared to longer provide an answer to question 1). Comparing this development with the shares of movers according to length of stay in the stocks may provide an answer to question 2) which is illustrated further below.

1) Has the total number of movers who stay for a shorter period (e.g., less than 5 years) increased/decreased, compared to those who stay longer (5 years or more)?

The following observations were made based on the data from 2007 to 2018 (see also Figure 40 and Figure 41 below and Figure 54 and Figure 55 in the Annex):

1. Between 2009 and 2017, the average length of stay decreased both among EU-15 and EU-13 movers who left Germany. The decrease was much stronger among EU-15 movers. Furthermore, the group of movers who stayed between one and four years (so, long-term movers who only stayed for a few year) increased during that time span,

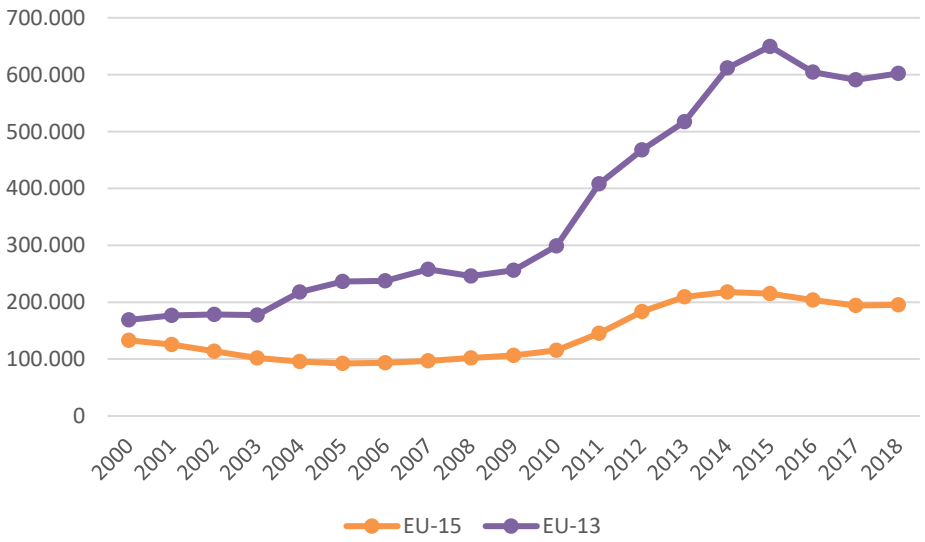
[126] Eurobarometer 'Geographical mobility of citizens' SP281 2007, p. 18. This survey covered EU citizens in the 27 EU Member States in 2007 (except Croatia which joined the EU in 2013).

again stronger among EU-15 movers (from 31% in 2009 to 48% in 2017) than among EU-13 movers (from 43% to 47%). In 2016 and 2017, this group (long-term movers who stayed between one and four year) was by far the largest. Those who stayed less than one year (short-term movers) were also an important group and their importance increased also over the past decade (see section 3.3.2 for further details).

2. On average, EU-15 movers had stayed in Germany for longer than EU-13 movers, throughout the entire period 2007-2018; nevertheless, the gap between the average length of stay of the two groups became smaller and smaller after 2009, mainly because the average length of stay among EU-15 movers decreased very strongly. This, in return, is a result of the fact that among EU-15 movers, on the one hand, the share of short-term movers doubled during that period; but also that the share of long-term movers who stayed for a small number of years (between one and four years) increased strongly, especially among EU-15 movers. Whereas in 2007 30% of EU-15 movers and 41% of EU-13 movers had stayed between one and four years in 2016, this group made up around 50% among both EU-13 and EU-15 movers.

The above results show that in total numbers of mobility flows, mobility spells became short, also when only looking at long-term movers (those who stayed at least one year). This is likely to be related to an increase in inflows which began in parallel with the onset of the economic crisis and then continued until 2015. With more and more people arriving recently, it became more likely that among those who left in subsequent years, there were also more persons who only arrived shortly before leaving.

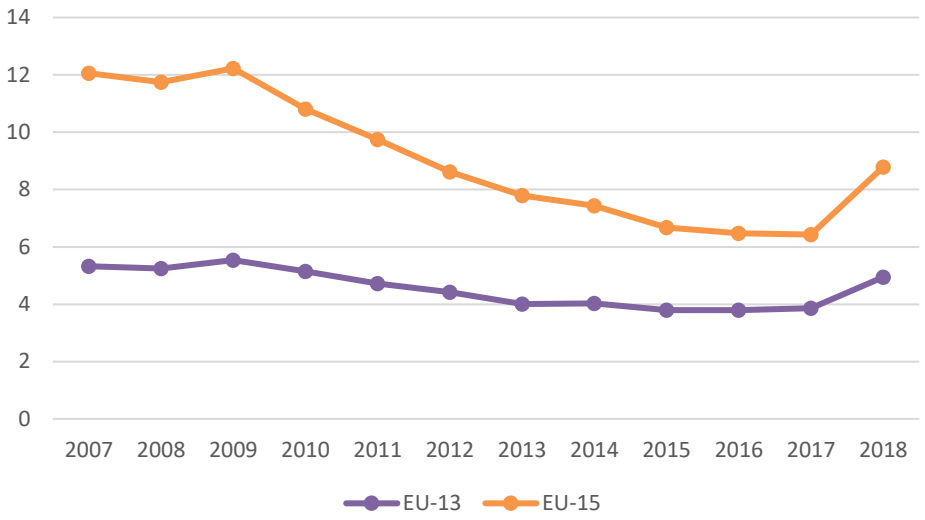
Figure 40: Inflows of EU-13 and EU-15 movers (all ages) to Germany, 2000-2018



SOURCE: DESTATIS, TABLE 12711-0005, 'WANDERUNGEN ZWISCHEN DEUTSCHLAND UND DEM AUSLAND: DEUTSCHLAND, JAHRE, HERKUNFTS-/ZIELLÄNDER, NATIONALITÄT, AVAILABLE AT:

HTTPS://WWW-GENESIS.DESTATIS.DE/GENESIS//ONLINE/DATA?OPERATION=TABLE&CODE=12711-0005&LEVELINDEX=0&LEVELID=1573124555651

Figure 41: Average length of stay* among EU-15 and EU-13 movers (all ages) who left Germany in the reference year, 2007-2018



DATA REFERS TO THE NUMBER OF EU-13 AND EU-15 (EXCL. GERMAN) CITIZENS WHO LEFT GERMANY IN THE REFERENCE YEAR; DATA INCLUDES ALL AGE GROUPS

*THE ABSOLUTE NUMBERS OF YEARS OF THE AVERAGE LENGTH OF STAY ARE NOT PRECISE, BECAUSE THE CATEGORY '40 YEARS OR MORE' INCLUDES A LARGER TIME SPAN THAN THE OTHER CATEGORIES; THEREFORE THIS INDICATOR SHOULD ONLY BE INTERPRETED REGARDING THE CHANGE IN SCALE, NOT IN ABSOLUTE TERMS.

DATA COMES FROM THE GERMAN REGISTER OF FOREIGNERS AND TOTAL OUTFLOWS THEREFORE DEVIATE FROM THE OUTFLOWS PRESENTED ON EUROSTAT WHICH A) ARE BASED ON ANOTHER REGISTER (THE HUMAN POPULATION UPDATING – BEVÖLKERUNGSFORTSCHREIBUNG)

SOURCE: DESTATIS, TABLE 12521-0011 'FOREIGN CITIZENS: GERMANY, YEARS, SEX, LENGTH OF STAY, REGISTRY OUTFLOWS, COUNTRY GROUPS/NATIONALITY (AUSLÄNDER: DEUTSCHLAND, JAHRE, GESCHLECHT, AUFENTHALTSDAUER, REGISTERABGÄNGE (BUND), LÄNDERGRUPPIERUNGEN/STAATSANGEHÖRIGKEIT, AVAILABLE AT:
https://www-genesis.destatis.de/genesis//online/data?operation=table&code=12521-0011&levelindex=1&levelid=1573124696396.

If the increase in inflows is thought to have impacted the average length of stay, why then was the decrease in average length of stay so much stronger among EU-15 movers, when their inflows to Germany did not grow almost nearly as much as those of EU-13 movers? This is because the average length of stay among EU-13 movers was much lower to begin with, due to the fact that there were not as many EU-13 movers who had been residing in Germany for many years or even decades. Among those EU-15 movers leaving Germany in 2009, 40% had been there for ten years or more, while among EU-13 movers that share was only around 15%. Among those EU-15 movers who left Germany in 2009, 13% had arrived in the 1970s or earlier – a share that declined to 4% in 2017. A further 24% who left in 2009 had arrived in the 1980s or 1990s – a share that declined to 6% in 2017. This is because there had been strong inflows to Germany from certain EU-15 countries (in particular, Italy, Spain, Greece, Portugal) since the 1950s. Long-term mobility from those EU-15 countries was much stronger than that from EU-13 countries, although the latter increased in the 1990s after the fall of the iron curtain. Throughout the 1960s to the 1980s, stocks of movers from Poland, Romania and Bulgaria were at the most one sixth of the stocks of movers from Italy, Greece, Spain and Portugal, and only in the 1990s grew to one third[127]. Due to this long history of immigration to Germany, the number of Italians,

[127] Source: Destatis, Table 12521-0002, Ausländer: Deutschland, Stichtag, Geschlecht/ Altersjahre/ Familienstand/Ländergruppierungen/Staatsangehörigkeit

Greek, Spanish and Portuguese who had been residing in Germany for decades was still very large in 2009 but has since slowly decreased (either because of return or death). With the onset of the economic crisis, there was then a new wave of mobility from the EU-15 countries, especially from those hit very hard by the crisis (large sending countries were again Italy, Spain and Greece). Combined with an increase in temporary work and the fact that the stock of those who had come decades ago had already decreased, this led to a strong decline in the average length of stay.

2) For each individual, has the chance to leave within the first 4 years increased or decreased?

In order to assess the likelihood of leaving after a short period of stay *per individuum*, we compare the share of those movers with up to four years of residence in Germany among all those who left in year X to the share of those who had been living there for up to four years in the general stocks in year X. Then we analyse how the difference between the two evolved over time to gain better insight into the development of mobility spells per individuum (individual chances of staying longer or shorter). The assumption behind this and another method that could potentially be used to estimate the development of mobility spells are explained in Annex A.3.

Results show the following: among EU-15 movers, the share of those who had resided in Germany for only one to four years increased stronger among those leaving than in the total stocks between 2008 and 2017. This indicates that the total number of movers with shorter mobility spells but also the chance of leaving after a few years by individuum increased. On the contrary, among EU-13 movers, the share of those leaving after one to four years was already very high in 2008 and only increased a little bit until 2017; due to the strong inflows, the share of movers with between one and four years of residence increased a lot in the stocks, much more than in the outflows. Therefore, one can conclude that shorter periods of stay among EU-13 movers increased on the whole and compared to longer periods of stay, but mainly because this was a time span where inflows increased very strongly and so there were simply many more people who had arrived within the past years. However, the likelihood on an individual level for a person to leave within the first one to four years does not seem to have increased.

The trends for EU-15 and EU-13 movers mentioned above also apply for movers with less than ten years of residence.

Table 10: Difference between shares of movers with short mobility in annual stocks and in annual outflows, comparison 2008-2017/18

		% of 0-10 yrs among those *leaving* DE (1)	**% of 0-10 yrs among movers *residing* in DE** (2)	*difference*	**% of 1-4 years among movers *leaving* DE (1)**	**% of 1-4 years among movers *residing* in DE (2)**	*difference*
EU-15 movers	2008	62%	22%	40pps	32%	7%	25pps

	2017	83%	34%	49pps	48%	14%	34pps
	2018	74%	35%	39pps	38%	14%	24pps
EU-13 movers	2008	85%	51%	34pps	41%	20%	21pps
	2017	93%	72%	21pps	47%	33%	14pps
	2018	88%	73%	15pps	42%	30%	12pps

DATA REFERS TO THE NUMBER OF EU-13 AND EU-15 (EXCL. GERMAN) CITIZENS WHO LEFT GERMANY IN THE REFERENCE YEAR; DATA INCLUDES ALL AGE GROUPS

DATA COMES FROM THE GERMAN REGISTER OF FOREIGNERS AND TOTAL OUTFLOWS THEREFORE DEVIATE FROM THE OUTFLOWS PRESENTED ON EUROSTAT WHICH A) ARE BASED ON ANOTHER REGISTER (THE HUMAN POPULATION UPDATING – BEVÖLKERUNGSFORTSCHREIBUNG)

SOURCES: (1) DESTATIS, TABLE 12521-0011 'FOREIGN CITIZENS: GERMANY, YEARS, SEX, LENGTH OF STAY, REGISTRY OUTFLOWS, COUNTRY GROUPS/NATIONALITY (AUSLÄNDER: DEUTSCHLAND, JAHRE, GESCHLECHT, AUFENTHALTSDAUER, REGISTERABGÄNGE (BUND), LÄNDERGRUPPIERUNGEN/STAATSANGEHÖRIGKEIT, AVAILABLE AT:

HTTPS://WWW-GENESIS.DESTATIS.DE/GENESIS//ONLINE/DATA?OPERATION=TABLE&CODE=12521-0011&LEVELINDEX=1&LEVELID=1573124696396.

(2) DESTATIS, TABLE 12521-0006 'FOREIGN CITIZENS: GERMANY, REFERENCE DATA, SEX, LENGTH OF STAY, COUNTRY GROUPS/NATIONALITY (AUSLÄNDER: DEUTSCHLAND, STICHTAG, GESCHLECHT, AUFENTHALTSDAUER, LÄNDERGRUPPIERUNGEN/STAATSANGEHÖRIGKEIT, AVAILABLE AT: HTTPS://WWW-GENESIS.DESTATIS.DE/GENESIS//ONLINE/DATA?OPERATION=TABLE&CODE=12521-0006&LEVELINDEX=1&LEVELID=1575640711627

As a last indication, the return rate of Polish movers from Germany allows a comparison over a longer time span (back to the 1990s): the return rate of both temporary and permanent Polish movers from Germany shows a strong increase in 2008/2009 (see Figure 56 and Figure 57 in Annex B) [128]. A comparison of the pre-accession and post-accession periods shows that mobility for permanent residence from Poland to Germany was actually higher in the 1990s than after the accession. It also shows that the return rate increased a lot, especially between 2003 and 2009, after which it decreased again. This might support the findings above that return after a few years was very frequent among Polish movers between the accession to the EU and the onset of the economic crisis. This would be supported by the fact that there was a small peak of incoming Polish movers to Germany in 2006, part of which may have been among the peak of returnees in 2009.

UK as a destination country

Mobility between Poland and UK - return rates and age of returnees[129]

National data from the UK and Poland was used to analyse the trend of the rate of return of Polish movers in the UK between the 1970s and 2014 (Figure 53 in Annex B) and for

[128] Sources: Statistics Poland, main directions of emigration and immigration in the years 1966-2014; DESTATIS, FLOW STATISTICS (temporary flows, includes asylum seekers!!) metadata: https://www-genesis.destatis.de/genesis/online;jsessionid=667DD04A68ABC98E09C6AF684DD7C7B9.tomcat_GO_1_1?operation=previous&levelindex=1&levelid=1472460020699&step=1

[129] Sources: Statistics Poland, main directions of emigration and immigration in the years 1966-2014; ONS table 2.02 LTIM time series, 2004 to 2017, country of last or next residence; ONS table 3.01: IPS estimates by citizenship by country of last or next residence

EU-8 movers in the UK, mainly composed of Polish movers, between 2004 and 2017 (Figure 52 in Annex B)[130].

This data shows that over the past 30 years the return rate was already high in the 1990s with a peak in 1991, and a subsequent decline; however, this strong return in the 1990s can hardly be telling about length of stay, as it is likely that movers who returned after the fall of the iron curtain also included such that had already been in the UK for longer. Furthermore, after a peak in 1991, the return rate dropped again until 2006.

When looking at the period after 2000, data suggests that stays may have become shorter in the time after the accession: the return rate increased again, with a peak in 2009 – this was after a large wave of flows from Poland to the UK following the accession (see below). Furthermore, a large share of persons among Polish returnees in 2009 were in their twenties – this suggests that many Polish movers who came to the UK in 2004 were among those who returned at the onset of the economic crisis in 2008/2009 (see below for further discussion of this). Employment in Poland also increased a lot during that time: the Polish employment rate grew by five pps between 2005 and 2008 and the unemployment rate decreased from 18% to 7%. This is likely to have been another reason for the peak in returns in 2008/2009. Survey data on the actual length of stay of EU-8 movers since 2004 shows that indeed there was a peak in 2008 of EU-8 movers leaving the UK after one to four years of residence. After 2009, the return rate dropped again until 2014 and then increased again. However, the development of the age structure of returnees suggests that this might not be related to shorter stays: in 2017, 34% of Polish returnees from the UK were between 20 and 29 years old and 54% were between 30 and 39 years old[131]. Nevertheless, since 2004, the age of the largest group of returnees has increased, with a larger share being between 35 and 39 years old in 2017 than previously. In particular, in 2008 and 2011 around half of the returnees were between 25 and 29 years old, while in 2014 and 2017 that share had decreased to 8% and 16% respectively, at the expense of an increase in the share of 30 to 39-year-olds.

Actual length of stay of movers in the UK

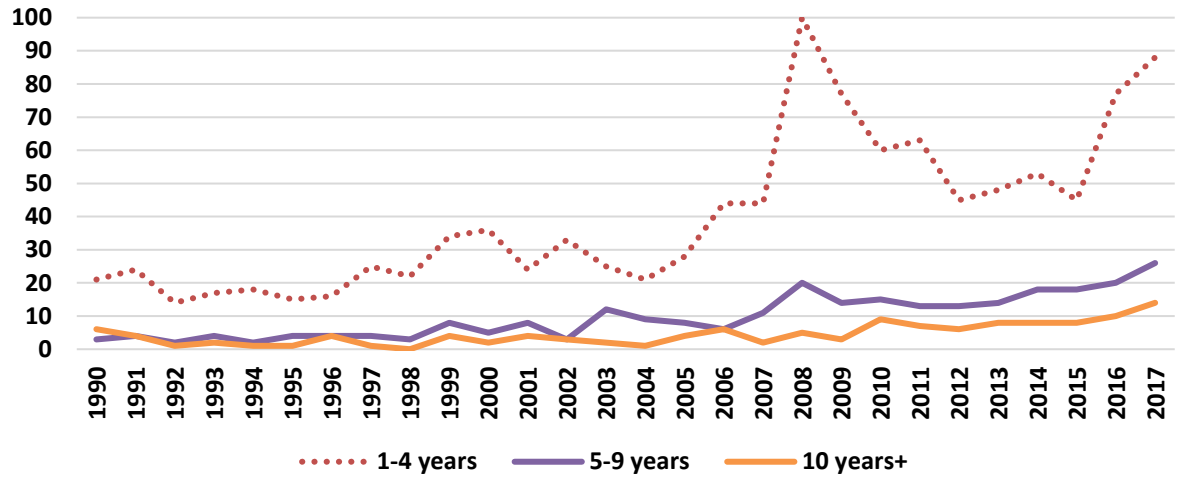
Data from the UK also shows that even when mobility spells are longer than one year, they tend to last only a few years, rather than a period lasting more than five or even ten years. In 2017, the number of EU-15 movers who left after a stay of one to four years was over three times higher (52,000) than those who had stayed five to nine years (9,000) or ten years or more (6,000). Among EU-8 movers, the difference was not quite as large: the number of those who left in 2017 after a stay of one to four years was almost twice as high as those who had stayed for five to nine years and around three times as high as those who had stayed for 10 years or more.

Since 1990, there were continuously more EU movers who left the UK after a stay of one to four years than those who left after five to nine years or ten years or more. Furthermore, stays of one to four years increased more strongly than stays of longer periods, especially since 2004: between 2004 and 2017, such shorter stays tripled, while those between five and nine years doubled. Proportionally, stays of ten years or more increased most, but this is due to the very low number (1,000) of such stays in 2004 (and the years before). The strong peak in 2008 of movers leaving the UK who had stayed one to four years can be

[130] Share of inflows to PL from the UK from outflows from PL to the UK.
[131] Approximation: data refers to outflows from the UK of persons born in Poland.

traced back to movers from the EU-8 who arrived after the accession in 2004 and left again in 2008.

Figure 42: EU movers (all ages) leaving the UK, by length of actual stay, 1990 -2017

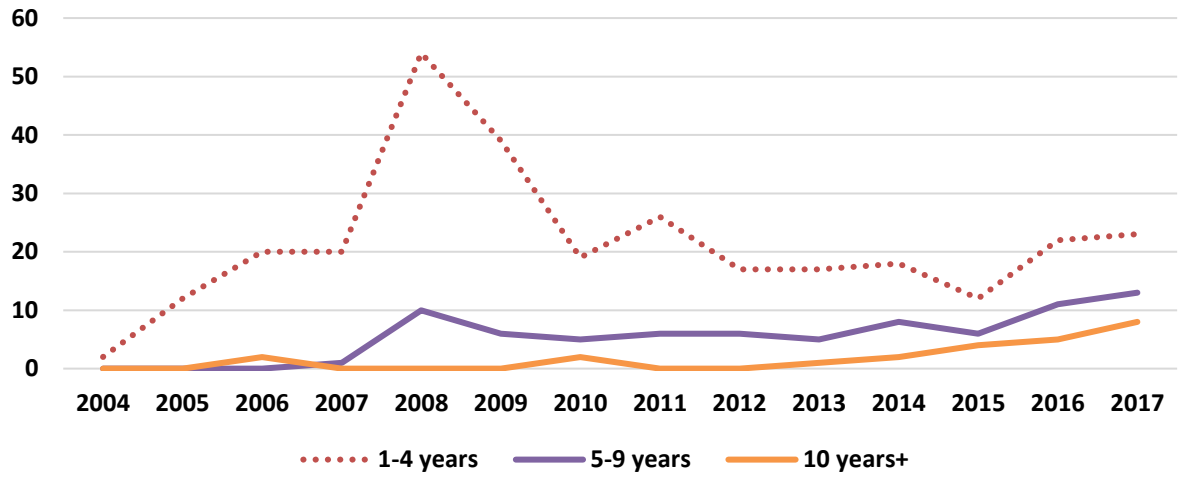


FIGURES INCLUDE MOVERS OF EU CITIZENSHIP DEPENDING ON MEMBERSHIP OF THEIR COUNTRY IN THE RESPECTIVE YEAR

THE DATA IS BASED ON THE UN RECOMMENDATION FOR A DEFINITION OF A LONG-TERM INTERNATIONAL MIGRANT. THAT IS SOMEONE WHO CHANGES HIS OR HER COUNTRY OF USUAL RESIDENCE FOR A PERIOD OF AT LEAST A YEAR, SO THAT THE COUNTRY OF DESTINATION EFFECTIVELY BECOMES THE COUNTRY OF USUAL RESIDENCE.

SOURCE: ONS, TABLE 3.15 'IPS ESTIMATES BY ACTUAL LENGTH OF STAY BY CITIZENSHIP'

Figure 43: EU-8 movers (all ages) leaving the UK, by length of actual stay, 2004 -2017



*FIGURES INCLUDE MOVERS OF EU CITIZENSHIP DEPENDING ON MEMBERSHIP OF THEIR COUNTRY IN THE RESPECTIVE YEAR

SOURCE: ONS, TABLE 3.15 'IPS ESTIMATES BY ACTUAL LENGTH OF STAY BY CITIZENSHIP'

The Netherlands as a destination country

Strockmeijer, et.al.[132] analysed actual migration behaviour of Central and Eastern European (CEE) labour migrants to the Netherlands between 2010 and 2015. The findings

[132] Strockmeijer, et.al., 2019, 'Should I stay or should I go? What we can learn from working patterns of Central and Eastern European labour migrants about the nature of present-day migration', Journal of Ethnic and Migration Studies.

showed that the majority of CEE labour migrants stopped working as employees in the Netherlands within five years, 'mostly after an uninterrupted single period of employment'. In addition, a third of CEE labour migrants worked continuously in the Netherlands for a long period. The analysis is based on official data of all employees who worked in the Netherlands from 2010 to 2015. Self-employed workers, employees of a foreign employer (posted migrant workers) and informal (black market) employment were left out of consideration.

Latvia as a sending country

Hazans, M.[133] analysed the patterns of return migration to Latvia. The national survey carried out at the end of 2016 indicated that the majority of respondents[134] who returned to Latvia after living in another Member State, lived there for **up to five years** (56%). However, among the long-term movers (one year or more), around half spent less and half spent more than five years abroad. Around 27% of all movers spent between less than one and three years abroad, 22% between three to five years, 22% between five and seven years, and 24% – seven or more. Only a relatively small number of people (up to 7% in 2016) migrated for a short period of time (three to eleven months). This number had slightly increased compared to 2005, when it was well below 5%. Other notable changes during the period studied (2005 to 2016) were a slight decrease in the number of people going away for one to three years, combined with an **increase in longer stays** (those going away for five or more years).

3.3.2 Short-term mobility (3-12 months): How has it evolved compared to long-term mobility?

Short-term mobility often takes different forms to long-term mobility and does not include an official change of address. Short-term mobility might in some cases be preferable for movers to long-term mobility. Economic theories assume that 'potential movers' take their decisions rationally by calculating the costs and benefits of moving. It might be the case that the outcome of this exercise is that for 'short-term' mobility is more beneficial than 'long-term' mobility. For instance, Mussche et al. (2016) argue that 'posting seems to be (…) a response to the desire of EU citizens to remain permanently in their home country for cultural, linguistic, and family reasons, while at the same time seizing economic opportunities posed by the EU free movement'.

There is essentially no EU-wide comparable data on short-term mobility of less than one year, and even at national level, data on short-term mobility is not recorded in usual residence registries and/or not published separately from data on long-term mobility[135]. Therefore, other data than that from residence registers or surveys must be used.

In addition to the results identified in the literature and national data from the UK and Germany, three types of EU-wide data are presented in this section to estimate the extent and development of short-term mobility:

[133] Hazans, M., 2016, 'Return to Latvia: survey of re-emigrants', LU Diasporas un migrācijas pētījumu centrs.
[134] A total of 3,088 participated in this survey.
[135] This assessment is based on the review of information on administrative sources in the Compendium of national data sources on labour mobility. This Compendium is prepared bi-annually by the European Commission and includes information on data available in the Member States that is relevant to measure intra-EU (labour) mobility as reported by the Member States themselves.

1) Administrative data on posted workers (portable documents A1);
2) Administrative data on cross-border workers (portable documents S1);
3) Data from the EU-LFS on limited contracts and the duration of such contracts held by movers.

The rationale behind choosing these approximations is explained in each of the sub-sections.

Posted workers

The most recent OECD report on migration stressed that when looking at mobility within the EU and EFTA countries, posting represents the main channel of persons moving for a limited time for work, with almost 2.7 million postings in 2017[136]. Given that the average duration of posting[137] was 98 days in 2017 the number of postings may be considered as a good indicator for short-term mobility. From a labour market perspective though, it needs to be kept in mind that contrary to other mobile workers, posted workers are employed by a company in their country of origin.

The scale of posting is measured by the number of A1 portable documents (PDs A1)[138] that are issued to persons insured in a Member State other than the Member State of (temporary) employment. De Wispelaere et. al. (2018) demonstrate an **increase in the scale of posting of workers of around 93% between 2011 and 2017, after a stagnation between 2007 and 2010.** As a comparison, total growth of inflows of long-term EU movers between 2009 and 2017 was only 50% (section 1.2.2. above). On average, there was an annual increase in posting of 12% between 2012 and 2018. Annual growth was particularly large between 2016 and 2017: the overall number of PDs A1 issued increased by some 22%. However, by 2018 annual growth had declined considerably to 6%[139].

Posting may also be seen as an indicator for **circular mobility,** given that on average, **one person is posted almost two times**, with variation between Member States.

Mussche et al.[140] explored the unique posting data for Belgium (2008-2012) and based on this data argue that '**permanent type mobility is greatly complemented with high**

[136] OECD (2019), International Migration Outlook 2019, p.13, available at: https://www.oecd-ilibrary.org/social-issues-migration-health/international-migration-outlook-2019_c3e35eec-en

[137] This duration is specific to persons under Article 12 of Regulation (EC) No 883/2004. The period persons can pursue an activity under Article 12 is set at a maximum of 24 months according to Article 12. The notion of 'posted' used by the Regulation is not always equivalent to the Posting of Workers Directive (Directive 96/71/EC). Persons might be 'posted' under the Regulation but not in the meaning of the Directive. For instance, self-employed persons falling under Article 12 (2) of the Regulation are not covered by the Directive.

[138] De Wispelaere et. al. (2019) explain that this certificate concerns the social security legislation which applies to a person and confirms that this person has no obligations to pay contributions in another Member State. It establishes a presumption that the holder is properly affiliated to the social security system of the Member State which has issued the certificate. PDs A1 are used for various cases: intra-EU posting; the pursuit of activities in two or more Member States; 'Article 16 agreements'; civil servants; mariners; flight or cabin crew members; contract staff of the European Communities.

[139] Ibid., Table 4.

[140] Mussche N. et al., 2016, 'The Rise of the Free Movements: How Posting Shapes a Hybrid Single European Labour Market', IZA Discussion Paper No. 10365.

levels of short-term service mobility'. Moreover, they suggest that posting is becoming more popular than classical free movement of labour among EU-12 citizens, stating that.

Wagner[141], mapping atypical labour migration into Germany up to 2015[142], notes that the number of posted workers from the EU-8 to Germany temporarily outweighed the number of mobile workers in regular employment, particularly between 2006 and 2011 when the transitional arrangements (TA) were still in place. This also accounts for the number of seasonal workers, which, when added to the number of posted workers**, amounted to almost twice the number of regular workers**. Once the TA were lifted, the number of movers in regular employment increased faster than the number of postings to Germany.

Duration of employment contracts

Given the difficulty to measure short-term mobility, one may use the length of employment contracts as an approximation. The assumption is that movers return back to their country of origin, once their employment contract ended. An increase in short-term contracts of limited duration would then indicate an increase in short-term or circular mobility[143]. Grabowska-Lusinska[144] analysed post-accession mobility from the New Member States and found that movers tend to be more and more flexible as to their length of stay in a country and to 'monitor opportunities in two countries and keep all options open' and that they adapt to a 'flexible, deregulated and increasingly transnational, post-modern labour market'[145]. While this adaptation does not necessarily mean that movers move to another Member State when their work contracts end, it makes especially return mobility, and circular mobility, much more likely. For example, Maier et al.[146] analysed the change in mobility of health professionals from Eastern European Member States since the accession and came to the conclusion that, hand in hand with an increase in short-term or circular mobility of this group, went an increase of short-term contracts (limited to several weeks/months) issued to health professionals of several Member States analysed (Poland, Romania, Slovakia). Mobile health professionals make use of these limited contracts and of cheap transport means to supplement their income in their country of origin[147].

Indeed, employment under a limited contract and employment limited to a duration of up to one year have increased in several, but not all, destination countries compared to before the Eastern enlargement in 2004.

At EU level, the share of workers employed under contracts of limited duration did not increase compared to the time before the EU enlargement, nor over the past few years. In 2018, 16% of movers and 14% of nationals were employed with a contract of limited duration (as opposed to a contract with unlimited duration). In 2002, 15% of movers and 13% of nationals were employed with contracts of limited duration.

[141] Wagner, B., 2016.
[142] Atypical labour migration in the context of this study has a temporary character and is regulated by specific restrictions. Seasonal work, posting, and solo self-employment are more likely to belong to this group and to be part of the secondary labour market.
[143] For an explanation of the limitations to this approximation, please see Annex A.3.
[144] Grabowska--Lusinska, I., 2013
[145] Grabowska-Lusinska, I., 2013, p.56. 6
[146] Maier, Claudia et al., 2011.
[147] Maier, Claudia et al. 'Cross-country analysis of health professional mobility in Europe: the results', in Wismar, M. et al. (2011) 'Health Professional Mobility and Health Systems. Evidence from 17 European countries', World Health Organization on behalf of the European Observatory on Health Systems and Policies, p. 44.

However, there were differences at national level: among the main destination countries, Germany, Italy and France did show an increase in the shares of movers employed on a temporary basis. In France, the share increased steadily from 11% in 2003 to 19% in 2018; in Italy, it increased steadily from 14% in 2005 to 22% in 2018; and in Germany in increased from 12% in 2003 to 16% in 2018. On the contrary, shares of movers on temporary contracts almost did not change in the UK. In Spain, the shares of movers in temporary employment was and is much higher than in the other countries mentioned, but has actually decreased since 2005/06: it had increased strongly between 1998 (30%) and 2005/06 (60%) after which it slowly decreased again to reach the initial level in 1998.

A further indicator for short-term mobility is the actual duration of limited contracts. At EU level, around 70% of limited contracts among movers were between one and twelve months in 2018. This share increased by around ten percentage points compared to 2002. When looking at the trends in the main destination countries, one can see increases in the share of contracts limited to one year (among all limited contracts) during this period in Germany, Spain, France and Italy. In Germany, France and Spain, sudden increases can be noted at the time around the first Eastern enlargement (2002-2005), although levels may have been high already some years before (e.g. in Spain in 1998)[148]. In France and Spain, the shares more than doubled, while in Germany the share increased by around ten percentage points. After this initial increase, shares remained more or less similar until 2018. In Italy, data is only available from 2005 onwards, but shows an increase of over ten percentage points until 2018 in the share of movers on contracts limited to up to one year – a share that is particularly high in Italy in general (92% in 2018). In the UK, data prior to 2008 does not seem to be reliable and since then shares of movers employed for one year or less have remained rather stable.

Short term cross-border workers

Another means to estimate the scale of short-term mobility is by looking at the administrative documents provided to cross-border workers.

In a strict sense, cross-border workers do not fall within the definition of mobility because they do not (formally) change their Member State of usual residence. Nevertheless, in reality many cross-border workers may have two places of residence, one where they stay while they work, and the other in their usual country of residence.

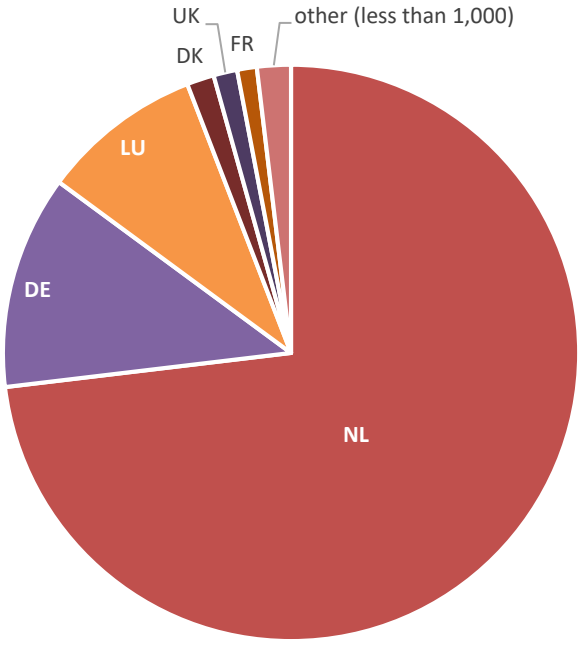
In order to estimate the extent to which cross-border work is short-term (so, less than one year), calculations were made (see Annex A.3). These approximate the **minimum total number** of short-term cross-border workers on the basis of the PD S1 data.

Results show that in 2018, there were at least 203,241 short-term cross-border workers, 27% of the total flows (763,013) in 2018 (see Table 28 in Annex B). In total numbers, the Netherlands received by far the largest minimum numbers of short-term cross-border workers (150,000), followed by Germany (24,000) and Luxembourg (18,000) – the other Member States received a minimum of 3,000 or less (Figure 44 below and Table 28 in Annex B). The highest shares of short-term cross-border workers from the total flows in 2018 can be found in the UK (64%), the Netherlands (54%), Denmark (49%), France

[148] Note that data is not very precise since there are high and varying numbers of non-replies, especially in Spain and France before 2005.

(45%), Liechtenstein (44%), Lithuania (39%) and Portugal (37%) – in the other Member States, the share is 30% or less (Figure 45 below and Table 28 in Annex B).

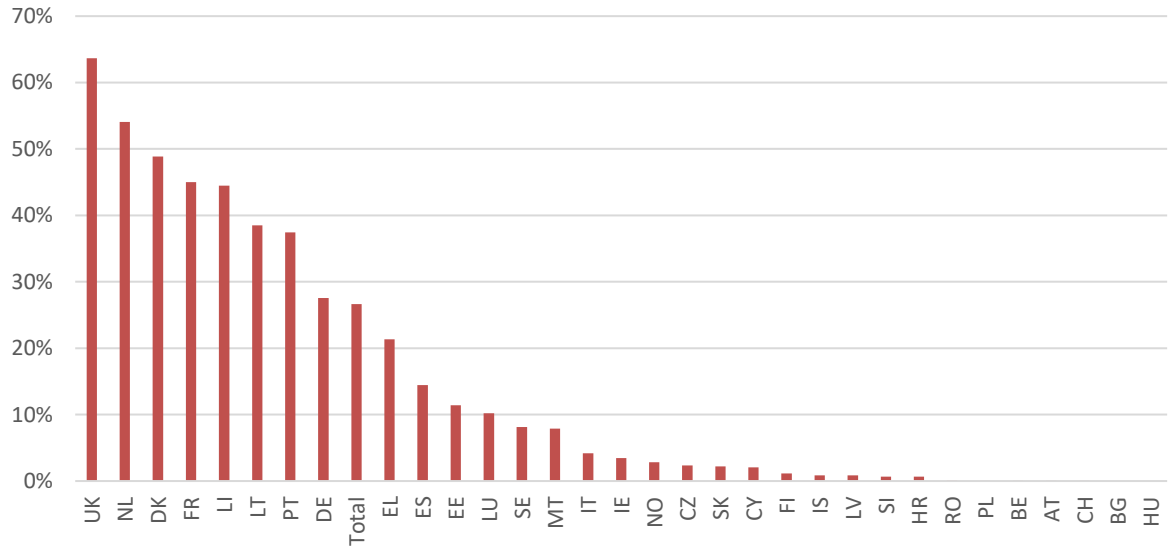
Figure 44: Minimum number of short-term cross-border workers* in 2018, by country of work



*SHORT-TERM CROSS-BORDER WORKERS ARE THOSE WHO STARTED AND ENDED WORKING IN THE SAME YEAR IN A MEMBER STATE OTHER THAN THEIR COUNTRY OF RESIDENCE, PROVIDED THAT THEY REQUESTED A PD S1.

SOURCE: PD S1 QUESTIONNAIRE 2019, TOTAL NUMBERS OF STOCKS AND FLOWS CAN BE FOUND IN: FREDERIC DE WISPELAERE, LYNN DE SMEDT AND JOZEF PACOLET , 2019, CROSS-BORDER HEALTHCARE IN THE EU UNDER SOCIAL SECURITY COORDINATION. REFERENCE YEAR 2018.

Figure 45: Share of minimum number of short-term cross-border workers from all incoming cross-border workers that were issued a PD S1 in 2018, by country of work



SOURCE: PD S1 QUESTIONNAIRE 2019, TOTAL NUMBERS OF STOCKS AND FLOWS CAN BE FOUND IN: FREDERIC DE WISPELAERE, LYNN DE SMEDT AND JOZEF PACOLET , 2019, CROSS-BORDER HEALTHCARE IN THE EU UNDER SOCIAL SECURITY COORDINATION. REFERENCE YEAR 2018.

Examples from countries of origin and countries of destination

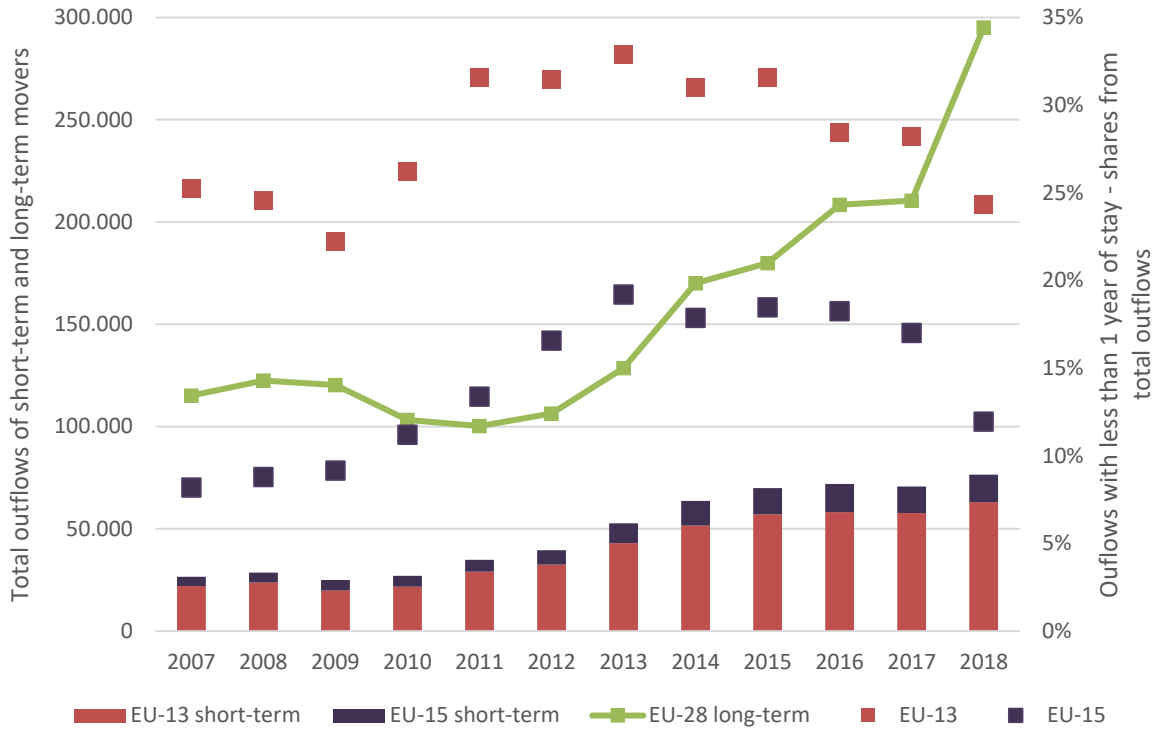
Literature and/or national data that provides further insight was identified for the following countries:

Germany as a destination country

As mentioned above, data from the German Central Registry of Foreign Nationals *(Ausländerzentralregister)* shows the number of foreign citizens who left Germany in a given year by years of previous residence in Germany (Figure 46). This data shows that Germany has seen an increase in short-term movers (who had stayed less than one year) between 2007 and 2018, both in absolute numbers (the bars in fig.46) and in shares of all movers who left Germany during that time span (the squares in fig.46). These developments, in particular the strong increase in the shares of short-term movers between 2009 and 2013, both among EU-13 and EU-15 movers, suggests that a key driver was the economic crisis. It seems that this was an even more important driver than accession itself or the ending of transitional arrangements in 2011 and 2014 for the EU-12 movers – although the latter also seems to have encouraged short-term mobility in absolute terms. The total numbers of short-term EU-13 movers kept growing after 2013 (when the shares started decreasing), whereas the total numbers of short-term EU-15 movers stagnated.

Compared to long-term mobility (the green line in figure 46), short-term mobility increased much stronger, especially until 2015: between 2007 and 2015, short-term mobility increased by 150%, whereas long-term mobility increased by 'only' 56%. However, long-term mobility increased a lot between 2017 and 2018, whereas short-term mobility decreased.

Figure 46: Movers (all ages) who came to and left Germany within one year, total numbers and share from all outflows per year, 2007-2018



DATA REFERS TO THE NUMBER OF EU-13 AND EU-15 (EXCL. GERMAN) CITIZENS WHO LEFT GERMANY IN THE REFERENCE YEAR AND WHO HAD STAYED THERE LESS THAN ONE YEAR; DATA INCLUDES ALL AGE GROUPS

DATA COMES FROM THE GERMAN REGISTER OF FOREIGNERS AND TOTAL OUTFLOWS THEREFORE DEVIATES FROM THE OUTFLOWS PRESENTED ON EUROSTAT WHICH ARE BASED ON ANOTHER REGISTER (THE HUMAN POPULATION UPDATING – BEVÖLKERUNGSFORTSCHREIBUNG)

SOURCE: DESTATIS, TABLE 12521-0011 'FOREIGN CITIZENS: GERMANY, YEARS, SEX, LENGTH OF STAY, REGISTRY OUTFLOWS, COUNTRY GROUPS/NATIONALITY (AUSLÄNDER: DEUTSCHLAND, JAHRE, GESCHLECHT, AUFENTHALTSDAUER, REGISTERABGÄNGE (BUND), LÄNDERGRUPPIERUNGEN/STAATSANGEHÖRIGKEIT)

Estonia, Poland, Romania, Slovakia as countries of origin: short-term mobility among health professionals

Case studies on the mobility of health professionals in 17 countries[149] showed that since the Eastern enlargement mobility of health professionals has become more diverse in its form and that short-term mobility has become more in demand[150] . Demand for health professionals has increased, especially in the home-care and long-term care sector and contracts are typically of a limited nature (several weeks or months). Even weekly or monthly commuting between one job assignment in one country and another in another country have become easier through cheap travel and the increase in demand for these short-term services. Mobile health professionals from EU-13 Member States, in particular are said to follow this pattern, with Estonia, Poland, Romania and Slovakia highlighted in the study.

[149] Austria, Belgium, Estonia, Finland, France, Germany, Hungary, Italy, Lithuania, Poland, Romania, Serbia, Slovakia, Slovenia, Spain, Turkey, United Kingdom.
[150] Maier, C. et al., 2011.

Norway as a destination country: temporary migration with strong potential to settle permanently or at least long-term

Friberg[151] discussed the temporal dynamics of labour migration from Poland to Norway since the 2004 EU enlargement. According to this study, more than half of all Polish migrants who arrived in Norway between 2004 and 2009 have returned or moved on to a third country, and mostly within a year of arrival. The data used for the study came from a quantitative survey and registry data as well as qualitative research on migration of Polish migrants in Norway and of return migrants in Poland.

Nevertheless, the author mentions that some of these short-term movers may eventually return and permanently settle in Norway. This is based on the author's theory that the process between the first departure from the country of origin and permanent settlement in the host country often occurs in three stages: an initial phase of temporary work abroad, followed by a phase of open-ended transnational commuting, eventually turning into permanent settlement.

Poland as a sending country: long-term migration is the general trend, although the scale of short-term migrants should not be ignored

Kindler[152] analysed migration corridors between Poland and urban regions in Austria, the Netherlands and Sweden with the largest and most intense post-2004 movement of Poles. This study argues that 'the character of pre-accession migration and intra-European movement did not change substantially in the case of Poles. What has changed significantly is the scale of temporary labour migration – with a significant increase in the stock of migrants in the United Kingdom, Ireland and the Netherlands and gradual but highly selective increase (with young women dominating) of the migrant stock in the case of Sweden'. Almost 90 percent of Poles staying in the Netherlands fall into the category of labour migrant and a significant share constitute short-term migrants (3–12 months) (CSO, 2013). The 2011 population census data also show that short-term migration (3–12 months) is certainly more significant in the case of the Netherlands than it is for Sweden or Austria. This is linked to both 'the larger scale and the more seasonal character of labour migration to this country'. Poles migrating to Austria (based on data from specific regions in Poland) stayed there on average two years. 57% of migrants from Małopolskie region stayed 25 months or longer in Austria. However 28% of those who stayed in Austria were short-term migrants (3–12 months)[153] (Bieńkowska et al. 2009, 2010b). Thus, the general trend is rather long-term migration, although the scale of short-term migration should not

[151] Friberg, J.H., 2012, 'The stages of migration. From going abroad to settling down: Post-accession Polish migrant Workers in Norway', Journal of Ethnic and Migration Studies, 38:10.

[152] Kindler, M., 2018, 'Poland's Perspective on the Intra-European Movement of Poles. Implications and Governance Responses', in Between Mobility and Migration: The Multi-Level Governance of Intra-European Movement, IMISCOE Research Series, Springer

[153] Kindler, M., 2018, quoting: Bieńkowska, D., C. Ulasiński, J. Szymańska (2009). Migracja powrotna w województwie Dolnośląskim. Skala zjawiska, potencjał oraz pogłębiona charakterystyka powracających (Return migration in the Dolnośląskie region). Opracowanie w ramach projektu Kierunek Śląsk. Centrum Doradztwa Strategicznego: Kraków. and Bieńkowska, D., Ulasiński, C., & Szymańska, J. (2010). Warto Wracać? Strategie zachowań reemigrantów i rozwiązania służące wykorzystaniu ich potencjału. Opracowanie w ramach projektu Kierunek Dolny Śląsk. Kraków: Centrum Doradztwa Strategicznego.

be ignored. 'What is also important, there are signs of temporary migration changing into more long-term (over 12 months) or even settlement migration'. This finding is largely based on the observed increase in the proportion of dependents (under 14) accompanying migrants abroad[154].

The UK as a country of destination

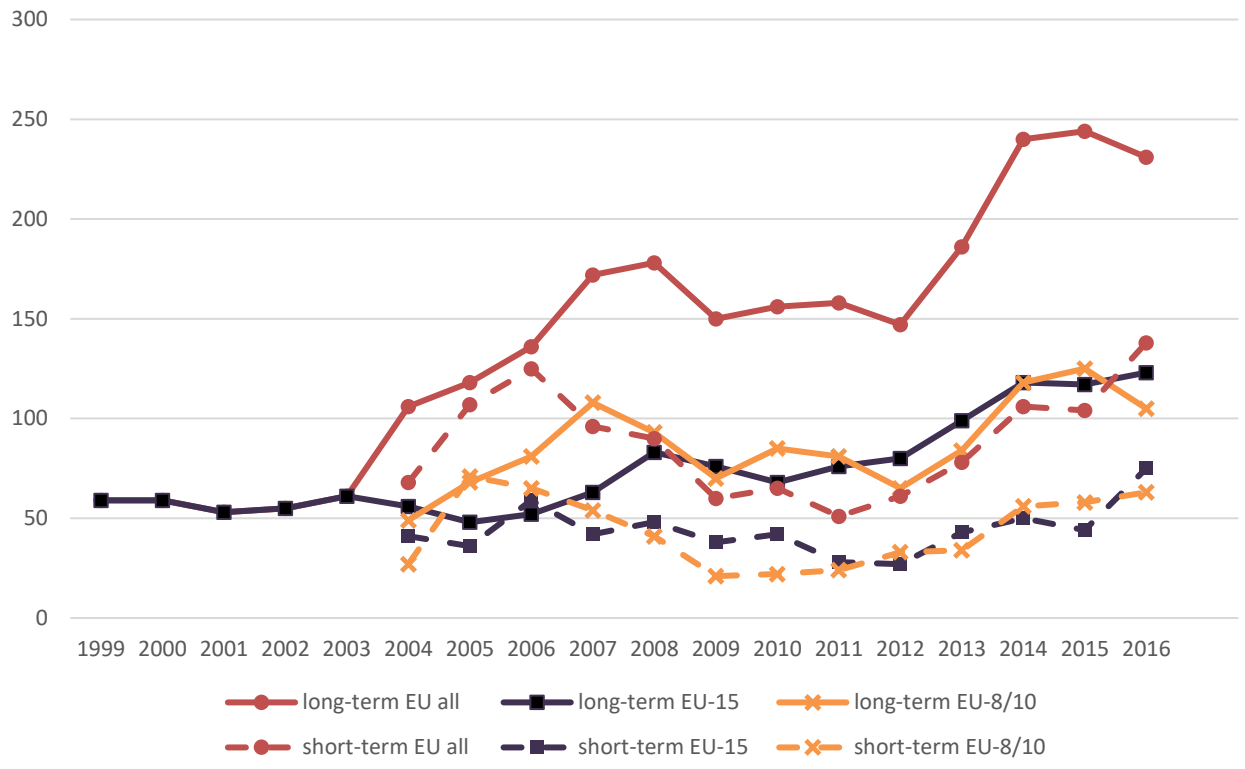
Data comparing short-term and long-term mobility flows to the UK (Figure 47) show that long-term mobility increased annually almost throughout the entire period 2003-2017, with a few exceptions when it decreased. Especially strong increases can be seen between 2013 and 2007 and between 2012 and 2014 – both among EU-15 and among EU-8/10[155] movers. Short-term mobility showed a similar development. Between 2004 and 2016 overall, it grew slightly less than long-term mobility (+103% and +118%, respectively). However, when looking only at the time span 2007-2016, short-term mobility grew to a larger extent (+44%) than long-term mobility (+34%), which was mainly driven by a stronger increase in short-term EU-10 movers. Furthermore, numbers of short-term EU-movers continued to increase in 2016, when numbers of long-term movers, in particular EU-10 movers, dropped sharply.

The graph also shows that short-term mobility was particularly large, compared to long-term mobility, directly after the first Eastern enlargement. It increased strongly after the 2004 accession, but then rapidly started dropping already in 2007, whereas long-term mobility started dropping only in 2009.

[154] Kindler, M., 2018, quoting: Kaczmarczyk, P., 2010, 'Brains on the move? Recent migration of the highly skilled from Poland and its consequences'.

[155] Data until 2006 included refers to EU-8 countries Czechia, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia, whereas data as of 2007 includes also Romania and Bulgaria.

Figure 47: Long-term and short-term mobility flows of EU citizens (all ages) into the UK*, 2001-2017, in thousands**



NUMBERS EXPRESSED IN THOUSANDS

*DATA FOR SHORT-TERM MIGRATION IS FOR ENGLAND AND WALES ONLY, WHILE DATA FOR LONG-TERM MIGRATION IS FOR THE WHOLE UK

** DATA FOR SHORT-TERM MIGRATION REFERS TO THE UN DEFINITION AND INCLUDES PERSONS WHO MOVE TO A COUNTRY OTHER THAN THAT OF HIS OR HER USUAL RESIDENCE FOR A PERIOD OF AT LEAST THREE MONTHS BUT LESS THAN A YEAR (TWELVE MONTHS) EXCEPT IN CASES WHERE THE MOVEMENT TO THAT COUNTRY IS FOR PURPOSES OF RECREATION, HOLIDAY, VISITS TO FRIENDS AND RELATIVES, BUSINESS, MEDICAL TREATMENT OR RELIGIOUS PILGRIMAGE. FURTHERMORE, THIS DATA COUNTS MIGRATION MOVES AND NOT PERSONS.

SOURCE: ONS, TABLE STIM.01C 'SHORT-TERM INTERNATIONAL MIGRATION, 1 TO 12 MONTHS MIGRANTS, ALL REASONS FOR MIGRATION, ESTIMATES FROM THE INTERNATIONAL PASSENGER SURVEY AND ONS, TABLE 3.15, 'IPS ESTIMATES BY ACTUAL LENGTH OF STAY BY CITIZENSHIP'

3.3.3 Timing of mobility: at what age do people move? Has this changed over time?

Age is by no means the only driving factor of the length of stay in a destination country (other relevant factors, for example, are gender and education[156]), but a large number of young movers may still be considered one indicator of an increased likelihood of circular migration and shorter stays, because younger movers are more likely to undertake

[156] Snel et. al., 2015, also found that the odds that male movers intend to return within two years is three times higher than the odds that female respondents intend to do so and movers with a high educational level are more likely to intend to stay for just two years at most (compared with the odds that they intend to stay for at least ten years) than those with a low educational level.

subsequent moves to other countries or return back to their country of origin[157], as explained in more detail in Annex A.3. This section therefore looks at the age patterns of movers in the EU Member States and how they changed since 2009 (Eurostat migration data is comparable back to 2009).

Young adults are the most mobile. In 2006, for instance, age composition of mobile EU citizens corresponded to the 'typical age pattern of migration', with variation between Member States[158]. That is, the median age of mobile EU citizens was below 35 years. The median age differed between Member States, with the lowest being in Denmark at 24.9 and the highest in Slovenia at 33.8.

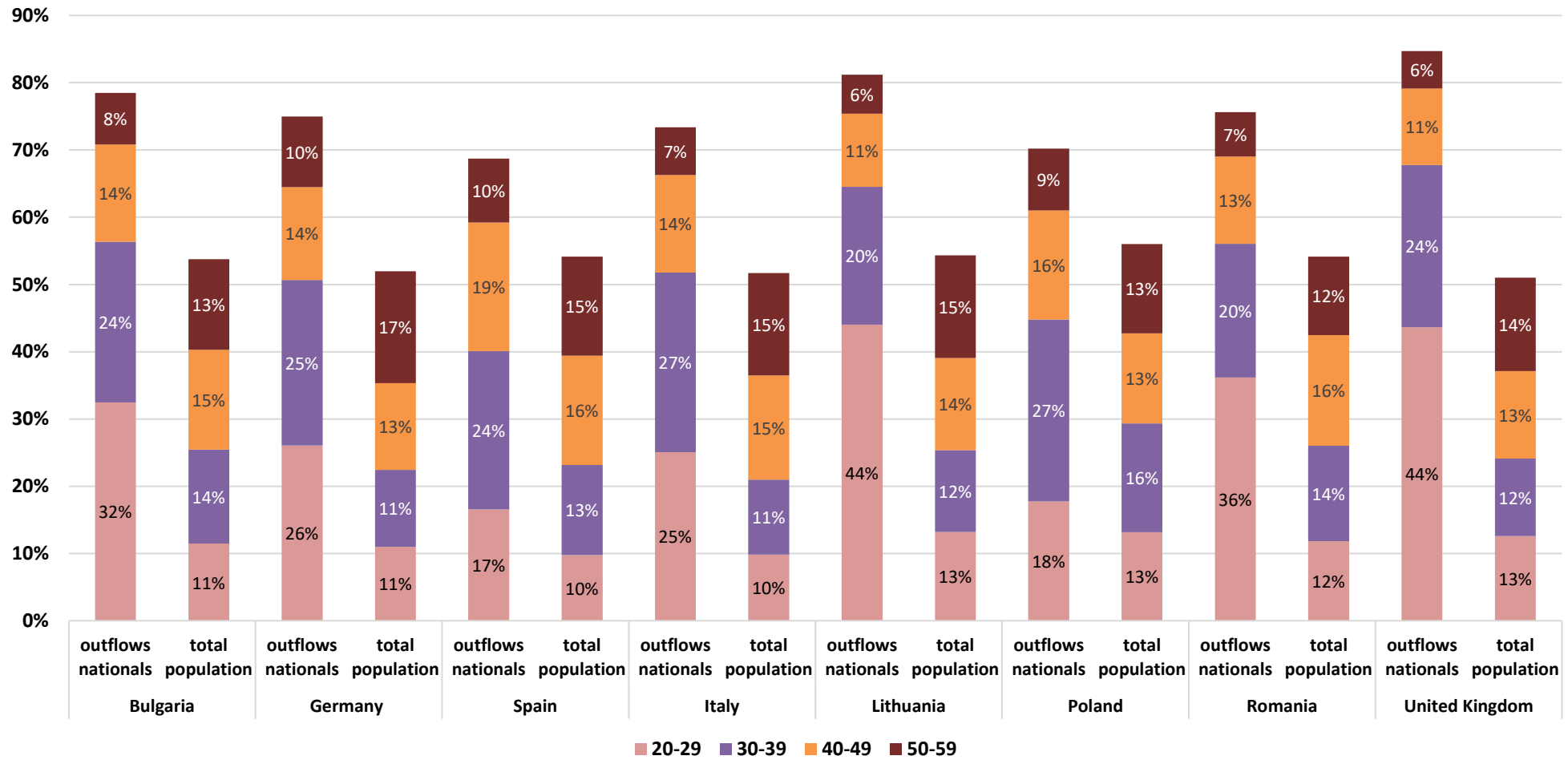
Eurostat data for the key origin and destination countries shows that in 2017, most nationals leaving the country were of young working age (see Figure 48 below). In Bulgaria, Germany, Lithuania, Romania and the UK, the 20 to 29-year olds were the largest age group among those leaving the country, and in Spain, Italy and Poland, it was the 30 to 39-year olds. Compared to the age distribution of the total population in the countries of origin, shares of 20 to 29-year-olds and of 30 to 39-year-olds are higher among nationals leaving the country, whereas the shares of older (working) age groups are smaller than in the total population. Differences are particularly pronounced in Bulgaria, Lithuania, Romania and the UK, where the group of 20 to 29-year-olds is proportionally three to four times larger among leaving nationals than in the total population. Results are similar when looking at the age distribution among immigrants in many important destination countries[159].

[157] Bernard, A., Pelikh, A., 2019, 'Distinguishing tempo and ageing effects in migration', Demographic Research, Volume 40, Article 44; Constant A. F., Zimmermann, K. F., 2012, 'The dynamics of repeat migration: A Markov chain analysis', International Migration Review, 46:2; Snel, E. et. al., 2015, 'To Stay or Return? Explaining Return Intentions of Central and Eastern European Labour Migrants', Central and Eastern European Migration Review, Vol. 4, No. 2.

[158] Herm, A., 2008, Population and social conditions: Statistics in Focus (Eurostat), available at: https://ec.europa.eu/eurostat/documents/3433488/5583732/KS-SF-08-098-EN.PDF/fd0c3fbe-4119-4da6-9b6c-1039024b4e0b

[159] Belgium, Germany, Spain, France, Italy, Netherlands, Austria, Sweden, UK, Switzerland.

Figure 48: Age groups of working age population of nationals leaving the country compared to all nationals in the country, 2017



*FIGURES PRESENT SHARES FROM THE TOTAL OUTFLOWS OF NATIONALS FROM THE RESPECTIVE COUNTRY AND THE SHARES FROM THE NATIONALS RESIDENT IN THE RESPECTIVE COUNTRY
SOURCE: EUROSTAT, EMIGRATION BY AGE GROUP, SEX AND CITIZENSHIP [MIGR_EMI1CTZ], EUROSTAT, POPULATION ON 1 JANUARY BY AGE GROUP, SEX AND CITIZENSHIP [MIGR_POP1CTZ]

Empirical literature on internal migration found that between the 1970s and 2011 there has been a progressive shift of migration to older ages in the US, Canada, Australia, but also Portugal and Switzerland. Accordingly, the most frequent age of migration (between 23 and 28 years, depending on year and country) increased by two to three years in these countries. This delay is explained in the study by the fact that increased chance of caused by key life events at this age that can lead to a change of residence, such as entering the labour market, long-term relationships and childbirth[160], have been delayed over the past decades[161]. In Romania, on the other hand, the modal age remained stable compared to the 1970s[162].

However, outflow data shows little change between 2010 and 2017 in the age distribution of outflows from key countries of origin, and most (DE, IT, RO, LT, UK) show a slight increase in the share of 20 to 29-year-olds[163]. An exception though is Poland where the share of 20 to 29-year-olds dropped by 10 pps in this period (equalling out slight increases in the shares of 15 to 19-year-olds and 30 to 49-year-olds). This is in line with the decline of this age group (20 to 29-year-olds) among Polish returnees (see below). This indeed might be related to a delay in leaving Poland, possibly due to better education or an improved economic situation.

Apsite-Berina[164] observed that the proportion of young adults among Romanian and Latvian movers residing in several EU destination countries where data were available[165], had gradually declined (2005-2016). The share of young migrants (15-34 years) decreased from 53 per cent in 2005 to 40 per cent in 2016. This could potentially increase the average age of mobile EU citizens. The proportionate shrinkage could be due to 'fewer young Romanians and Latvians emigrating; the percentage of young people returning is increasing; plus the "cohort effect" of young migrants ageing as they stay longer in the country of destination'.

EU-wide trends: age of returnees

In light of the absence of precise data on length of stay, the age of movers at the point of return to their country might be taken as an additional indicator for the length of stay. It is possible to use Eurostat migration data to estimate the age of persons at the point of their return to their country, by approximating 'returnees' as persons immigrating to their country of birth (assuming that meanwhile they lived abroad). The assumption would be that the younger returnees are, the less time they had spent in another country. Results are described below and demonstrated in Figure 49.

[160] Bernard, A., Pelikh, A., 2019, 'Distinguishing tempo and ageing effects in migration', Demographic Research, Volume 40, Article 44, p.1292 and p.1294, quoting: Billari and Liefbroer, 2010; Bell, and Charles-Edwards 2016; Mulder 1993; Pelikh and Kulu 2018; Vidal and Lutz 2018)

[161] Bernard, A., Pelikh, A., 2019, referencing: Bernard, A., Bell, E. and Charles-Edwards, M. (2014) Improved measures for the cross-national comparison of age profiles of internal migration. Population Studies 68(2): 179–195.

[162] Bernard, A., Pelikh, A., 2019, p. 1301.

[163] Source: Eurostat data on emigration by age group, sex and citizenship, online data code: MIGR_EMI1CTZ (Extracted on 13 March 2019), Milieu calculations.

[164] Apsite-Berina, E. et al., 2019, 'The Ambiguity of Return Migration: Prolonged Crisis and Uncertainty in the Life Strategies of Young Romanian and Latvian Returnees', International Migration, IOM

[165] For Romanian citizens: Italy, Spain, Germany, UK France. For Latvian citizens: UK, Germany, Ireland, Norway, Sweden.

In most EU Member States[166], the largest age group of returnees[167] was 20 to 39-year-olds in 2017 (compared to the group of up to 19 year-olds, 40 to 59-year-olds and those aged 60 years or above). A comparison over time was made for most of the important countries of origin where data was available (RO, BG, DE, UK, IT). Lithuania was also analysed, due to its high share of outflows compared to the total population.

Lithuania and Romania: Return mobility to both countries has been highly dominated by the group of movers of young working age. In both countries, both in 2009 and 2017, 60% of all returnees were between 20 and 39 years old. Among those, around 30% were of very young working age (20-29); in Lithuania this share increased to 40% in 2017. The age distribution of the outflows from both countries was very similar to that of returnees in 2009 and 2017, with shares of 20-29-year-olds being even slightly higher in the outflows than among returnees. This leads to the conclusion that mobility from both countries is largely dominated by young and very young working-age movers, but that many (around one third) also return in the first few years.

UK: Interestingly, movers from the UK show a very similar pattern to those from Lithuania and Romania. The largest share of returnees (60%) is also between 20 and 39 years old, with around 30% being between 20 and 29 and 30% between 30 and 39. Only small changes can be observed between 2009 and 2017. The outflows of nationals from the UK have been largely dominated by 20 to 29-year-olds and their share has strongly increased to 44% in 2017. It can therefore also be assumed that mobility is largely among persons of very young working age, and that around one third return after a few years.

Bulgaria: return mobility of movers born in Bulgaria is much more evenly distributed among the different age groups of working age than among returnees to the countries above. For example, the share of 20 to 29-year-old returnees was only 15% in 2017, and this was already an increase on 2013. Furthermore, around 15% of returnees are aged 65 years and above – a share that is quite large compared to Romania (below 5%), Lithuania (almost 0%), the UK (7%) and Germany (5%). This being said, equally high shares of returnees of retirement age can be found among movers from the Italy (14%) and Poland (11%). However, outflows of nationals from Bulgaria were dominated by 20 to 29-year-olds in 2013 and 2017, who made up roughly one third of all nationals leaving the country. It is possible, on the one hand, that Bulgarian movers stay longer in their host countries. Another explanation would be that outflows over the past decade were not quite as large as from Romania, Lithuania or the UK, compared to mobility that already happened before – and that therefore, among the returnees there is a higher share from older waves of movers who had stayed abroad and come home for retirement.

Poland: Return mobility to Poland was dominated by 20 to 29-year-olds in 2009 (60%), but since then the age of return seems to have increased: in 2017 the share of 20 to 29-year-olds had dropped to 10%, while that of 30 to 39-year-olds had increased to 30%. This is likely to reflect the strong mobility flows from Poland directly after the accession in 2004, which were then followed by strong return flows, especially at the onset of the economic crisis in 2008/2009. As highlighted above, the time after Poland's accession in 2004 was characterized by outflows of young Polish movers (on average below 30 years of age) (Kindler, 2018). However, the share of this age group also dropped among those leaving Poland between 2010 and 2017, which suggests that mobility in general became

[166] Bulgaria, Czechia, Denmark, Germany, Ireland, Greece, Spain, France, Italy, Latvia, Lithuania, Hungary, Poland, Portugal, Romania, Slovakia, Sweden, United Kingdom, Switzerland.

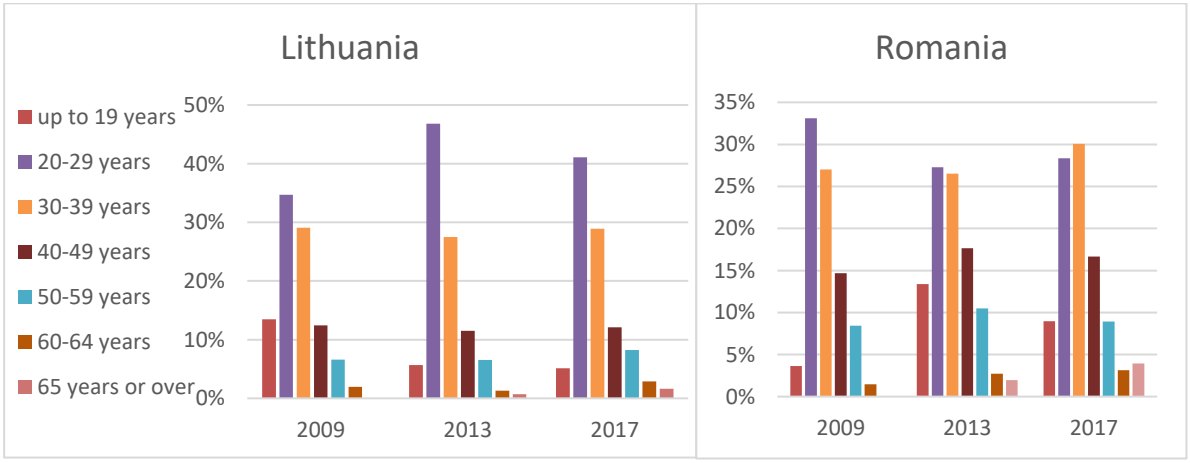
[167] Approximated by inflows to a certain country by persons who were born in that country.

less prominent among young Polish citizens, compared to other age groups. This is likely due to the fact that the economic growth in recent years in Poland led to longer time spent in education and more success for young people when entering the job market. Indeed, the employment rate of 20 to 29-year-old Polish nationals increased considerably more (by around 5.5 pps) than that of EU citizens of that age group in general (+2.5 pps) and also than that of Polish nationals aged 30 to 39 years (+2 pps). The comparatively larger shares of persons of higher working-age (30-39) in the outflows would then explain the increase in age also among returnees.

Italy: Italy shows a very different pattern of return mobility than the countries above. The highest share of returnees are below 20 years old (around 25% in 2009 and 2017); as a comparison, the share of this age group in the other countries described has been at the most 13% (in Germany). Furthermore, returnees of retirement age are a comparatively large group in Italy (around 14%). The shares of 20 to 29-year-olds (10%) and 30 to 39-year-olds (20%) were comparatively small, although both increased by a few percentage points since 2009. The outflows were dominated by young working-age nationals of 20 to 29 years (20%) and 30 to 39 years (30%) in 2009, with similar shares in 2017. The high share of returnees below 20 years, and even below 15 years indicates that returnees are likely to be young families who had left the country with their child(ren) and recently returned (given that those children were born in Italy).

Germany: the situation in Germany is similar to Italy – there is a high share of return among those younger than 20 years (17% in 2017), and most of the other returnees were distributed evenly across the different group of working-age (including 40 to 49- years) in 2009. However, there was considerable change in 2017: the share of those below 20 years and those of higher working age declined and the group of younger working age (20-39 years) returnees increased. As in the other countries, outflows were dominated by 20 to 39-year-olds (around 50%) and this has not changed significantly since 2009. The changes in the pattern among returnees might simply indicate that there are fewer younger families among returnees, possibly because of a general delay in family creation, or because mobility has become more short-term and seen as an experience before creating family.

Figure 49: Age distribution among returnees (those born in the country and moving back), in important countries of origin



SHARES OF PERSONS BORN IN THE COUNTRY, WHO MOVE INTO THAT COUNTRY IN THE RESPECTIVE YEAR.

SOURCE: IMMIGRATION BY AGE GROUP, SEX AND COUNTRY OF BIRTH [MIGR_IMM3CTB]

3.3.4 Circular mobility: how often do people move?

Although a considerable amount of research is carried out on circular mobility, there is no definition at EU level, or a common definition used in the Member States. Illés et al.[168] carried out a literature review on the definition of 'circulation' in 2014 and found that in some literature it refers to cross-border movements that include more than one return movement and are rather short-term (quoting Zelinksky, 1971); in other places, it means

[168] Illés, S., Rédei, M. And Kincses, Á., 2014,'Long-term International Circular Migration: Empirical Evidence from Hungary'

a 'continuing, long-term and fluid pattern of international mobility' (quoting Newland et al., 2008). The common denominator of circular mobility seems to be that it goes beyond simple return mobility, in the sense that movers either then leave again; that they do not return, but move to yet another Member States; OR that they return and then move to a third Member State. As a working definition for this section, the definition of the European Migration Network (EMN, 2011) is used which defines circulation as 'a repetition of legal migration by the same person between two or more countries'[169]. The EMN suggests that 'increasing circular migration can be expected in the context of freedom of movement and the geographic proximity of countries'. Lifting visa restrictions has proven to significantly increase cross-border movements in a study of 38 countries and several surveys and case studies showed that legal restrictions to cross-border mobility incite migrants to settle permanently[170].

Friberg[171] (2012) describes a three-stage process of migration: 'The migration process from departure to settlement can be constructed in three stages, from an initial stage of temporary work abroad, through open-ended transnational commuting, to permanent settlement. Not everyone goes through these stages, and individuals may return at any point, but their reasons for doing so – and the contexts in which they do so – differ depending on the stage they have reached in the migration process.'

Salamonska[172] looked at cross-border practices as registered by the EUCROSS dataset (2016)[173]. The study revealed that the resident population in the six selected countries (Romania, United Kingdom, Denmark, Germany, Italy and Spain) is very mobile (11% having lived in another EU country for three or more months in the past – ranging from 8.4% in Italy to 15.6% in Romania). This means that the share of citizens who have moved in the past (and obviously had returned at some point) was around four times as large as the share of citizens currently living in another Member State (which was estimated around 3% at the end of 2017). According to the author, this shows the circulatory nature of mobility, because most of those who had left, returned.

To date, there is no EU-wide data with which it would be possible to estimate the extent of circular mobility, for example how often movers undertake moves back-and-forth between their country of origin and/or between other EU Member States. This can only be asked retrospectively through a survey, as has been done, for example, in the UK's Understanding Society Survey. However, even with such ad-hoc surveys on a person's mobility history, nothing can be said about their future moves, apart from intentions to move, which would not be a sufficiently reliable indicator for actual mobility. Statistics based on residence or other administrative registers would require linking registry data

[169] European Migration Network, 2011, 'EMN Synthesis Report – Temporary and Circular Migration'.

[170] Weber, R., Saarela, J., 2018, 'Circular migration in a context of free mobility: Evidence from linked population register data from Finland and Sweden', published by John Wiley& Sons Ltd., quoting: Czaika, M., de Haas, H., 2017, 'The effect of visas on migration processes', International Migration Review;

[171] Friberg, J.H., 2012, 'The stages of migration. From going abroad to settling down: Post-accession Polish migrant Workers in Norway', Journal of Ethnic and Migration Studies, 38:10.

[172] Salamonska, J., 2019, 'The social structure of transnational practices', in Everyday Europe: Social transnationalism in an unsettled continent, Bristol: Policy Press

[173] The EUCROSS project examines the relationship between the manifold activities of EU residents (nationals, mobile EU citizens, and third-country nationals) across the borders of nation states and their collective identities financed by the EC 7th Framework Programme for Research and Innovation (FP7). The datasets were obtained from a large-scale, systematic and independent CATI survey (the EUCROSS survey) of 8,500 interviews to nationals of six Member States (Romania, UK, Denmark, Germany, Italy and Spain) and immigrants from Romania and Turkey, and a set of follow-up in-depth face-to-face interviews with 160 respondents (the EUMEAN survey).

across several Member States. Only one study based on linked registry data could be identified, and this includes mobility between just two Member States, Finland and Sweden. This study is discussed in the section below.

Due to lack of EU-wide data, this section mainly highlights findings from studies on specific Member States.

Examples from countries of origin and countries of destination

Literature and/or national data that provides further insight was identified for the following countries.

Bulgaria as a sending country

Kovacheva[174] explored changes in the Bulgarian mobility pattern to Germany after the accession to the EU in 2007 based on administrative data and survey results. The administrative data shows that the scale of mobility has increased and more temporary mobility has taken place (as opposed to mobility of permanent nature). Furthermore, findings from the migrant survey in Hamburg pointed to changed mobility patterns with regard to circularity. Around 44% of repetitive movements to and from Germany were noted in the pre-accession period 2001–2006. On the contrary, only around 12% of newcomers in the post – accession period 2007–2012 practiced circular mobility. Many had moved to Germany before 2007 but had settled permanently after the EU accession, 'and a further 82% of those who practiced circular mobility settled permanently after 2007'. The legal need for circular migration in order to comply with residence law regulations fell away due to EU citizenship (the need to leave Germany after the expiration of a visa or a residence permit), which 'seemed to transform previous circular movements to much more permanent residence in the destination country'.

Germany as a destination country

Seasonal work may be considered a specific form of circular mobility, as it is likely that the same mover will engage in seasonal work in another Member States several times. Wagner[175] provides an analysis of mobility of seasonal EU workers, comparing the numbers of seasonal work permits issued to EU-8 and EU-2 citizens before the 2004 and 2007 accessions to the time during which the transitional arrangements were in place (until 2011). This analysis shows an increase of permits issued until 2004, followed by a drop for EU-8 movers until 2011. After Poland joined the EU, the number of Polish seasonal workers decreased, whereas numbers of Romanian seasonal workers increased strongly, to an extent where 93% of all registered seasonal workers in 2011 were from Romania. The authors explain this, firstly, by a 'hierarchy of wage levels among seasonal workers, depending on the country of origin: Polish workers would earn considerably more than Romanian workers in the same field'[176]. This is likely to have incited employers to give preference to Romanian over Polish seasonal workers, for example. Secondly, 'higher differences in cost of living between the sending country and the receiving country make seasonal work more likely' (quoting Stark and Fan, 2007). The differences in cost of living and wages between Romania and Germany being higher than between Poland and

[174] Kovacheva, V., 2014.
[175] Wagner, B., 2016.
[176] Wagner, B., 2016.

Germany is likely to have been another explanation for the increase in seasonal work among Romanians and the decrease among Polish citizens.

Czechia and Slovakia as sending countries

Drbohlav et. al.[177] examined intra-EU movement of Czechs to Austria with a special focus on caregiver professionals. In 2013, there were around 42,000 Czech movers in Austria (14.1%) (many of them however, had already lived in Austria for many decades), ranking the fourth largest CEE migrant group in Austria. Migrants from Czechia 'were also part of temporary, mostly circular and often cross-border movements just after the Velvet Revolution, i.e. in the early 1990s'. This pattern continued but declined in scale after the accession to the EU. The data from the Czech Census 2011 showed that 5,109 Czechs were regular cross-border commuters to Austria. The analysis of cross-border caregivers (working two-week shifts in Austria) revealed that some of them had permanently 'settled within mobility', choosing mobility as a lifestyle (referencing Fassmann et al 2014a, b[178]). Based on statistics and interviews, however, it appeared that over time 'Czech (and Slovak) women in the care work sector in Austria were gradually being replaced by other female workers from poorer Eastern parts of Europe who accept lower salaries and overall worse conditions, which to an extent explains the diminishing trend of circular and cross-border movements between Czechia and Austria'.

The 2017 Annual Report on intra-EU labour mobility[179] looked at the development of cross-border work on the one hand and of long-term mobility on the other, from Slovakia to Czechia and Austria, between 2008 and 2015. The data showed that long-term mobility of Slovakian movers increased during that time span, especially to Austria, where numbers doubled between 2008 and 2015. This is most likely related to the free access to the labour market since 2011. On the contrary, cross-border mobility of Slovaks to both countries decreased by around 50% during that time span. It is possible that this is due to the reasons mentioned above by Drbohlav et al.[180] that Slovaks in typical cross-border sectors got replaced by movers of another nationality.

UK as sending and receiving country

Data from the UK reveals whether movers come and go directly from/to their country of citizenship or whether they came/are going to yet another country. If movers come to the UK from a country other than their country of citizenship that would mean that they were either born in a different country than their country of citizenship, from which they moved to the UK, or that they had already moved at least once before moving to the UK.

Data was analysed for movers from ten new Member States[181] for the time span 2007 to 2017 and looks at whether they came/ are going to their *region* of citizenship (EU-2[182] or EU-8[183] Member States). Results show that the large majority of movers coming to the UK

[177] Drbohlav, D. et al., 2018, 'Intra-European Movement of Czechs with Special Regard to Austria and Care Givers (The "MICO" Type - Between Migration and Commuting)', in Between Mobility and Migration: The Multi-Level Governance of Intra-European Movement, IMISCOE Research Series, Springer.

[178] Fassmann, H., Kohlbacher, J., Reeger, U. (2014), The Re-Emergence of European East-West Migration – the Austrian Example, in: Central and Easter European Migration Review, Vol. 3, No. 2, pp.39-59.

[179] Fries-Tersch, E. , Tugran, T., Rossi, L. And Bradley, H. (2018), '2017 annual report on intra-EU labour mobility. Final Report January 2018', European Commission.

[180] Drbohlav, D. et al., 2018.

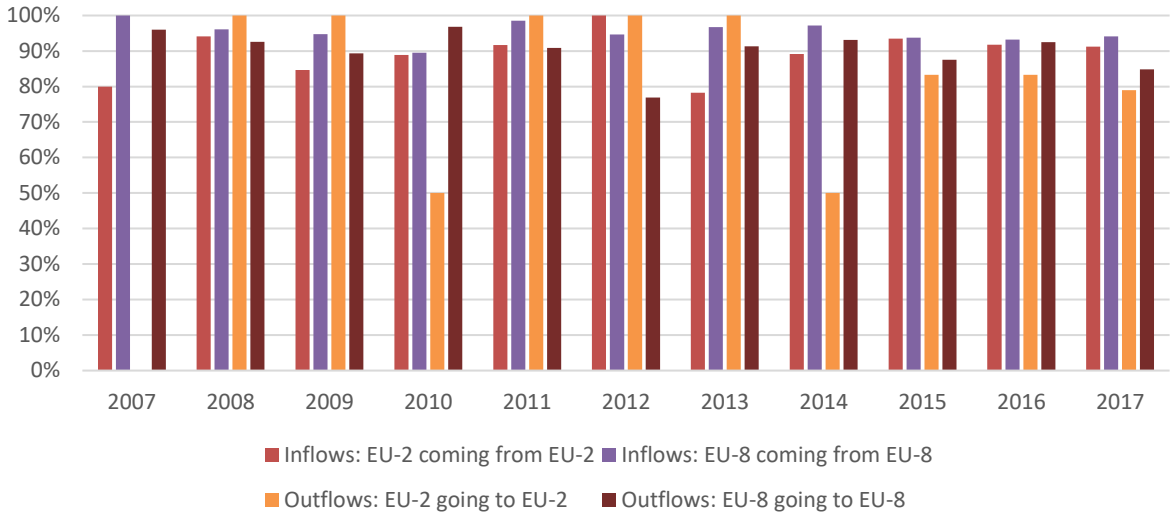
[181] Bulgaria, Czechia , Estonia, Hungary, Lativia, Lithuania, Poland, Romania, Slovakia, Slovenia.

[182] Bulgaria and Romania.

[183] Czechia , Estonia, Hungary, Lativia, Lithuania, Poland, Slovakia, Slovenia.

come directly from their region of citizenship (Figure 50). Since the data does not allow distinguishing between individual countries of origin/destination, it is possible that some individuals had moved before to another EU-2 or EU-8 country than their citizenship, but it is more likely that they moved directly to the UK. Shares of movers coming or going directly from or to their region of origin have been more or less above 80% throughout the past ten years. That means that roughly 20% of movers coming to the UK are likely to have moved before, and around 20% are likely to move to yet another Member State afterwards. Outgoing EU-2 citizens are an exception to this – in the years 2010 and 2014, the share of those leaving for their home region was only 50%. This being said, the absolute figures concerned are very small (2,000 in 2010 and 4,000 in 2014).

Figure 50: Share of EU-2 and EU-8 movers coming to/leaving the UK, from all inflows/outflows of EU-2/EU-8 movers, by previous/next region of residence



SOURCE: ONS, TABLE 3.01, 'IPS ESTIMATES BY CITIZENSHIP BY COUNTRY OF LAST OR NEXT RESIDENCE'

Murray et. al.[184] looked at emigration from the UK over different periods and concluded that mobility of EU citizens to the UK is 'much more circular than of non-EU citizens reflecting the greater freedom of movement of EU citizens, and lower distances and travel costs to return home'. The term circular migration in this study was used as a synonym to return migration. The study did not offer any specific data on circular migration but noted that the numbers of in- and outflow of EU nationals imply circular mobility. In particular, from 2001 to 2011, where inflows to the UK increased, also the outflows had increased. A general conclusion appears to be that 'those migrants who had greater freedom of movement – either because of legal freedoms (such as those within the EU) or financial freedom (perhaps applying to the older, more skilled or migrants from wealthier countries) – tend to be less likely to regard their migration as permanent, perhaps because they are more able to return when they might wish to do so'.

Hungary as destination country

A study on mobility with Hungary as a destination country between 2006 and 2008[185] found that circular movements to and from Hungary were quite frequent, above all among Romanians who were by far the largest group of all immigrants to Hungary, including third country nationals. A quarter of Romanian citizens coming to Hungary between 2006 and

[184] Murray, R. et al., 2012, 'Emigration from the UK', Second Edition, Research Report 68, UK Home Office.
[185] Illés, S., Rédei, M. And Kincses, Á., 2014,'Long-term International Circular Migration: Empirical Evidence from Hungary'.

2008 were circular movers, entering the country twice or more during that time span; among Norwegians, this share was even higher (33%), although they are only a very small group; among the other groups of EU citizens entering Hungary during that time span, the shares of circular movers were much smaller, between 3% and 7%. The study also found that 'circulation is most typical for single persons at productive ages' and that this form of mobility is motivated by 'both the need to make money in the host country and the desire to continue their usual lifestyle in their country of origin'.

Circular mobility between Finland and Sweden

An analysis of linked registry data of movers between Finland and Sweden during the period 1985 and 2005[186] showed the following: firstly, the likelihood of returning (for the first time) is highest within the first year of arrival; secondly, the second move after returning is most likely to occur quickly after the return; thirdly, 'individuals who move repeatedly are likely to do so in short time intervals'; finally, individuals who have already moved are more likely to move again.

[186] Weber, R., Saarela, J., 2018.

ANNEX A METHODOLOGICAL NOTES

A.1. Definitions and measurement

When measuring labour mobility for the purposes of supporting policy-making, it is important that what is captured empirically relates to what is defined by the legislation. The box below explains the groups covered and defined by the EU legislation on free movement, and their measurement in this report.

Box 1 Legal and statistical definitions of mobile citizens

Legal definition	Statistical concept and definition
Free movement of citizens	EU-28 movers
EU citizens and their family members have the right to move and reside freely within the territory of the Member States. However, the right of residence for more than three months is only granted to EU citizens and their family members if they are workers or self-employed in the host Member State; inactive EU citizens have the right to reside in another Member State for more than three months if they have sufficient resources for themselves and their family members not to become a burden on the host Member State, if they are enrolled at a private or public establishment and if they have comprehensive sickness insurance cover[187].	EU-28 movers are defined as EU citizens who have their usual residence in a Member State other than their country of citizenship at a given point in time *(stocks)*, or who moved their usual residence to a Member State other than their country of citizenship in a given period of time *(flows).* The concept of 'usual residence' is reflected similarly in Eurostat population and migration statistics and the EU-LFS. All three sources refer to the usually resident population as those persons who have resided, or intend to reside, in a country for at least 12 months[188]. As of this year, section 2 of the report will focus on EU-28 movers who were also born outside their current country of residence. The share of those born in the country, but with a different citizenship is negligible in most countries but excluding them makes the analysis more apt to the term 'mover'. However, this difference cannot be made with migration statistics, therefore it is only applied to figures base on EU-LFS data.
Workers and jobseekers enjoying the right to free movement	Active EU-28 movers
The notion of worker is only defined through case law – based on this, it can be considered that '(migrant) workers' are EU citizens who are in an employment relationship, and who carry out real and genuine activities which are not purely marginal and ancillary, in a Member State other than their state of citizenship[189]. Furthermore, EU legislation stipulates that for the purposes of the right of residence in another	The legal concepts of migrant workers and jobseekers are approximated by looking at 'active EU-28 movers'. These include EU-28 citizens who are employed or unemployed in an EU Member State other than their country of citizenship (and were born outside that country, see above). The main data source for looking at this group is the EU-LFS. According to EU-LFS methodology, the group of 'employed' includes

[187] Art. 7 of Council Directive 2004/38/EC on the right of citizens of the Union and their family members to move and reside freely within the territory of the Member States.

[188] Eurostat, Metadata on population statistics, point 3.4; Eurostat, Metadata on International Migration Statistics, point 3.4; Eurostat, EU Labour Force Survey Explanatory Notes (from 2014Q1 onwards), p.4.

[189] Directive EC 2004/38 and CJEU case law, source: Verschueren, H. (2015) 'Free movement of workers: the role of Directive 2014/54/EU in tackling current and future challenges', presentation at an Equinet conference, p. 6.

Legal definition	Statistical concept and definition
EU Member State of more than three months, Union citizens who are no longer employed or self-employed can retain their status as workers under certain conditions, or move to the status of jobseekers[190]. EU citizens have the right to move to another Member State in order to look for work and to receive the same assistance from national employment offices; they have the right to reside in another Member State with the status of 'jobseeker' as long as they continue to seek employment and have a genuine chance of being engaged[191].	persons who did any work (one hour or more) for pay or profit during the reference week, sand those who had a job or business but were temporarily absent. The group of 'unemployed' includes those who were not working during the reference week, but who had found a job starting within three months, or who are actively seeking employment and are available to work[192].
Frontier workers, seasonal workers	Cross-border workers
Frontier workers are defined as cross-border workers who return to their country of residence 'as a rule daily or at least once a week'[193]. This definition stems from Regulation (EC) No 883/2004 which assigns specific rights to social security to such workers and their family members. Seasonal workers are migrants who come to work in another Member State for a limited amount of time. Such workers are specifically mentioned in Regulation (EU) No 492/2011, without being defined, as benefitting from the right of free movement.	The EU-LFS explicitly asks for respondents' 'country of place of work' which may be different to the country of residence and which allows for cross-border workers to be identified. However, the survey does not ask for the frequency of commute between the country of residence and the country of work. Cross-border workers are therefore defined as EU citizens who live in one EU country and work in another, regardless of their precise citizenship (provided they are EU-28 citizens). Thus, they include the group which as legally defined as 'frontier workers' but also include persons who commute at a longer interval than once a week and seasonal workers who only work in another country for part of the year.

A.2. Main data sources for Sections 1-3: EU Labour Force Survey (EU-LFS) and Eurostat population and migration statistics

EU Labour Force Survey (EU-LFS)

The EU-LFS is a large household sample survey providing quarterly and annual results on labour participation of people aged 15 and over, as well as on persons outside the labour force. The EU-LFS measures employment, unemployment and inactivity, and also collects other information on the resident population, in particular citizenship, which can be used to produce estimates of the number of EU citizens living/working in another Member State. EU-LFS data is therefore the best EU wide source to estimate numbers of active EU movers (mobile workers)[194]. In addition, it can provide more information about specific characteristics of EU mobile citizens, such as age and gender, sector of employment, occupation, education level, etc.

Since the EU-LFS has a legal basis (Council Regulation (EEC) No 577/98 of 9 March 1998), data collection in the Member States are harmonised to a considerable extent.

[190] Ibid.

[191] Article 5 Regulation 492/2011 and Article 14(4)(b) Directive 2004/38, source: Verschueren, H. (2015) 'Free movement of workers: the role of Directive 2014/54/EU in tackling current and future challenges', presentation at an Equinet conference, p. 6.

[192] Eurostat 'EU-LFS database user guide. Version November 2016', p.55; description of variables WSTATOR and SEEKWORK.

[193] Regulation (EC) No 883/2004, Article 1(f).

[194] See https://ec.europa.eu/eurostat/statistics-explained/index.php?title=EU_citizens_living_in_another_Member_State_-_statistical_overview, article based on the series of datasets Labour Mobility (lfst_lmb)

Comparability of figures is ensured by using the same concepts and definitions especially the ILO definitions of employment and unemployment; using common classifications (NACE, ISCO, etc.); and recording the same set of characteristics in each country.

Microdata are accessible for researchers.

The EU-LFS has the following distinct advantages:

- For some countries, it seems to be simply the only source with the suitable frequency of data on the stocks of EU foreigners broken down by citizenship.
- EU-LFS data are available on a quarterly basis and published around four months after data collection, making it possible to identify recent trends.
- One variable in the EU-LFS provides information about the length of time for which foreigners have been established in the country. It thus enables an estimate of the inflows that occurred over a certain time and helps to distinguish the recent intra-EU movers from the 'EU foreigners' that have been in the country for a longer time.
- While the use of EU-LFS data might underestimate the absolute number of EU movers, it is likely to give a reasonable indication of the changes in stocks over time.
- It includes many variables related to the employment situation and socio-demographic profile of respondents.
- It allows estimating of stocks and analysis of characteristics of cross-border workers[195].

However, estimations of 'EU foreigners' can suffer the following limitations:

- Higher non-response rate among foreigners, due to higher mobility, lack of language knowledge and potentially illegal residence or employment status[196];
- Under-coverage of recently arrived foreigners due to delay in entering the reference sample frame[197];
- Small sample sizes of EU movers in many countries reduce the possibility of providing detailed analysis of data[198].

As a result, EU-LFS estimations of stocks of EU foreigners are consistently lower than figures from migration statistics, as has been noted over the past years.

[195] For example, a specific chapter on cross-border workers based on EU-LFS data was included in the 2015 Annual Report on intra-EU Labour Mobility.

[196] Limitations are described in Employment in Europe, 2008 (Chapter 2, p. 103).

[197] Employment in Europe, 2008 (Chapter 2, p. 103); This seems to be particularly true for some countries (France, Italy, Austria and the Netherlands), see 'EU Employment and Social Situation. Quarterly Review', June 2014, p. 52, footnote 34; the under-estimation is likely to be due to the fact that those movers are not captured adequately by the sample (under-coverage). The Quality Report of the EU-LFS (2012), for example, shows that in many countries, household samples are drawn according to a rotation scheme, meaning that the same households are interviewed for several quarters and only a part of the sample is replaced by new households each quarter or every two quarters; therefore, there is a delay in capturing newly established households (especially if the dwelling is also new). Another reason for under-coverage is that better integrated migrants are generally covered more adequately, for example due to language issues (as mentioned, for example in the Austrian Standard Documentation on the EU-LFS 'Mikrozensus ab 2004 Arbeitskräfte-und Wohnungserhebung').

[198] Employment in Europe, 2008 (Chapter 2, p. 103).

Population and migration statistics

International migration flows by groups of citizenship, groups of country of birth, groups of country of previous/next usual residence, age and sex and population stocks by groups of citizenship, groups of country of birth, age and sex are collected based on Regulation (EC) No 862/2007 [199] and related Implementing Regulation.

The Eurostat database of population statistics provides data on the *stocks* of foreigners/foreign-born persons on 1 January of the reference year[200]. The Eurostat database of migration and citizenship data provides data on *inflows and outflows* by citizenship or country of birth or previous/next country of residence[201]. Due to legal deadlines and including the time needed for Eurostat to validate and process the data migration statistics are published more than one year after the reference period/date[202].

According to the Regulation, there is no obligation for Member States to breakdown the numbers of EU foreigners by individual citizenship. While many Member States go beyond the minimum requirements and publish data broken down by individual citizenship for EU foreigners, this is not the case for all countries. Over the years, more and more Member States reported data by individual country of citizenship. In 2018, only Cyprus and Malta, and Spain for some countries of citizenship, do not report break-downs by individual EU citizenship. However, when only selecting a specific age group (15 to 19 and 15 to 64, to calculate 20 to 64 years as working age), the number of Member States reporting the break-downs by citizenship decreases to 21.[203]

The additional variables available include citizenship, age group and sex. However, this source provides no information on duration of residence, employment status, or education level.

Migration statistics are mostly based on administrative registers which includes coverage errors, mainly due to the non-propensity to register or deregister. The practical necessity to be registered for further administrative services (e.g., to open a bank account, to rent a flat) make data on arrivals more complete than data on departures.[204] Nevertheless, administrative sources have increased their reliability. Since 2008, data providers have used the following strategies to solve such coverage errors: exchange of data with other National Statistical Institutes; estimation techniques; usage of additional administrative sources.

The fact that under-coverage is less likely for arriving movers, but that many movers may not deregister, explains why data on stocks from population statistics are usually higher than those estimated by the EU-LFS.

Although both citizenship and previous/next country of residence are collected for inflow/outflow data, the two cannot be combined. This constitutes an important limitation in the estimation of intra-EU mobility flows. For example, the estimates on inflows to Member States either have to be based on previous country residence being another Member State (and thus include TCNs) or have to be based on citizenship of another Member States (and thus include EU citizens immigrating from third countries). This has been flagged in previous labour mobility reports.

[199] Regulation (EC) No 862/2007 of the European Parliament and of the Council of 11 July 2007 on Community statistics on migration and international protection and repealing Council Regulation (EEC) No 311/76 on the compilation of statistics on foreign workers, OJ L 199, 31 July 2007, p. 23 and Commission Implementing Regulation (EU) No 351/2010 of Regulation (EU) No 862/2007.

[200] Data sets: migr_pop1ctz and migr_pop2ctz, migr_pop3ctb, migr_pop4ctb, migra_pop5ctz, migr_pop6ctb.

[201] Data sets: migr_immi, migr_emi and respective subsets.

[202] As of October 2014, the latest data on 'stock' refers to the situation on 1st January 2013 and the latest data on 'in- and outflows' refers to flows that occurred during 2012.

[203] Eurostat, dataset: Population on 1 January by age group, sex and citizenship (migr_pop1ctz), extracted on 23/09/2019.

[204] Fajth, V., Siegel, M., Bruni, V., Gelashvili, T. (2018), Monitoring migration within the EU with existing data, REMINDER project, p. 13.

A.3 Methodological Notes for Section 3

General Limitations to measure mobility spells

Measuring mobility spells in a cross-national manner is a challenging exercise, due to lack of accuracy of available EU-wide data on the one hand and the limited comparability of national empirical research on the other. These limitations are further described in the following section.

Lack of accurate data to measure mobility spells

- The absolute length of stay of movers is not systematically recorded at EU level[205]. This is due to the fact that this information cannot be captured through administrative data, because even if there is cross-border exchange of registry data at individual level in exceptional cases, there are no statistics tracking movements of individuals across borders. Therefore, the main way of capturing length of stay is through **surveys** asking respondents retrospectively how long they spent in a country.

  However, none of the EU-wide, recurring surveys that are usually used to measure mobility (EU-SILC, EU-LFS, European Social Survey) include information on the absolute length of stay of movers in a certain country. These surveys are not specifically designed for the topic of mobility. The EU-LFS includes a question on the number of years of residence in the current country of residence. By itself, this is not sufficient for measuring total length of stay (see section 3.4.1), but combined with inflow data, it would appear to provide a more or less reasonable approximation for absolute length of stay, although mainly to be used as a point of comparison for changes in magnitude over time rather than precise values. The age of movers and especially of returnees was also used as a proxy for the length of stay, as explained in section 3.4.3.

- Measuring the extent of short-term mobility is very challenging: the regulation on migration statistics collected by Eurostat in 2007[206] stipulated that they should refer to long-term movers only (one year or longer). Therefore, migration statistics do not distinguish between short-term or long-term mobility spells, let alone the length of stay in another country. A review of national data sources showed that while some Member States may include movers with stays shorter than one year in their data distributed at national level (such as Germany and Austria), they do not publish separate data on short-term and long-term movers. An exception is the UK, where migration statistics are largely based on a survey and where separate data on short-term and long-term inflows and outflows are available.

  Therefore, short-term mobility must be measured using data on specific types of mobility that typically occur in the short-term, namely posting of workers. Mobility of cross-border workers may also be used as an approximation for short-term mobility, although with certain difficulties. The EU-LFS records whether a person works in a country different to his or her country of residence, but not the frequency of return, that is, whether the person commutes daily or weekly or more. Indeed, cross-border work sometimes occurs between countries that are geographically far apart (e.g., Poland and the Netherlands, Spain and the UK or Romania and Italy), with movers returning home fortnightly or monthly; in these cases workers may not be considered as commuters but rather as short-term movers who repeat their moves rather frequently.

[205] Fajth et al. (2018) provide a recent overview of cross-national data to monitor intra-EU mobility and no such data is identified.

[206] Regulation (EC) No 862/2007 of the European Parliament and of the Council of 11 July 2007 on Community statistics on migration and international protection and repealing Council Regulation (EEC) No 311/76 on the compilation of statistics on foreign workers, OJ L 199, 31 July 2007, p. 23 and Commission Implementing Regulation (EU) No 351/2010 of Regulation (EU) No 862/2007.

- In light of the absence of other suitable data, the length of employment contracts was also used to approximate the length of stay and monitor the development of short-term mobility.

- Another type of source at national level would be administrative data from social security or employment records. A review of such sources mentioned by the Member States showed the following: data on length of employment, for example, is usually not recorded by nationality, and if it is, there is only a distinction between nationals and foreigners in general (for example, in Germany and Spain); on the other hand, sources may record specific groups of nationality, but not the length of employment, rather different types of employment (self-employed, marginal employment). Furthermore, data from these national sources is not comparable, due to the differences in definitions used.

- Finally, the very nature of recent patterns of mobility limits its measurability: As Black et al.[207] point out, 'many of these mobility patterns and labour practices (temporary, circular, seasonal) are not registered, due to their temporary and illegal nature' (p.12).

Comparability of empirical studies

- Reviewed studies refer to different types of mobility that indicate the length of stay, for example, **return, repeated, circular, seasonal mobility or cross-border commuting**. However, there are no commonly accepted definitions of these terms and national definitions frequently differ from each other. For example, the term 'circular mobility' is used in one source to describe the difference to permanent, one-way mobility without further defining it[208]. In other places, it is used in the same sense as mobility of seasonal workers or cross-border workers and short-term mobility[209]. Often, the studies do not include a clear operational definition (for example, the length of stay in years, or the frequency of return) which would improve the accuracy of a cross-national comparison.

- Other differences between the studies limit the comparability of results, in particular: the variety of data used (official statistics, administrative data, surveys, interviews), analysing different time periods, as well as dedication of research to specific categories or groups of mobile EU citizens (e.g. students and posted workers, movers from specific countries of origin).

Methods to calculate indicators and data used

In addition to findings from empirical literature, the following indicators and data were used to measure four different dimensions of mobility spells:

A. **Development of long-term mobility** (12 months+)
To estimate the average length of stay and whether the length of stay of long-term movers changed during the past two decades, the following data sources were used:

1. Years of residence as indicated in the EU-LFS;

➢ Limitations: firstly, the EU-LFS is very likely to underestimate the number of movers who recently arrived, and therefore the share of those with one or two years of residence is likely to be larger in reality; secondly, and even more importantly, the 'years of residence' refer to movers who still live in the country of destination; their prospective length of stay is unknown.

2. German data on the actual length of stay of movers leaving the country, available from 2007 onwards;

[207] Black, R. et al. (2010) 'A Continent Moving West? EU Enlargement and Labour Migration from Central and Eastern Europe' IMISCOE Research
[208] Ibid.
[209] Verwiebe, R. et al., 2014, 'New forms of intra-European migration, labour market dynamics and social inequality in Europe', in Migration Letters, Volume 11, No. 2.

- The development of shares of movers leaving Germany after a few years of stay compared to those who leave after a longer period of stay indicates the evolution of mobility spells as a whole.
- Limitation: It does not show whether the chance of staying for a long or short period for each individual mover has changed. To assess this, the development of the shares of movers by length of stay in the outflows was compared to the shares in to stocks for two points in time, the assumption behind this being the following: In a certain stock of movers residing in a host country, each mover would have the same chance of being in the pool of those who leave. Therefore, if the share of movers with a few years of residence increases in the stocks, it is likely that this share also increases among those who leave. If anything, movers with few years of residence would have higher chances to leave than others, as return is most likely during the first years abroad. Therefore, if the share of those who had arrived recently increases in the stocks, an increase in short mobility spells among those who leave does not necessarily mean that the chance of staying shorter increased by individuum.

3. German inflow data from 2000 to 2008, combined with data from the EU-LFS on length of stay allows estimating the share of movers who arrived in a certain year and had left again 4-5 years later;

- This was calculated as another way of approximating the development of actual length of stay. The following calculations were made to estimate the actual length of stay of movers and its development over time:

  Inflows from year X were compared to the stocks of movers in year X+4 who had been residing there for 4 to 5 years – this estimates the share of movers who arrived in a certain year and who still reside there four to five years later, thus giving an approximation of the share of movers with a duration of residence of less than five years and those with five years or more.

  For our calculations, we used inflow data of EU-28 movers to Germany for the years 2000, 2004 and 2008 and EU-LFS data to calculate the stocks with 4-5 years of residence in the years 2004,2008 and 2012. We differentiated between EU-15 and EU-13 movers.

Table 11: Comparison of movers to Germany in 2004,2008 and 2012 and those who were still there/had left after 4-5 years

Year	EU-15 movers			EU-13 movers		
	Inflows four years earlier (1)	Stock with years of residence 4-5 years (2)	% who had left after 4-5 years (2)	Inflows four years earlier (1)	Stock with years of residence 4-5 years (2)	% who had left after 4-5 years (2)
2004	130,683	45,794	65%	163,164	42,563	74%
2008	92,931	56,653	39%	219,068	80,427	63%
2012	95,962	70,546	26%	248 684	92,047	63%

SOURCES: (1) DESTATIS, TABLE 12711 – 0006, MOVEMENTS BETWEEN GERMANY AND FOREIGN COUNTRIES: GERMANY, YEARS, NATIONALITY (WANDERUNGEN ZWISCHEN DEUTSCHLAND UND DEM AUSLAND: DEUTSCHLAND, JAHRE, STAATSANGEHÖRIGKEIT), AVAILABLE AT: HTTPS://WWW-GENESIS.DESTATIS.DE/GENESIS//ONLINE/DATA?OPERATION=TABLE&CODE=12711-0006&LEVELINDEX=1&LEVELID=1573154606057; (2) EU-LFS, SPECIFIC EXTRACTIONS PROVIDED BY EUROSTAT, MILIEU CALCULATIONS.

- Limitations: Results suggest an increase in mobility spells, at least between 2004, 2008 and 2012 and therefore do not validate the findings based on the data on actual length of stay in the outflows. This may be due to inaccuracy of this approximation, using two different sources (flow data and LFS data) and that the category 'years of residence = 4,5' may include movers who arrived a year before or after the one for which inflows were compared, depending on the exact time of the survey.

4. Eurobarometer data measuring intention of length of stay;
5. Polish national data on flows between Poland and the UK, going back to the 1970s to estimate the development of the return rate, combined with Eurostat data on the age of returnees from the UK to Poland in 2017;
6. UK data from the International Passenger Survey on the actual length of stay of EU movers who had come and left the UK.

B. **Short-term mobility** (3-12 months)

Since short-term movers often do not register when changing their place of residence, or this change is not presented in statistics, data on specific forms of mobility were used. To estimate the extent of short-term mobility compared to long-term mobility and how short-term mobility has developed over time compared to long-term mobility, the following data sources and indicators were used:

1. Data on Portable Documents PD A1 to estimate the number and development of posted workers who may be considered a specific type of short-term movers

   Limitation: while the average duration of posting is 3 months, some workers are likely to be posted for more than one year to another country, in which case this would not be short-term mobility.

2. EU-LFS data on the duration of work contracts among EU-28 movers and the change in duration over time

- Limitation: An increase in short-term contracts of limited duration would then indicate an increase in short-term or circular mobility. The limitation of this approximation is of course that a person might engage in several limited employment relations after each other, without necessarily leaving the host country in between. However, it is likely to be difficult for movers to remain in the host country/ Member State especially if they were employed there for less than one year: on average, Member States only grant access to unemployment benefits after employment in the country for at least one year[210]; if they cannot receive unemployment benefits from their limited time of employment in the host country, movers may have to apply for transfer of unemployment benefits that they gained in their country of origin or another country – this procedure may take time to be effective; last, after employment of less than one year, unemployed movers may lose their right to residence after six months of unemployment[211]. For these reasons, it seems safe to say that movers who are engaged on contracts of limited duration (especially, of less than one year), are quite likely to return to their country of origin (and possibly come back at a later point), or to move on to another Member State to find employment.

3. Data on flows and stocks of Portable Documents PD S1 to estimate the share of short-term cross-border workers

- Estimation method: The so-called 'Portable Document S1' (PD S1) is issued to EU citizens and their families who reside in a different Member State than the Member State where they work. The PD S1 is issued by the Member State of employment and establishes a right to full healthcare coverage in the Member State of residence

[210] De Wispelaere, Frederic, Pacolet, Jozef, 2018, Aggregation of periods for unemployment benefits. Report on U1 Portable Documents for mobile workers. Reference year 2017, European Commission, p.9

[211] Art.7 (3) of Directive 2004/38/EC on the right of citizens of the Union and their family members to move and reside freely within the territory of the Member States.

(further explanation is provided below). Data on PDs S1 distinguishes whether they are issued to pensioners or to working-age persons. The calculations for section 3.3.2 refer to PDs S1 issued to working-age persons, who, in most cases, are cross-border workers.

Two types of figures on PDs S1 may be compared: the stock data refers to the total number of PDs S1 still valid on December 31st of the reference year including all PDs S1 ever issued that are still valid; the flow data refers only to the PDs S1 issued during the reference year. Persons who, during the course of 2018, worked in a country other than their country of residence (flow) did not necessarily do so anymore on 31 December 2018 (stock). The stock data covers the flow of persons from 2018 but also of previous years who still work in a country other than their country of residence. If the flows are higher than the stocks in a given year, this is an indicator that short-term mobility is larger than long-term mobility.

A **minimum number of short-term cross-border workers** for 2018 was calculated as a subtraction of the number of flows of PDs S1 issued by a certain country of work during the year 2018 from the number of stocks of PDs S1 valid for that country of work at the end of the year 2018. The results of that subtraction are listed in Table 28 in Annex B,

This approximation takes into account the following considerations:
1) Where the number of flows during a certain year exceeds the stock number at the end of the year, the difference 'flows minus stocks' estimates the minimum number of short-term cross-border workers of that year. For example: flows in 2018 from Ireland to Spain were 34, while stocks at the end of 2018 were 13 – this means, at least 21 cross-border workers must have come AND left during 2018. The difference only shows the minimum, because the stock may also include those who had come in previous years but left in 2018. For example, it is possible that out of the 34 inflows in 2018, 30 actually left again, but from the years before there was still a stock of 9 – so the overall stock would still amount to 13. However, it is not possible that more than 13 of those who arrived also stayed, which is why AT LEAST 21 must have left during the year.

- 2) The aggregate difference between flows and stocks for a country of work (or a country of residence) hides positive differences between flows and stocks by individual country of residence (or work, in the other case) and thus hides the fact that, although the overall stock number is higher than the flow number, there is still a minimum of short-term cross-border workers. For example: as mentioned above, the flows from Ireland to Spain in 2018 were 21 higher than the stocks, indicating a minimum of 21 short-term cross-border workers; however, the flows from Belgium and several other countries to Spain were lower than the stocks – the aggregate result therefore shows that there were 1,924 more PDs S1 in the stocks than in the flows, and that therefore no minimum number of short-term cross-border workers can be estimated. This is why, in order to estimate an overall minimum number of short-term cross-border workers, it is necessary to use the differences between flows and stocks between individual countries of work and countries of residence.Limitation: these estimations are just minimum numbers; another one is that the same person may be granted several PDs S1 per year – this is the case if he or she works, for example, for a few weeks in one country and then, during the same year, in another one, both different to their usual country of residence.

4. Data from the UK International Passenger Survey on short-term movements between the UK and other EU countries, by groups of nationality

C. **Timing of mobility**

1. Eurostat data to analyse the development of the age structure of outflows and inflows of EU mobile citizens since 2009

2. The age at which people move has been found to influence to a certain degree the likelihood to move again, be it back to the country of origin or to a third country. Examining data from the Eurobarometer 64.1 in 2005, Bernard[212] found that the younger EU citizens are when they leave their parental home (considered as the first move), the higher the number of subsequent moves becomes. While this result refers to internal mobility, a similar finding was made by Constant et al.[213] focusing on repeat or circular migration to Germany from the so-called guest-worker countries (Italy, Greece, Spain, the former Yugoslavia and Turkey) in the period of 1985-1997. This study discovered that the probability of repeating the migration move (returning back home and then leaving again) is high and decreases after 35 years of age. According to another study based on analysis of survey data from 654 Polish, Romanian and Bulgarian labour migrants in the Netherlands, older respondents were less likely to have the intention of returning to their home country within two years than of staying for at least ten years in the host country[214]. Eurostat data to compare the age distribution among returnees to important countries of origin over time and to the age distribution of the outflows from these countries.

D. **Circular mobility**

- Findings are mainly based on literature review; only for the UK, own calculations were made with national data on movers from ten new Member States[215] for the time span 2007 to 2017 by nationality and previous or next region of residence (EU-2[216] or EU-8[217] Member States) to estimate whether movers are more likely to move to the UK directly from their country of origin or from yet another country and whether movers leaving the UK are more likely to move back to their country of origin or move to yet another country.

The **literature review** was based on a search in google and google scholar using the following keywords in English: temporary migration (or mobility, this applies to all of the following terms), seasonal migration, seasonal labour, circular migration, liquid migration, duration of stay, length of migration, return migration, short-term migration; all possible variations of these keywords were used by adding 'EU citizens / nationals', specific Member States, 'data', 'evidence' or 'statistics', comparative analysis, trends, patterns, etc. Only academic literature based on empirical research were included in the review.

[212] Bernard, A., Pelikh, A., 2019, 'Distinguishing tempo and ageing effects in migration', Demographic Research, Volume 40, Article 44.
[213] Constant A. F., Zimmermann, K. F., 2012, 'The dynamics of repeat migration: A Markov chain analysis', International Migration Review, 46:2.
[214] Snel, E. et. al., 2015, 'To Stay or Return? Explaining Return Intentions of Central and Eastern European Labour Migrants', Central and Eastern European Migration Review, Vol. 4, No. 2.
[215] Bulgaria, Czechia , Estonia, Hungary, Lativia, Lithuania, Poland, Romania, Slovakia, Slovenia.
[216] Bulgaria and Romania.
[217] Czechia , Estonia, Hungary, Lativia, Lithuania, Poland, Slovakia, Slovenia.

ANNEX B DATA ANNEX

Table 12: Stocks of working age (20-64) foreigners, by EU/EFTA country of residence and broad groups of citizenship, totals in thousands and row %, 2018

	EU-28		EFTA		TCNs		Total
AT	520	52%	7	1%	474	47%	1,000
BE	617	65%	2	0%	334	35%	954
BG	9	15%	0	0%	52	85%	61
CY	87	76%	0	0%	27	24%	114
CZ	184	44%	1	0%	231	56%	415
DE	3,200	45%	34	0%	3,879	55%	7,113
DK	171	45%	20	5%	191	50%	382
EE	16	12%	0	0%	116	88%	132
EL	158	28%	1	0%	395	71%	554
ES	1,385	42%	16	0%	1,894	57%	3,295
FI	75	40%	1	1%	112	59%	188
FR	949	31%	28	1%	2,040	68%	3,017
HR	10	27%	0	1%	25	72%	35
HU	61	48%	2	1%	64	50%	126
IE	336	74%	1	0%	116	26%	453
IT	1,201	32%	6	0%	2,584	68%	3,791
LT	5	24%	0	1%	16	76%	21
LU	170	84%	1	0%	31	15%	201
LV	5	3%	0	0%	157	97%	162
MT	30	57%	0	1%	22	42%	53
NL	414	55%	4	1%	337	45%	755
PL	25	12%	1	0%	178	88%	203
PT	97	30%	1	0%	224	69%	323
RO	47	52%	1	1%	43	47%	91
SE	227	37%	27	4%	365	59%	619
SI	16	16%	0	0%	80	83%	95
SK	45	77%	1	2%	12	21%	58
UK	2,809	60%	23	0%	1,870	40%	4701
EU-28	12,867	44%	179	1%	15,868	55%	28,914
EFTA	1,307	66%	10	1%	659	33%	1,976
CH	1,007	66%	3	0%	512	34%	1,522
IS	27	85%	0	1%	4	14%	32
NO	273	65%	7	2%	143	34%	423

THE MOBILE POPULATION IS BROKEN DOWN BY BROAD NATIONAL GROUPS OF EU-28 AND EFTA CITIZENS AND TCNS.

THE PERCENTAGES INDICATE THE SHARE OF EACH GROUP FROM THE TOTAL FOREIGN POPULATION.

PROVISIONAL DATA FOR FR AND PL. ESTIMATED NUMBERS FOR IT AND PL (2017) PROVISIONAL DATA PL. ESTIMATED NUMBERS FOR PL (2018).

SOURCE: EUROSTAT DATA ON POPULATION BY CITIZENSHIP AND AGE GROUP 'MIGR_POP1CTZ' (EXTRACTED ON MARCH 2019), MILIEU CALCULATIONS.

Table 13: Net mobility by groups of nationality, citizens of working age (20-64), 2017

Country of residence	Nationals	EU-28	EFTA	TCNs	Total
AT	-3,727	25,628	221	9,657	31,779
BE	-10,308	16,211	43	19,213	25,159
BG	-13,060	-74	-5	5,337	-7,802
CZ	-1,050	10,788	54	10,030	19,822
DE	-75,428	153,766	1,994	150,690	231,022
DK	3,001	1,214	-441	1,975	5,749
EE	414	2,198	36	1,943	4,591
ES	-14,017	-1,087	229	119,518	104,643
FI	-2,569	2,209	52	9,557	9,249
HR	-28,742	1,007	39	3,665	-24,031
HU	2,921	3,762	99	14,902	21,684
IE	-4,381	6,108	180	7,895	9,802
IT	-58,075	33,569	216	159,318	135,028
LT	-28,512	544	11	6,570	-21,387
LU	-909	5,858	16	3,219	8,184
LV	-8,052	252	3	1,375	-6,422
MT	318	8,240	87	4,424	13,069
NL	-8,924	30,118	248	32,431	53,873
PL	-57,563	47	244	26,564	-30,708
RO	-49,380	2,719	127	1,187	-45,347
SE	-3,473	14,911	801	46,097	58,336
SI	-5,302	768	6	5,209	681
SK	-1,637	2,067	37	410	877
UK	-44,020	61,191	2,251	183,696	203,118
EU-28*	-412,475	382,014	6,548	824,882	800,969
EFTA	-9,051	24,640	-225	20,537	35,901
CH	-6,868	15,239	-18	7,080	15,433
IS	9	6,614	29	769	7,421
NO	-2,192	2,787	-236	12,688	13,047

NET MOBILITY FLOWS BY COUNTRY OF RESIDENCE, BY BROAD GROUPS OF CITIZENSHIP. NUMBERS ARE EXPRESSED IN THOUSANDS.

'OVERALL NET MIGRATION FLOWS' ARE CALCULATED AS THE SUM OF NET MIGRATION OF NATIONALS, EU-28 AND EFTA MOVERS AND TCNS, WHILE 'NET INTRA-EU MOBILITY' EXCLUDES FLOWS OF TCNS

FIGURES RELATE PERSONS MOVING TO AND FROM THE COUNTRY INDICATED, REGARDLESS OF COUNTRY OF PREVIOUS OR NEXT RESIDENCE. FIGURES MAY INCLUDE EU-28 AND EFTA CITIZENS MOVING FROM OR MOVING TO THIRD COUNTRIES.

FIGURES FOR AT, IE, MT, EL, RO, SI AND UK ARE BASED ON AGE DEFINITION 'AGE COMPLETED IN YEARS'.

INFLOWS: BREAK IN TIME SERIES: DE. PROVISIONAL DATA: BG, PL, SK. ESTIMATED: DE, PT, PL

OUTFLOWS:

CY, EL, FR AND PT ARE NOT DISPLAYED BECAUSE FIGURES ARE NOT AVAILABLE. PROVISIONAL DATA: BG, PL. ESTIMATED NUMBERS: DE, PL. BREAK IN TIME SERIES: DE.

THE LATEST FLOW DATA AVAILABLE ARE FROM 2017.

SOURCE: EUROSTAT DATA ON EMIGRATION BY AGE GROUP AND CITIZENSHIP [MIGR_EMI1CTZ] EXTRACTED ON 13 MARCH 2019, AND IMMIGRATION DATA [MIGR_IMM1CTZ], EXTRACTED ON 14 MARCH 2019, MILIEU CALCULATIONS

Table 14: Stocks of EU movers, by country of citizenship, 2017 and 2018

Country of citizenship	2017	2018	Percentage change
AT	163	159	-2.3%
BE	180	175	-2.9%
BG	529	557	5.3%
CY	19	(11)	-42.3%
CZ	110	111	0.8%
DE	514	501	-2.6%
DK	62	57	-9.1%
EE	52	57	8.6%
ES	449	438	-2.4%
FI	51	56	9.6%
FR	485	485	0.1%
GR	377	417	10.7%
HR	344	377	9.5%
HU	302	311	3.0%
IE	245	243	-0.7%
IT	1,103	1,133	2.7%
LT	250	242	-3.3%
LU	27	22	-16.7%
LV	144	130	-9.8%
MT			
NL	321	342	6.5%
PL	1,763	1,666	-5.5%
PT	842	818	-2.8%
RO	2,366	2,524	6.7%
SE	69	86	24.4%
SI	34	37	10.2%
SK	205	197	-3.9%
UK	437	420	-3.9%
CH	94	90	-4.2%
IS	(9)	(7)	-19.7%
NO	51	51	-0.4%

SOURCE: EU-LFS, 2018, SPECIFIC EXTRACTIONS PROVIDED BY EUROSTAT, MILIEU CALCULATIONS.

Table 15: Stocks of EU movers (20-64 years), by country of citizenship, 2018

		EU 28	EFTA	AT	BE	CY	CZ	DE	DK	EE	EL	ES	FI	FR	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	SE	SI	SK	UK	IS	NO	CH
Country of citizenship	AT	159	29					131				(4)		(3)				(2)		1						3					1	28
	BE	175	9					19				18		62				5		20		(0)	25						15		1	9
	BG	557	7	17	19	9	(3)	188	9		21	127		15			(2)	42		1		2	15			2	(1)		77		4	(4)
	CY	(11)	0								(3)																					
	CZ	111	9	9				43				(4)		(1)			(2)	4		(1)			(2)						32		2	8
	DE	501	245	134	24		(2)		23			61		37		(3)	9	20		13		(0)	44			19			94		22	223
	DK	57	21					7				(2)		(3)						1						15			14		18	(3)
	EE	57	3									(3)	27													4			11		3	
	ES	438	68	(4)	38		(1)	124	(3)					75			12	15		5		(1)	18			7			123		6	62
	FI	56	8					6						(1)												23			15		6	(2)
	FR	485	100	(4)	104			89	4		(3)	59					11	20		35			10			6			123		5	95
	EL	417	13		12	25		273				(2)		(4)				7		2		1	10			5			64		3	10
	HR	377	22	67			(1)	253				(2)					9	15				(1)				6	(4)		10		1	21
	HU	311	20	63			(2)	137	4			5		(5)			11	7		3		(0)	7			4			55		3	16
	IE	243	3		(3)		(1)	7				8		(6)									(2)			(1)			202		1	(3)
	IT	1133	215	20	97		(1)	505	4		(1)	117		99			16			16		5	19			6	(1)		203		5	210
	LI		0																													
	LT	242	29					34	7			10		(2)			24	(2)					3			7			143		26	(3)
	LU	22	0					11						(2)																		
	LV	130	8					27	4	(1)		(2)		(1)			15			(1)						3			65		7	(1)
	MT		0																													
	NL	342	18		86			94	8			30		16			4	7		2						9			72		5	13
	PL	1666	93	41	37	2	7	595	22		7	39		36			95	70		4		(0)	60			23			610	5	63	25
	PT	818	197		26			111				68		##			4			54			12			2			147		3	194

		EU 28	EFTA	AT	BE	CY	CZ	DE	DK	EE	EL	ES	FI	FR	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	SE	SI	SK	UK	IS	NO	CH
	RO	2524	25	73	54	12	(1)	370	24		14	559		62		6	29	931		3		(1)	9		10	10			345		9	16
	SE	86	46					13	9			11		(4)				(2)		1			4						32		41	(5)
	SI	37	4	10				10							(1)					(1)												(4)
	SK	197	14	30	(3)		52	28	(3)			(4)		(5)		(4)	7	8		(1)			(2)						43		2	12
	UK	420	36	9	11	8	3	73	14		(2)	93		52			78	14		3		10	24			14					12	24
	EU28	11669	1256	511	547	61	77	3216	160	7	64	1239	50	##	(2)	22	346	###		175		27	284	17	40	178	7	4	2551	8	251	997
	CH	90	1					22				5		20				3											13		1	
	IS	(7)	6						(4)																	(2)					6	
	NO	51	0						12			6														18			12			
	EFTA	158	7	(3)				26	21			12		21				3								22			29		7	

SOURCE: EU-LFS, 2018, SPECIFIC EXTRACTIONS PROVIDED BY EUROSTAT, MILIEU CALCULATIONS.

Table 16: Number of new movers and new movers as a percentage of recent movers

Country of citizenship	New movers in 2018 (in thousands)	New movers as a percentage of recent movers
EU-28	971	18%
AT	42	15%
BE	27	11%
BG		
CY	9	29%
CZ	1	4%
DE	262	16%
DK	15	14%
EE		
ES	3	18%
FI	63	20%
FR		
GR	41	14%
HR		
HU	3	59%
IE	43	29%
IT	6	2%
LT		
LU	23	27%
LV		
MT	4	28%
NL	6	5%
PL	7	
PT		
RO		
SE	17	15%
SI		
SK		
UK	331	22%

SOURCE: EU-LFS, 2018, SPECIFIC EXTRACTIONS PROVIDED BY EUROSTAT, MILIEU CALCULATIONS.

Table 17: Inflows of EU-28 and EFTA movers of working age (20-64) by country of destination, total numbers and shares of the total working-age population in country of destination, 2017

Country of destination	Citizenship					
	EU-28		EFTA		Total	
AT	51	1.0%	0.5	0.0%	52	1.0%
BE	47	0.7%	0.3	0.0%	47	0.7%
BG	1	0.0%	0.0	0.0%	1	0.0%
CY	7	1.1%	0.0	0.0%	7	1.1%
CZ	14	0.4%	0.1	0.0%	14	0.4%
DE	318	0.6%	2.0	0.0%	320	0.6%
DK	22	0.6%	1.9	0.1%	24	0.7%
EE	4	0.4%	0.1	0.0%	4	0.4%
EL	13	0.2%	0.1	0.0%	13	0.2%
ES	104	0.3%	1.9	0.0%	106	0.3%
FI	5	0.2%	0.1	0.0%	5	0.2%
FR	52	0.2%	2.7	0.0%	54	0.2%
HR	2	0.1%	0.1	0.0%	2	0.1%
HU	9	0.1%	0.3	0.0%	9	0.1%
IE	21	0.8%	0.2	0.0%	21	0.8%
IT	49	0.1%	0.4	0.0%	49	0.1%
LT	1	0.0%	0.0	0.0%	1	0.0%
LU	13	3.4%	0.1	0.0%	13	3.4%
LV	1	0.0%	0.0	0.0%	1	0.0%
MT	10	2.6%	0.1	0.0%	10	2.7%
NL	60	0.5%	0.8	0.0%	61	0.5%
PL	17	0.1%	0.2	0.0%	17	0.1%
PT	6	0.1%	0.1	0.0%	6	0.1%
RO	8	0.1%	0.2	0.0%	8	0.1%
SE	25	0.4%	2.1	0.0%	27	0.5%
SI	3	0.2%	0.0	0.0%	3	0.2%
SK	2	0.1%	0.0	0.0%	2	0.1%
UK	194	0.6%	2.3	0.0%	197	0.6%
EU-28	1,056	0.3%	16.4	0.0%	1,072	0.4%
EFTA	92	1.1%	0.6	0.0%	93	1.1%
CH	68	1.4%	0.3	0.0%	68	1.4%
IS	8	2.4%	0.1	0.0%	8	2.4%
NO	17	0.6%	0.3	0.0%	17	0.6%

PROVISIONAL DATA FOR PL, SK; ESTIMATED DATA FOR PL, PT; BREAK IN SERIES: DE

SOURCE: EUROSTAT DATA ON IMMIGRATION BY AGE GROUP AND CITIZENSHIP [MIGR_IMM1CTZ], EXTRACTED ON 14 MARCH 2019, MILIEU CALCULATIONS.

Table 18: Evolution of the inflows of foreign EU and EFTA citizens of working age (20-64), by EU/EFTA country of destination, 2009, 2012, 2014, 2015, 2016 and 2017 (numbers in thousands of citizens)

	2009				2012				2014				2015				2016				2017			
	EU		EFTA		EU		EFTA		EU		EFTA		EU		EFTA		EU		EFTA		EU		EFTA	
AT	29	0.60%	0	0%	42	0.80%	0	0%	54	1.00%	0	0%	55	1.00%	0	0%	52	1.00%	0	0%	51	1.0%	0.5	0.0%
BE	:	0.00%	:	0%	49	0.70%	0	0%	49	0.70%	0	0%	47	0.70%	0	0%	46	0.70%	0	0%	47	0.7%	0.3	0.0%
BG	:	0.00%	:	0%	3	0.10%	0	0%	1	0.00%	0	0%	1	0.00%	0	0%	1	0.00%	0	0%	1	0.0%	0.0	0.0%
CY	9	1.80%	0	0%	9	1.60%	0	0%	3	0.50%	0	0%	5	0.90%	0	0%	6	1.10%	0	0%	7	1.1%	0.0	0.0%
CZ	14	0.20%	0	0%	10	0.20%	0	0%	12	0.20%	0	0%	12	0.20%	0	0%	24	0.40%	0	0%	14	0.4%	0.1	0.0%
DE	105	0.20%	2	0%	248	0.50%	2	0%	335	0.70%	2	0%	366	0.70%	2	0%	321	0.60%	2	0%	318	0.6%	2.0	0.0%
DK	13	0.40%	2	0%	16	0.50%	2	0%	20	0.60%	2	0%	21	0.60%	2	0%	21	0.60%	2	0%	22	0.6%	1.9	0.1%
EE	1	0.10%	0	0%	0	0.00%	0	0%	0	0.00%	0	0%	3	0.40%	0	0%	3	0.40%	0	0%	4	0.4%	0.1	0.0%
EL	9	0.10%	0	0%	11	0.20%	0	0%	12	0.20%	0	0%	12	0.20%	0	0%	12	0.20%	0	0%	13	0.2%	0.1	0.0%
ES	93	0.30%	1	0%	75	0.30%	2	0%	74	0.30%	1	0%	79	0.30%	1	0%	86	0.30%	1	0%	104	0.3%	1.9	0.0%
FI	5	0.20%	0	0%	8	0.30%	0	0%	8	0.20%	0	0%	6	0.20%	0	0%	6	0.20%	0	0%	5	0.2%	0.1	0.0%
FR	44	0.10%	3	0%	66	0.20%	3	0%	59	0.20%	3	0%	59	0.20%	3	0%	58	0.20%	3	0%	52	0.2%	2.7	0.0%
HR	0	0.00%	0	0%	1	0.00%	0	0%	2	0.10%	0	0%	2	0.10%	0	0%	2	0.10%	0	0%	2	0.1%	0.1	0.0%
HU	11	0.20%	0	0%	8	0.10%	0	0%	8	0.10%	0	0%	8	0.10%	0	0%	8	0.10%	0	0%	9	0.1%	0.3	0.0%
IE	17	0.60%	0	0%	17	0.60%	0	0%	20	0.70%	0	0%	20	0.70%	0	0%	22	0.80%	0	0%	21	0.8%	0.2	0.0%
IT	110	0.30%	0	0%	85	0.20%	0	0%	55	0.20%	0	0%	51	0.10%	0	0%	51	0.10%	0	0%	49	0.1%	0.4	0.0%
LT	0	0.00%	0	0%	1	0.00%	0	0%	1	0.00%	0	0%	1	0.00%	0	0%	1	0.00%	0	0%	1	0.0%	0.0	0.0%
LU	9	3.00%	0	0%	12	3.60%	0	0%	13	3.80%	0	0%	13	3.60%	0	0%	13	3.40%	0	0%	13	3.4%	0.1	0.0%
LV	:	0.00%	:	0%	0	0.00%	0	0%	1	0.10%	0	0%	1	0.00%	0	0%	0	0.00%	0	0%	1	0.0%	0.0	0.0%
MT	2	0.80%	0	0%	2	0.80%	0	0%	4	1.40%	0	0%	5	1.80%	0	0%	7	2.60%	0	0%	10	2.6%	0.1	0.0%
NL	36	0.40%	0	0%	42	0.40%	0	0%	49	0.50%	1	0%	50	0.50%	1	0%	53	0.50%	1	0%	60	0.5%	0.8	0.0%
PL	10	0.00%	0	0%	19	0.10%	0	0%	21	0.10%	0	0%	23	0.10%	0	0%	17	0.10%	0	0%	17	0.1%	0.2	0.0%

	2009				2012				2014				2015				2016				2017			
	EU		EFTA		EU		EFTA		EU		EFTA		EU		EFTA		EU		EFTA		EU		EFTA	
PT	3	0.00%	0	0%	1	0.00%	0	0%	3	0.00%	0	0%	5	0.10%	0	0%	5	0.10%	0	0%	6	0.1%	0.1	0.0%
RO	4	0.00%	0	0%	3	0.00%	0	0%	1	0.00%	0	0%	7	0.10%	0	0%	5	0.00%	0	0.00%	8	0.1%	0.2	0.0%
SE	21	0.40%	2	0%	20	0.40%	2	0%	23	0.40%	2	0%	24	0.40%	2	0%	25	0.40%	2	0%	25	0.4%	2.1	0.0%
SI	2	0.10%	0	0%	2	0.10%	0	0%	3	0.20%	0	0%	2	0.20%	0	0%	3	0.20%	0	0%	3	0.2%	0.0	0.0%
SK	6	0.10%	0	0%	:	:	:	:	:	:	:	:	3	0.10%	0	0%	3	0.10%	0	0%	2	0.1%	0.0	0.0%
UK	139	0.40%	1	0%	133	0.40%	3	0%	218	0.60%	2	0%	229	0.60%	7	0%	212	0.60%	3	0%	194	0.6%	2.3	0.0%
EU-28	693	0.20%	13	0%	885	0.30%	16	0%	1046	0.30%	16	0%	1109	0.40%	20	0%	1063	0.30%	16	0%	1056	0.3%	16.4	0.0%
EFTA	100	1.30%	1	0%	107	1.30%	1	0%	109	1.30%	1	0%	99	1.20%	1	0%	94	1.10%	1	0%	92	1.1%	0.6	0.0%
CH	76	1.60%	0	0%	74	1.50%	0	0%	77	1.50%	0	0%	74	1.40%	0	0%	72	1.40%	0	0%	68	1.4%	0.3	0.0%
IS	2	0.90%	0	0%	2	0.80%	0	0%	2	1.30%	0	0%	3	1.40%	0	0%	5	2.40%	0	0%	8	2.4%	0.1	0.0%
NO	22	0.80%	1	0%	31	1.10%	1	0%	29	1.00%	1	0%	23	0.70%	1	0%	18	0.60%	0	0%	17	0.6%	0.3	0.0%

FIGURES RELATE TO FOREIGN EU-28 AND EFTA CITIZENS MOVING TO THE COUNTRY INDICATED IN THE COLUMN, REGARDLESS OF COUNTRY OF PREVIOUS RESIDENCE. FIGURES MAY INCLUDE EU-28 AND EFTA CITIZENS PREVIOUSLY RESIDING IN THIRD COUNTRIES.

FIGURES FOR YEARS 2009-2012 DO NOT INCLUDE HR CITIZENS.

FLAGS (2017): PROVISIONAL DATA FOR PL, SK; ESTIMATED DATA FOR PL, PT; BREAK IN SERIES: DE

BREAKS IN SERIES IN PREVIOUS YEARS: DE (2009, 2016). BE (2010), CY (2009), NL (2009), PL (2009), CH (2011), IE (2011), IS (2009).

NO FIGURES ARE PROVIDED FOR BE FOR 2009.

FIGURES FOR AT, IE, EL, MT, RO, SI AND UK USE AGE DEFINITION 'AGE IN COMPLETED YEARS'; ALL OTHER COUNTRIES USE 'AGE REACHED DURING YEAR'.

THE LATEST FLOW DATA AVAILABLE ARE FROM 2017.

SOURCE: EUROSTAT DATA ON IMMIGRATION DATA [MIGR_IMM1CTZ], EXTRACTED ON 14 MARCH 2019, MILIEU CALCULATIONS

Table 19: Outflows of nationals of working age (20-64) as a percentage of the population in the country of origin, 2009, 2012, 2014, 2015, 2016 and 2017

	Outflow rate among nationals						Total outflow rate					
Country of residence	2009	2012	2014	2015	2016	2017	2009	2012	2014	2015	2016	2017
AT	0.3%	0.2%	0.2%	0.2%	0.2%	0.2%	0.8%	0.8%	0.8%	0.8%	0.9%	1.0%
BE	:	0.3%	0.4%	0.4%	0.4%	0.4%	:	0.9%	1.0%	1.0%	1.1%	1.0%
BG	:	0.2%	0.4%	0.4%	0.5%	0.5%	:	0.3%	0.5%	0.5%	0.6%	0.6%
CY	:	:	:	:	:		0.7%	2.5%	4.2%	:	2.6%	
CZ	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%	0.8%	0.6%	0.4%	0.3%	0.5%	0.4%
DE	0.2%	0.2%	0.2%	0.2%	0.4%	0.4%	0.4%	0.4%	0.5%	0.6%	0.8%	0.9%
DK	0.3%	0.4%	0.3%	0.3%	0.4%	0.4%	1.0%	1.1%	1.1%	1.1%	1.3%	1.4%
EE	0.5%	0.6%	0.5%	1.1%	1.2%	1.0%	0.4%	0.6%	0.4%	1.4%	1.5%	1.3%
EL	:	:	:	:	:		0.5%	1.6%	1.3%	:	1.3%	
ES	:	0.2%	0.2%	0.3%	0.3%	0.2%	1.0%	1.2%	1.1%	0.9%	0.9%	1.0%
FI	0.2%	0.2%	0.2%	0.2%	0.3%	0.3%	0.3%	0.3%	0.4%	0.4%	0.4%	0.4%
FR	:	:	:	:	:		0.5%	0.5%	0.5%	:	0.6%	
HR	:	:	0.6%	0.8%	1.0%	1.4%	:	:	0.6%	0.8%	1.1%	1.5%
HU	0.1%	0.2%	0.5%	0.5%	0.5%	0.4%	0.1%	0.3%	0.6%	0.7%	0.6%	0.6%
IE	0.7%	1.3%	0.9%	1.1%	1.0%	1.0%	2.1%	2.6%	2.3%	2.2%	1.7%	1.7%
IT	0.1%	0.2%	0.2%	0.2%	0.3%	0.3%	0.2%	0.2%	0.3%	0.3%	0.3%	0.3%
LT	1.4%	1.7%	1.5%	1.7%	2.1%	2.2%	1.6%	1.8%	1.6%	2.0%	2.3%	2.3%
LU	0.8%	0.7%	0.7%	0.9%	0.8%	0.9%	2.2%	2.4%	2.5%	2.7%	2.9%	2.9%
LV	:	1.5%	1.3%	1.3%	1.3%	1.2%	0.0%	1.6%	1.2%	1.3%	1.4%	1.2%
MT	:	0.4%	0.4%	0.4%	0.3%	0.3%	1.2%	1.2%	1.8%	2.7%	2.4%	2.0%

NL	0.4%	0.4%	0.4%	0.5%	0.4%	0.4%	0.7%	0.9%	0.9%	0.9%	0.9%	0.8%
PL	0.6%	0.6%	0.6%	0.5%	0.6%	0.5%	0.7%	0.9%	0.8%	0.8%	0.7%	0.7%
PT	:	:	:	:	:		0.2%	0.7%	0.7%	:	0.5%	
RO	1.4%	:	1.1%	1.3%	1.4%	1.5%	1.4%	1.0%	1.1%	1.3%	1.4%	1.6%
SE	0.3%	0.3%	0.3%	0.3%	0.3%	0.3%	0.5%	0.7%	0.7%	0.8%	0.6%	0.6%
SI	0.2%	0.5%	0.5%	0.5%	0.6%	0.6%	1.3%	0.9%	0.9%	0.9%	1.0%	1.1%
SK	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%	0.0%	0.1%	0.1%	0.1%	0.1%
UK	0.3%	0.4%	0.3%	0.3%	0.3%	0.3%	0.9%	0.8%	0.7%	0.7%	0.8%	0.8%
EU-28	0.3%	0.3%	0.3%	0.3%	0.4%	0.4%	0.6%	0.7%	0.7%	0.6%	0.8%	0.7%
EFTA	0.4%	0.5%	0.4%	0.5%	0.5%	0.5%	1.1%	1.3%	1.4%	1.4%	1.5%	1.5%
CH	0.6%	0.6%	0.6%	0.6%	0.6%	0.6%	1.4%	1.6%	1.7%	1.8%	1.8%	1.9%
IS	1.5%	1.4%	1.0%	1.1%	1.0%	0.9%	2.9%	1.8%	1.6%	1.5%	1.6%	1.4%
NO	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.5%	0.6%	0.7%	0.7%	0.9%	0.8%

NUMBER OF OUTFLOWS OF NATIONALS AS A SHARE OF THE TOTAL NATIONAL POPULATION IN THE COUNTRY, 2017.

THE LATEST FLOW DATA AVAILABLE ARE FROM 2017.

CY, EL, FR AND PT ARE NOT DISPLAYED BECAUSE FIGURES ARE NOT AVAILABLE.

PROVISIONAL DATA: BG, PL. ESTIMATED NUMBERS: DE, PL. BREAK IN TIME SERIES: DE.

EU-28 AGGREGATE EXCLUDES CY, EL, FR AND PT.

FIGURES FOR AT, EL, IE, MT, RO, SI AND UK USE AGE DEFINITION 'AGE COMPLETED IN YEARS'.

SOURCE: EUROSTAT DATA ON EMIGRATION BY AGE GROUP AND CITIZENSHIP [MIGR_EMI1CTZ] EXTRACTED ON 13 MARCH 2019, AND POPULATION DATA [MIGR_POP1CTZ] EXTRACTED ON 12 MARCH 2019, MILIEU CALCULATIONS.

Table 20: Outflows of nationals (20-64) from EU and EFTA countries, 2009, 2012, 2014, 2015, 2016 and 2017 (numbers in thousands of citizens)

	Outflow of nationals						Total outflow					
	2009	2012	2014	2015	2016	2017	2009	2012	2014	2015	2016	2017
AT	13	11	11	11	11	11	43	41	42	44	51	52
BE	:	20	21	22	23	23	:	58	69	69	72	68
BG	:	11	20	18	21	22	:	14	24	22	24	26
CY	:	:	:	:	:	:	:	:	:	:	:	:
CZ	0	0	8	6	6	5	55	40	24	21	31	23
DE	87	73	84	79	175	163	223	188	261	278	419	449
DK	10	11	10	10	11	11	33	36	37	37	44	47
EE	3	4	3	7	8	7	4	5	4	11	12	11
EL	:	:	:	:	:	:	:	:	:	:	:	:
ES	24	40	58	69	65	62	306	357	313	266	250	279
FI	6	7	8	7	8	8	10	11	12	11	13	13
FR	:	:	:	:	:	:	:	:	:	:	:	:
HR	0	8	16	21	26	35	:	10	17	22	27	36
HU	4	13	30	32	28	26	9	21	40	40	37	36
IE	16	31	21	26	23	24	60	71	64	61	48	47
IT	37	52	66	75	86	86	62	81	101	108	118	117
LT	27	30	26	29	37	37	31	33	29	36	40	39
LU	1	1	1	2	2	2	7	8	9	10	10	11
LV	:	16	13	13	13	12	0	20	15	16	17	14
MT	1	1	1	1	1	1	3	3	5	7	7	6
NL	39	41	42	43	40	37	74	89	90	86	84	84
PL	140	155	146	123	141	127	180	211	203	194	173	164
PT	:	:	:	:	:	:	:	:	:	:	:	:
RO	195	132	141	157	169	173	196	133	142	159	169	190
SE	15	18	18	18	16	15	30	40	39	43	34	34
SI	1	1	3	6	7	7	4	2	3	12	12	14

	Outflow of nationals						Total outflow					
	2009	2012	2014	2015	2016	2017	2009	2012	2014	2015	2016	2017
SK	3	6	6	3	3	3	17	11	11	3	3	3
UK	117	121	116	105	112	111	332	286	280	263	303	327
EU-28	738	803	870	883	1030	1006	1679	1769	1834	1819	2000	2089
EFTA	28	30	27	29	30	30	85	101	113	117	124	124
CH	21	22	21	22	22	23	67	81	87	91	94	97
IS	3	2	2	2	2	2	5	3	3	3	3	3
NO	5	5	4	6	6	6	13	17	23	23	27	25

PROVISIONAL DATA: BG, PL. ESTIMATED NUMBERS: DE, PL. BREAK IN TIME SERIES: DE.

FIGURES FOR IE, RO AND SI USE AGE DEFINITION 'AGE COMPLETED IN YEARS'.

SOURCE: EUROSTAT DATA ON EMIGRATION BY AGE GROUP AND CITIZENSHIP [MIGR_EMI1CTZ] EXTRACTED ON 13 MARCH 2019, AND POPULATION DATA [MIGR_POP1CTZ] EXTRACTED ON 12 MARCH 2019, MILIEU CALCULATIONS.

Table 21: Return mobility - percentage of nationals in inflows

Country	Nationals	EU-28	EFTA	TCNs
AT	8%	62%	1%	29%
BE	13%	50%	0%	37%
BG	49%	3%	0%	48%
CY	20%	39%	0%	41%
CZ	10%	32%	0%	58%
DE	13%	47%	0%	40%
DK	26%	41%	4%	30%
EE	47%	27%	0%	25%
EL	31%	17%	0%	52%
ES	12%	27%	0%	60%
FI	24%	24%	1%	52%
FR	34%	20%	1%	45%
HR	49%	13%	0%	39%
HU	49%	15%	0%	35%
IE	34%	36%	0%	29%
IT	11%	19%	0%	69%
LT	48%	3%	0%	49%
LU	4%	70%	0%	26%
LV	46%	9%	0%	46%
MT	6%	55%	0%	38%
NL	21%	44%	1%	35%
PL	52%	13%	0%	35%
PT	57%	21%	0%	22%
RO	86%	5%	0%	9%
SE	13%	27%	2%	58%
SI	15%	20%	0%	65%
SK	29%	58%	1%	12%
UK	13%	37%	0%	50%
CH	14%	60%	0%	25%
IS	15%	75%	1%	9%
NO	9%	45%	1%	45%

SOURCE: EUROSTAT, IMMIGRATION BY AGE GROUP, SEX AND CITIZENSHIP (MIGR_IMM1CTZ).

Table 22: Return mobility – inflows of nationals as a proportion of outflows of nationals

Country of citizenship	Outflows of nationals	Inflows of nationals	Inflows of nationals as a proportion of outflows
AT	11	7	64%
BE	23	12	52%
BG	22	9	41%
CZ	5	4	80%
DE	163	88	54%
DK	11	14	127%
EE	7	7	100%
ES	62	48	77%
FI	8	5	63%
FR	:	87	:
HR	35	6	17%
HU	26	29	112%
IE	24	19	79%
IT	86	28	33%
LT	37	9	24%
LU	2	1	50%
LV	12	4	33%
MT	1	1	100%
NL	37	28	76%
PL	127	70	55%
PT	:	16	:
RO	173	124	
SE	15	12	72%
SI	7	2	80%
SK	3	1	29%
UK	111	67	33%
EU-28*	1,006	723	60%
EFTA	30	21	72%
CH	23	16	70%
IS	2	2	70%
NO	6	3	100%

SOURCE: EUROSTAT, IMMIGRATION BY AGE GROUP, SEX AND CITIZENSHIP (MIGR_IMM1CTZ).

Table 23: Number of active movers by country of residence, 2018 (in thousands)

Country	Number of active movers	Percentage change since 2017
EU-28	9,085,000	2%
AT	400,000	5%
BE	366,000	1%
BG		
CY	48,000	-4%
CZ	65,000	-6%
DE	2,302,000	9%
DK	131,000	5%
EE	4,000	-7%
ES	1,000,000	2%
FI	40,000	0%
FR	662,000	1%
EL	44,000	-2%
HR	-2,000	-85.00%
HU	15,000	36%
IE	281,000	10%
IT	903,000	1%
LT		
LU	132,000	7%
LV		
MT	-21,000	-0.04
NL	208,000	1%
PL	-14,000	-0.039
PT	31,000	12%
RO		
SE	149,000	5%
SI	6,000	3%
SK	-3,000	-17.10%
UK	2,240,000	-5%

SOURCE: EU-LFS 2018, MILIEU CALCULATIONS.

FOR MISSING MEMBER STATES, INSUFFICIENT DATA WAS AVAILABLE. BRACKETS INDICATE THAT DATA HAS LIMITED RELIABILITY

Table 24: Active movers by country of origin (to the nearest thousand)

Country of origin	Total
AT	109,000
BE	126,000
BG	450,000
CY	7,000
CZ	88,000
DE	387,000
DK	44,000
EE	44,000
ES	326,000
FI	46,000
FR	396,000
EL	268,000
HR	255,000
HU	271,000
IE	197,000
IT	752,000
LT	200,000
LU	8,000
LV	106,000
NL	236,000
PL	1,409,000
PT	640,000
RO	2,050,000
SE	68,000
SI	31,000
SK	163,000
UK	303,000
CH	60,000
NO	37,000

SOURCE: EU-LFS 2018, MILIEU CALCULATIONS.

FOR MISSING MEMBER STATES, DATA WAS NOT AVAILABLE.

Table 25: Employment rate of EU-28 movers and nationals, by country of residence, 2018

Country of residence	EU-28	Nationals	Difference (pps)
AT	77%	78%	-0.75
BE	71%	71%	-0.25
BG		72%	
CY	73%	75%	-2.17
CZ	85%	80%	5.18
DE	79%	82%	-2.83
DK	77%	80%	-2.42
EE		81%	
ES	68%	68%	0.30
FI	78%	77%	1.38
FR	73%	72%	0.29
EL	54%	60%	-6.08
HR		65%	
HU	75%	75%	0.21
IE	78%	74%	4.50
IT	67%	63%	4.01
LT		78%	
LU	78%	69%	9.03
LV		79%	
MT	81%	74%	6.72
NL	77%	80%	-2.87
PL		72%	
PT		75%	
RO		70%	
SE	84%	85%	-1.14
SI	88%	76%	12.41
SK		72%	
UK	86%	79%	7.23
CH	84%	84%	0.29
NO	84%	80%	3.85

SOURCE: EU-LFS 2018, MILIEU CALCULATIONS.

FOR MEMBER STATES MISSING INFORMATION, INSUFFICIENT DATA WAS AVAILABLE.

Table 26: Unemployment rate of EU-28 movers and nationals, by country of residence, 2018

Country of residence	EU-28	Nationals	Difference (pps)
AT	6%	4%	2.15
BE	8%	5%	3.16
BG		5%	
CY	9%	8%	0.62
CZ	2%	2%	-0.1
DE	5%	3%	1.8
DK	9%	4%	5.24
EE		4%	
ES	17%	14%	2.95
FI	7%	6%	0.32
FR	8%	8%	0.18
EL	25%	19%	6.33
HR		8%	
HU		4%	
IE	6%	5%	0.94
IT	13%	10%	3.24
LT		6%	
LU	5%	4%	1.26
LV		7%	
MT	4%	3%	1.76
NL	4%	3%	1.13
PL		4%	
PT		7%	
RO		4%	
SE	5%	4%	0.84
SI		5%	
SK		6%	
UK	3%	3%	-0.67
EU-28	7%	6%	0.89
CH	5%	3%	2.29
NO	4%	2%	2.24

SOURCE: EU-LFS 2018, MILIEU CALCULATIONS.

FOR MEMBER STATES MISSING INFORMATION, INSUFFICIENT DATA WAS AVAILABLE.

Table 27: Cross-border workers (20-64 years), by country of residence (rows) and country of work (columns), 2018

		COUNTRY OF WORK																							
		AT	BE	CH	CZ	DE	DK	ES	FI	FR	EL	HR	HU	IE	IT	LU	MT	NL	NO	PT	SE	SI	SK	UK	EFTA	EU28	Total
COUNTRY OF RESIDENCE	AT			8		26																			14	**33**	47
	BE					11				18						39		39								**112**	112
	BG					17				(5)	7													15		**56**	56
	CY																										0
	CZ	9		(2)		34																	(1)		(2)	**52**	54
	DE	29		68			7									51		39							75	**166**	241
	DK																		(2)		(2)				(2)	**7**	9
	EE								10										(2)						(2)	**12**	14
	ES					(3)				(4)				(3)				(2)		(3)				31		**59**	59
	FI																										0
	FR		52	179		29										81									179	**194**	374
	EL																										0
	HR	(4)	(1)			17									(3)							(5)				**37**	37
	HU	48				32												(3)						5		**97**	97
	IE																							8		**8**	8
	IT		3	54		8		3		8							(2)							9	55	**43**	97
	LT																		(2)						(2)	**5**	7
	LU					3				1																**7**	7
	LV					2													3					3	3	**9**	12
	MT																									**(1)**	1
	NL		14			13																				**31**	31
	PL	(9)			(8)	124	7											(14)	16					(9)	18	**188**	206
	PT							7		5																**19**	19
	RO					39		(10)							46									12.5		**126**	126
	SE						13												13					(1)	14	**21**	34
	SI	16				(1)						(1)			(2)											**21**	21

		COUNTRY OF WORK																						
		AT	**BE**	**CH**	**CZ**	**DE**	**DK**	**ES**	**FI**	**FR**	**EL**	**HR**	**HU**	**IE**	**IT**	**LU**	**MT**	**NL**	**NO**	**PT**	**SE**	**SI**	**SK**	**UK**	**EFTA**	**EU28**	**Total**
	SK	47		4	31	26							8		(3)			(3)						3.6	5	**130**	135
	UK																									**29**	29
	EU-28	**166**	**90**	**324**	**47**	**401**	**28**	**30**		**51**				**21**	**64**	**182**		**114**	**44**					**105**	**376**	**1475**	**1851**
	CH					5																			10	10	19
	Total	166	90	324	47	406	28	30		51				21	64	182		114	44					105	386	1485	1871

NUMBER REFER TO EU AND EFTA CITIZENS WHO RESIDE IN ONE EU/EFTA COUNTRY AND WORK IN ANOTHER ONE.
THE TABLE EXCLUDES COUNTRIES FOR WHICH ALL DATA WAS BELOW RELIABILITY.

SOURCE: EU-LFS 2018, SPECIFIC EXTRACTIONS PROVIDED BY EUROSTAT, MILIEU CALCULATIONS.

Table 28: Difference between flows of PDs S1 issued in 2018 and stocks of PDs S1 still valid on 31/12/2018, by country of work (issuing Member State) and country of residence; positive numbers indicating the minimum number of short-term cross-border workers*

	Issuing Member State																														
	BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	UK	IS	LI	NO	CH	Total
BE	0	-367	-456	-394	-17796	-107	-508	-12	-100	1253	1	-103	-43	-81	9	16061	-94	16	-20990	-41	-384	105	-454	-155	-116	-100	-552	-114	-11	28	-850	-68	
BG	-99	0	-99	-2	-137	-32	0	-3	2	305	-1	0	-1	-10	13	71	-2	-31	4339	-468	-35	0	-11	-21	-192	0	-5	0	0	-6	36	-10	
CZ	-400	-16	0	8	21443	4	-12	1	-9	7	-5	-20	-7	-3	2	-303	-32	15	1052	-3563	-348	3	-25	-29	-1664	40	22	-5	-1	166	190	-14	
DK	-48	-5	16	0	0	0	15	-24	5	0	0	1	0	-8	0	9	-11	0	4	-3	-20	2	-13	-2	-3	0	0	-7	-1	0	0	-1	
DE	-9881	-187	334	2725	0	0	-1231	114	-194	62	-19	-93	-2	-50	11	-15436	-70	31	-18514	-11226	-1192	64	-130	-78	-144	-43	0	-150	-10	-78	0	-4973	
EE	-9	-1	2	9	22	0	-3	-300	-1	1	0	-3	0	-51	0	-2	-1	-4	-62	0	-10	0	-3	0	-2	-2018	21	-4	0	0	207	-2	
IE	-27	-4	-4	-8	-17	0	0	5	21	4	0	-7	0	0	2	16	0	0	16	1	-22	4	-11	0	-3	-2	0	0	0	0	-2	-7	
EL	-47	-75	1	-115	-264	-3	0	0	-13	13	0	-10	-32	0	0	8	0	-5	418	-29	-24	1	-26	0	-11	-31	-6	1	0	0	-9	-27	
ES	-312	-39	-11	-51	-977	-1	-195	9	0	127	-1	15	-3	-40	12	222	-19	-8	1834	-9	-74	227	-106	-17	-26	-32	-20	2656	-2	-5	-175	-81	
FR	-83086	-43	-103	-165	-40457	-81	-355	17	-1841	0	-3	-134	-7	-10	9	-25977	-37	28	-154	-17	-198	134	-75	-29	-26	-20	-107	-463	-4	1	-113	-2814	
HR	-53	-12	-11	12	-248	0	0	2	2	39	0	55	-5	0	1	12	-19	11	14	-1084	-16	0	-8	-137	-36	0	-1	2	0	0	1	-22	
IT	-459	-60	-23	-17	-219	0	-88	-29	47	-291	1	6	1	-5	5	441	-9	3	62	-216	-174	11	-122	-245	-59	-16	-2	-14	-1	-7	-1	-248	
CY	-4	-8	-5	-5	-8	0	0	7	-3	0	0	-1	0	0	0	-3	0	4	0	-2	-7	0	-6	0	-1	0	-1	-3	0	0	0	-6	
LV	-12	0	-4	-18	-51	-17	0	0	0	7	0	0	0	0	11	30	-5	12	3632	-1	-12	0	0	0	-4	-139	-3	1	0	12	-1	-1	
LT	1	-5	-8	216	-349	6	-66	1	0	0	0	5	-2	-302	0	16	-3	18	3204	-1	-64	0	-2	-1	-10	-155	-108	6	0	0	-1800	-1	
LU	-2562	-11	-30	-51	-102	-1	1	1	-2	12	0	0	0	1	-1	0	-10	0	-18	-3	-26	32	-22	1	-5	-5	-4	-3	0	0	-3	-6	
HU	-230	-12	-65	-78	-5760	-1	-63	-2	-10	-61	-32	-9	4	-4	2	33	0	7	3953	-15632	-76	-1	-946	-77	-1382	-3	-20	1	0	39	-53	-139	
MT	-15	0	1	-4	-7	0	0	0	0	0	0	0	0	0	0	-3	-1	0	0	0	1	0	0	0	1	-1	0	-1	0	0	-4	-14	
NL	-25927	-29	40	48	2204	8	-104	-1	2	16	-1	-46	-7	-11	-3	-378	-13	-84	0	-9	-66	4	-63	-14	-27	-89	25	6	-7	95	107	-13	
AT	-201	-88	-93	-9	-10260	-2	1	2	-39	0	-3	37	-1	-2	1	-4	-118	23	-2	0	-110	8	-234	-100	-950	-11	-13	-23	0	-17	-22	-130	
PL	-1731	-20	-6076	-3498	-43231	-30	-234	-1	12	18	-2	-31	-9	2	3	545	-9	-63	106791	-110	0	2	-38	-29	64	7	-626	23	-6	35	-9757	-174	
PT	-129	-6	4	11	0	0	2	-32	-172	-43	0	-63	-1	0	1	572	0	11	891	1	-19	0	-77	-5	1	0	0	-1	0	-1	0	-47	
RO	-139	-45	-64	37	-243	-1	0	2	23	291	-1	-24	-23	0	0	300	-196	46	19562	-3320	-361	1	0	2	-973	-43	-3	-1	0	27	-10	-117	
SI	-17	-11	-10	6	-155	0	0	2	-3	0	-24	123	-9	0	0	2	-11	41	112	-5959	-13	0	1	0	71	0	-2	5	0	0	0	-65	
SK	-258	-29	-2589	9	-2848	0	-137	-9	26	54	-4	0	2	-4	3	-159	-4819	-1	2601	-24411	-150	2	-18	-38	0	49	-7	8	1	18	-68	-135	

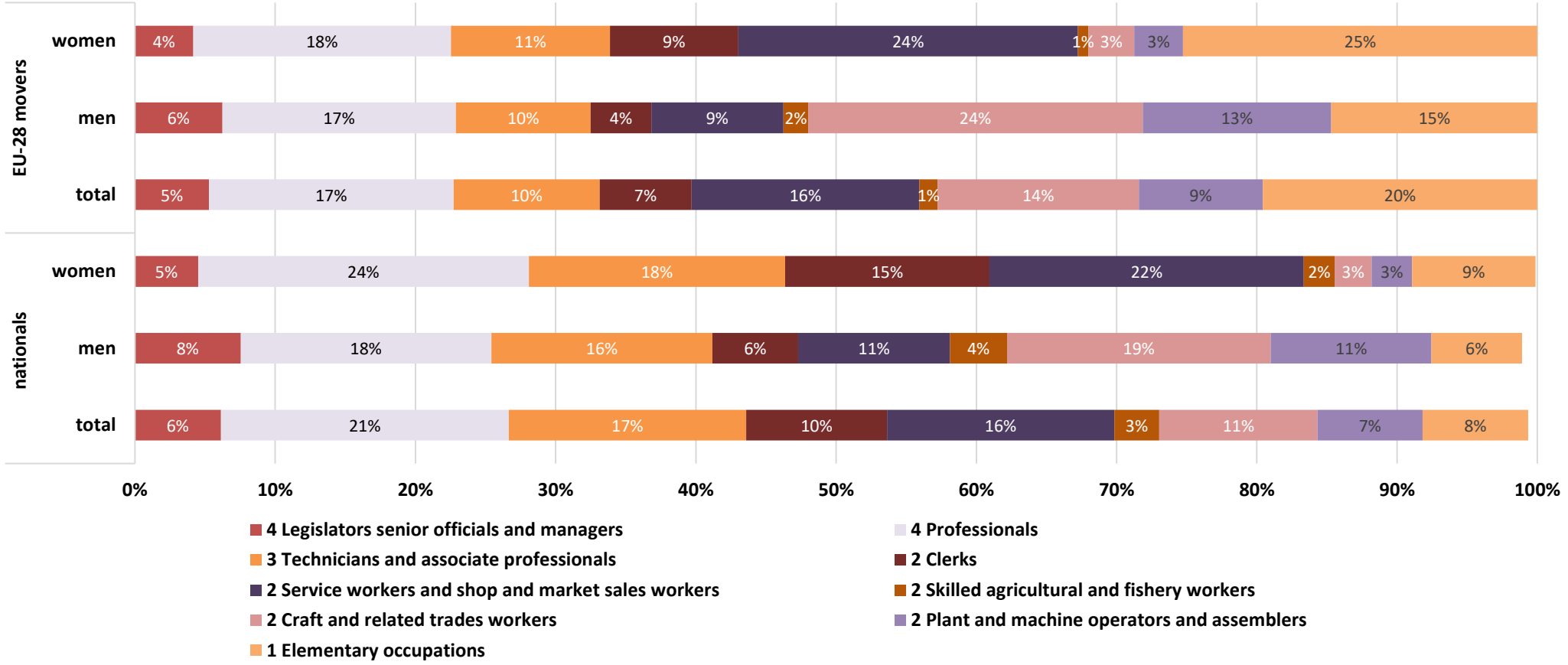
	Issuing Member State																															
	BE	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	UK	IS	LI	NO	CH	Total
FI	-21	-6	-2	-2	-6	-3	-2	0	228	2	0	-4	0	-6	0	6	-4	0	-2	1	-14	0	-9	0	-4	0	-2	-5	-1	0	-3	1	
SE	-100	-11	4	0	0	0	3	13	27	5	-2	10	-2	-16	8	0	-11	3	-4	0	-64	4	-22	-1	-10	2	0	-4	-1	-1	0	-6	
UK	-376	-44	10	8	-37	0	0	-4	79	7	0	-30	0	-4	-3	22	-4	13	74	-4	-95	11	-69	6	-12	1	-4	0	-2	0	-64	-24	
IS	0	0	0	-2	-2	0	0	0	0	0	0	0	0	0	0	2	0	0	4	0	-1	0	0	0	0	0	-1	-1	0	0	5	0	
LI	0	0	0	16	4	0	0	0	0	0	0	2	0	0	0	0	0	0	0	-56	0	0	1	0	-1	0	0	0	0	0	0	0	
NO	-37	-4	1	1	0	0	0	0	31	0	0	-1	0	-34	1	3	-4	1	20	0	-25	2	-15	-2	-4	0	0	-4	-3	0	0	3	
CH	-315	-21	-50	-33	702	12	-110	5	-42	13	0	-156	-3	-2	0	-41	-3	24	-57	-159	-45	105	-41	-14	-11	-4	29	-31	-2	0	-13	0	
SUM excessive flows:	1		413	3,106	24,375	30	22	181	505	2,236	2	254	7	3	94	18,371		307	148,583	3	1	722	2	9	137	99	97	2,709	1	421	546	4	**203,241**
% from total flows in 2018	0%	0%	2%	49%	28%	11%	3%	21%	14%	45%	1%	4%	2%	1%	39%	10%	0%	8%	54%	0%	0%	37%	0%	1%	2%	1%	8%	64%	1%	44%	3%	0%	**27%**

*SHORT-TERM CROSS-BORDER WORKERS ARE THOSE WHO STARTED AND ENDED WORKING IN THE SAME YEAR IN A MEMBER STATE OTHER THAN THEIR COUNTRY OF RESIDENCE, PROVIDED THAT THEY REQUESTED A PD S1.

CELLS HIGHLIGHTED IN RED INDICATE A POSITIVE DIFFERENCE BETWEEN FLOW AND STOCK DATA OF PDS S1 AND INDICATE THE MINIMUM NUMBER OF SHORT-TERM CROSS-BORDER WORKERS.

SOURCE: PD S1 QUESTIONNAIRE 2019, TOTAL NUMBERS OF STOCKS AND FLOWS CAN BE FOUND IN FREDERIC DE WISPELAERE, LYNN DE SMEDT AND JOZEF PACOLET , 2019, CROSS-BORDER HEALTHCARE IN THE EU UNDER SOCIAL SECURITY COORDINATION. REFERENCE YEAR 2018.

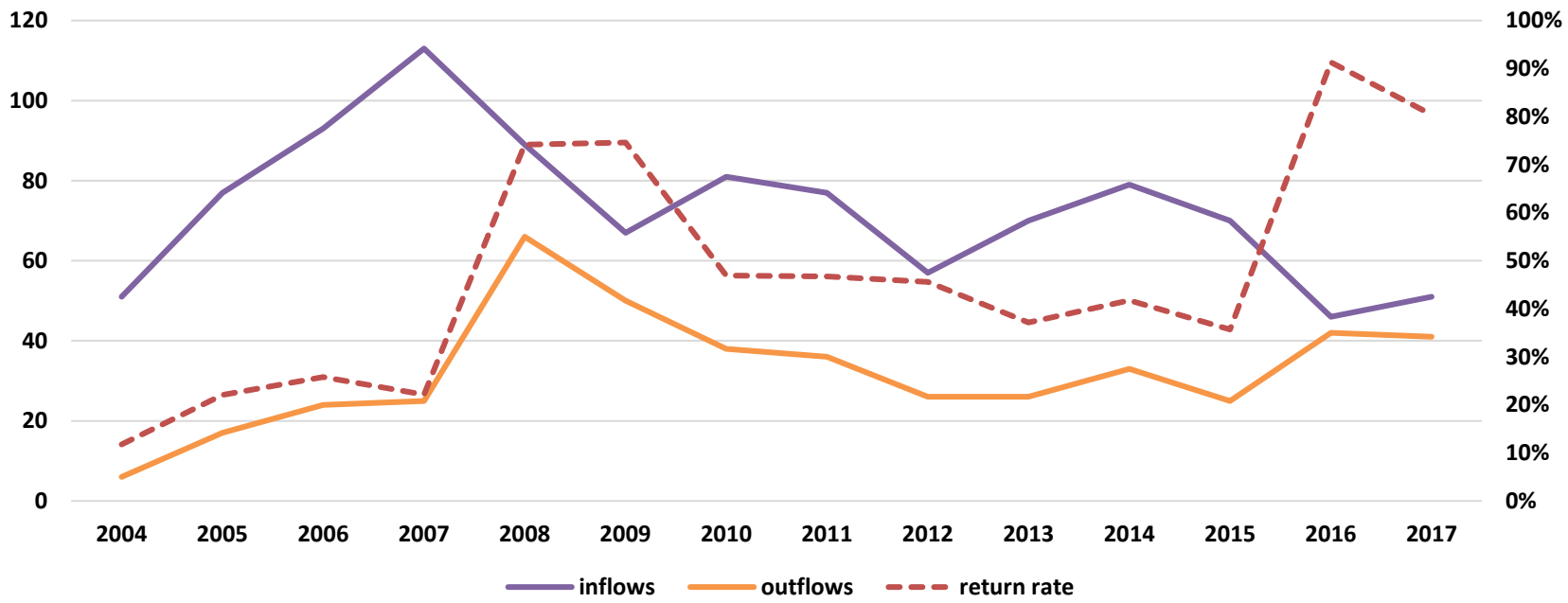
Figure 51: EU-28 movers nationals (20-64 years) by gender and by occupation according to ISCO skill levels 1 to 4 in EU-28 Member States, 2018



WHERE BARS DO NOT ADD UP TO 100% THIS IS BECAUSE DATA OF THE MISSING CATEGORIES CANNOT BE DISPLAYED DUE TO LOW RELIABILITY.

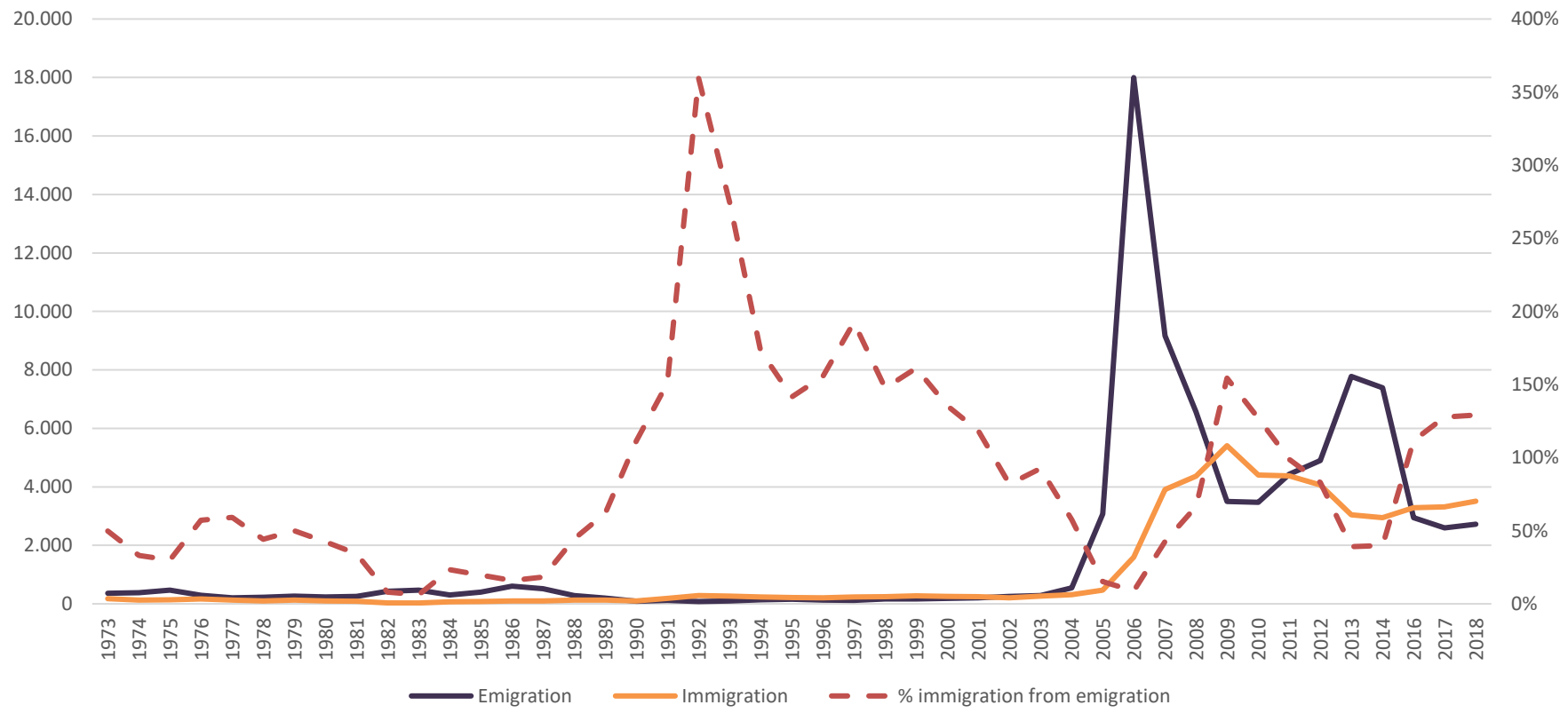
SOURCE: EU-LFS 2018, SPECIFIC EXTRACTIONS PROVIDED BY EUROSTAT, MILIEU CALCULATIONS.

Figure 52: Long-term immigration and emigration from/to EU-8 countries, UK, 2004-2017



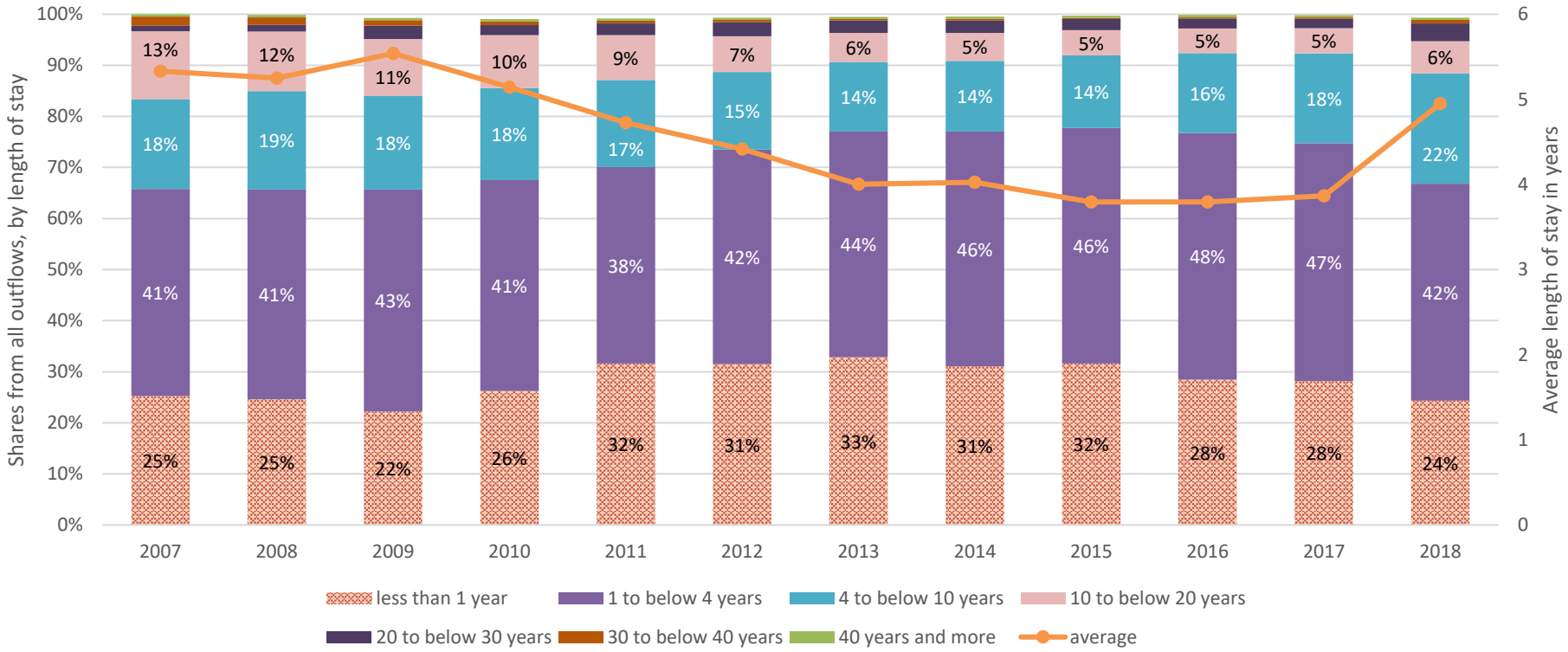
SOURCE: NATIONAL STATISTICAL OFFICE UK, TABLE 2.02 LTIM TIME SERIES, 2004 TO 2017, COUNTRY OF LAST OR NEXT RESIDENCE

Figure 53: Emigration and Immigration to and from the UK with Poland as country of origin, 1973-2018



DATA REFERS TO PERMANENT MIGRATION.
NO DATA AVAILABLE FOR 2015.
SOURCE: STATISTICS POLAND, MAIN DIRECTIONS OF EMIGRATION AND IMMIGRATION IN THE YEARS 1966-2014, AVAILABLE AT: HTTPS://STAT.GOV.PL/EN/TOPICS/POPULATION/INTERNATIONA-MIGRATION/MAIN-DIRECTIONS-OF-EMIGRATION-AND-IMMIGRATION-IN-THE-YEARS-1966-2018-MIGRATION-FOR-PERMANENT-RESIDENCE,2,2.HTML

Figure 54: EU-13 movers who left Germany in the reference year, by length of stay and average length of stay in reference year, 2007-2018



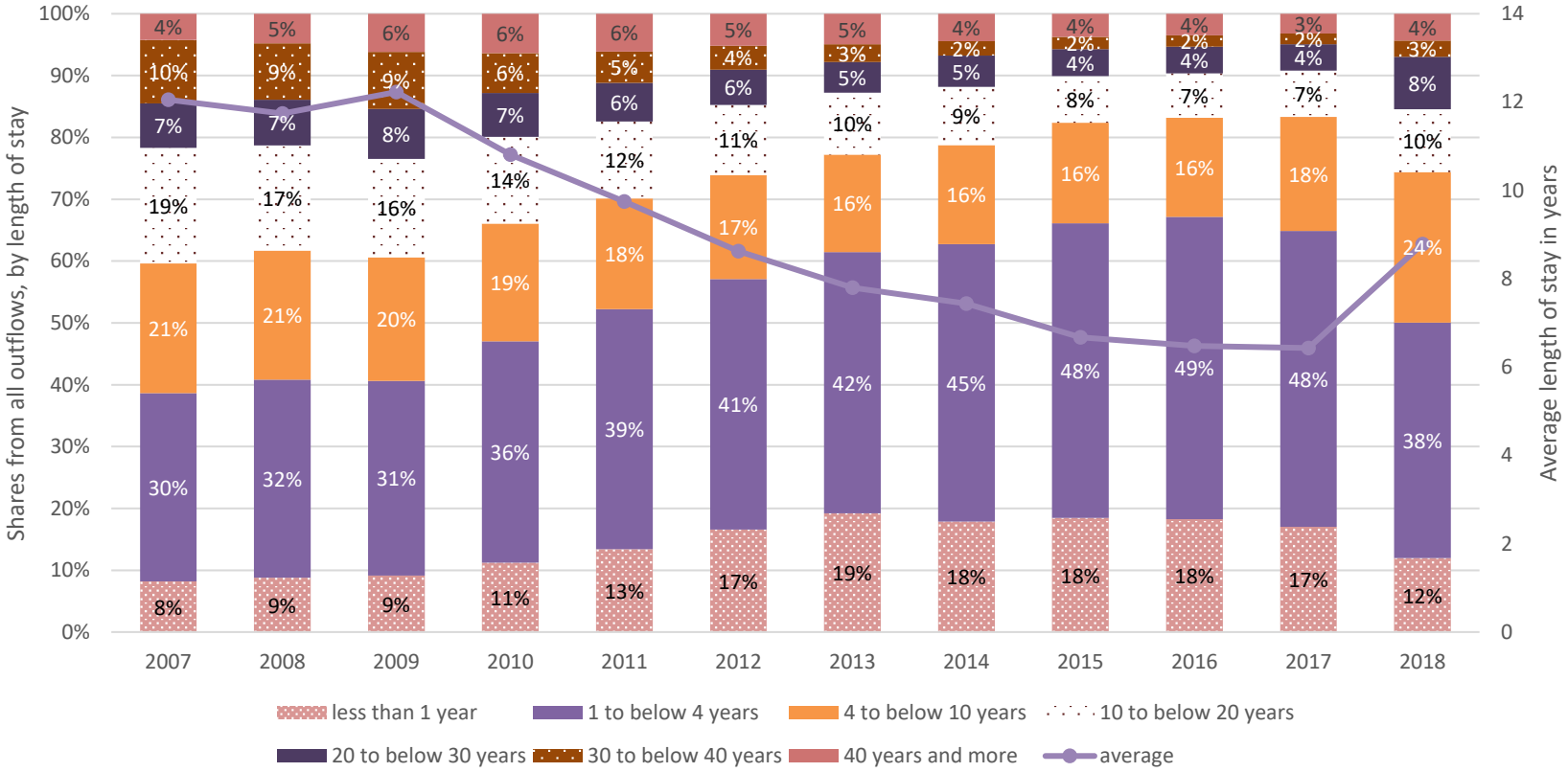
DATA REFERS TO THE NUMBER OF EU-13 AND EU-15 (EXCL. GERMAN) CITIZENS WHO LEFT GERMANY IN THE REFERENCE YEAR; DATA INCLUDES ALL AGE GROUPS

THE ABSOLUTE NUMBERS OF YEARS OF THE AVERAGE LENGTH OF STAY ARE NOT PRECISE, BECAUSE THE CATEGORY '40YEARS OR MORE' INCLUDES A LARGER TIME SPAN THAN THE OTHER CATEGORIES; THEREFORE THIS INDICATOR SHOULD ONLY BE INTERPRETED REGARDING THE CHANGE IN SCALE, NOT IN ABSOLUTE TERMS.

DATA COMES FROM THE GERMAN REGISTER OF FOREIGNERS AND TOTAL OUTFLOWS THEREFORE DEVIATE FROM THE OUTFLOWS PRESENTED ON EUROSTAT WHICH A) ARE BASED ON ANOTHER REGISTER (THE HUMAN POPULATION UPDATING – BEVÖLKERUNGSFORTSCHREIBUNG)

SOURCE: DESTATIS, TABLE 12521-0011 'FOREIGN CITIZENS: GERMANY, YEARS, SEX, LENGTH OF STAY, REGISTRY OUTFLOWS, COUNTRY GROUPS/NATIONALITY (AUSLÄNDER: DEUTSCHLAND, JAHRE, GESCHLECHT, AUFENTHALTSDAUER, REGISTERABGÄNGE (BUND), LÄNDERGRUPPIERUNGEN/STAATSANGEHÖRIGKEIT), AVAILABLE AT: HTTPS://WWW-GENESIS.DESTATIS.DE/GENESIS//ONLINE/DATA?OPERATION=TABLE&CODE=12521-0011&LEVELINDEX=1&LEVELID=1573124696396.

Figure 55: EU-15 movers who left Germany in the reference year, by length of stay and average length of stay in reference year, 2007-2018



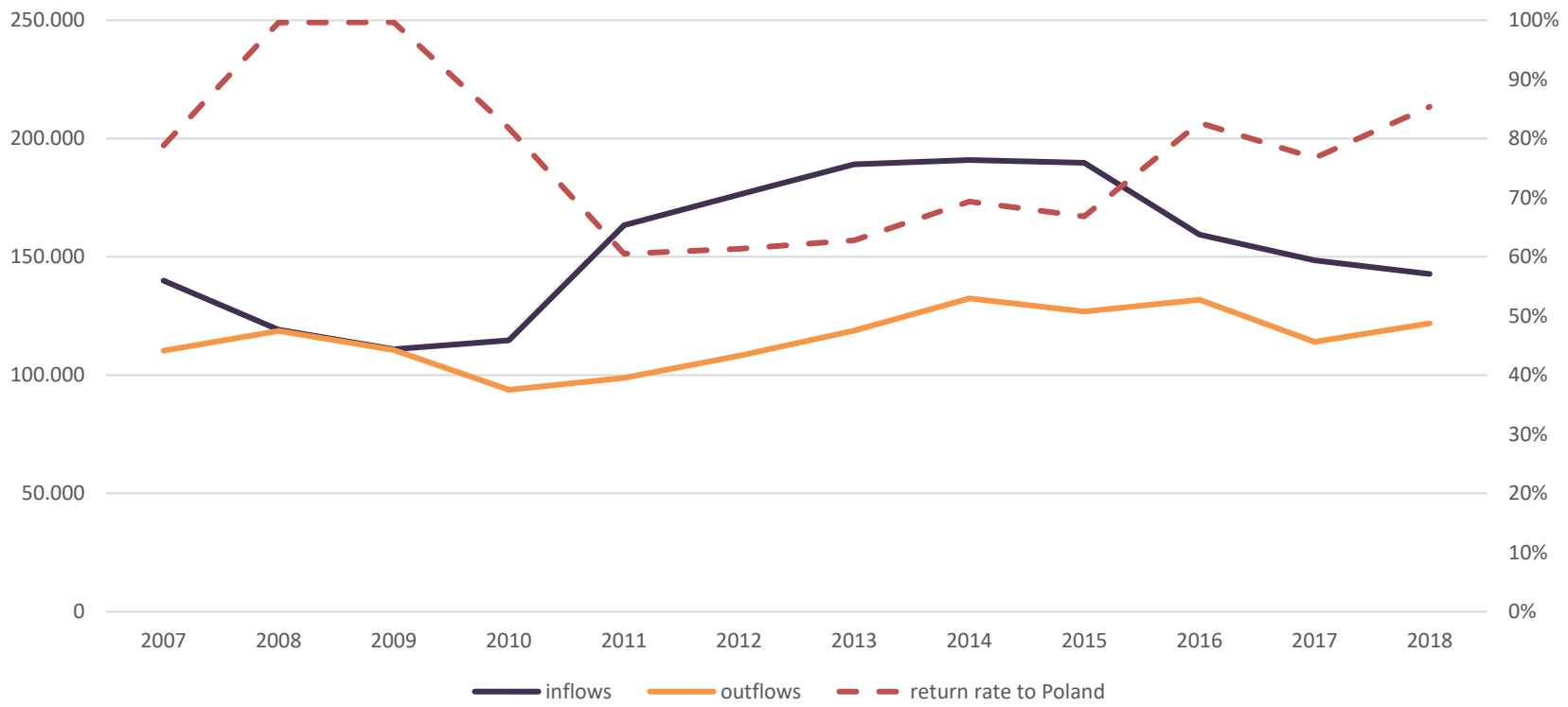
DATA REFERS TO THE NUMBER OF EU-13 AND EU-15 (EXCL. GERMAN) CITIZENS WHO LEFT GERMANY IN THE REFERENCE YEAR; DATA INCLUDES ALL AGE GROUPS

THE ABSOLUTE NUMBERS OF YEARS OF THE AVERAGE LENGTH OF STAY ARE NOT PRECISE, BECAUSE THE CATEGORY '40YEARS OR MORE' INCLUDES A LARGER TIME SPAN THAN THE OTHER CATEGORIES; THEREFORE THIS INDICATOR SHOULD ONLY BE INTERPRETED REGARDING THE CHANGE IN SCALE, NOT IN ABSOLUTE TERMS.

DATA COMES FROM THE GERMAN REGISTER OF FOREIGNERS AND TOTAL OUTFLOWS THEREFORE DEVIATE FROM THE OUTFLOWS PRESENTED ON EUROSTAT WHICH A) ARE BASED ON ANOTHER REGISTER (THE HUMAN POPULATION UPDATING – BEVÖLKERUNGSFORTSCHREIBUNG)

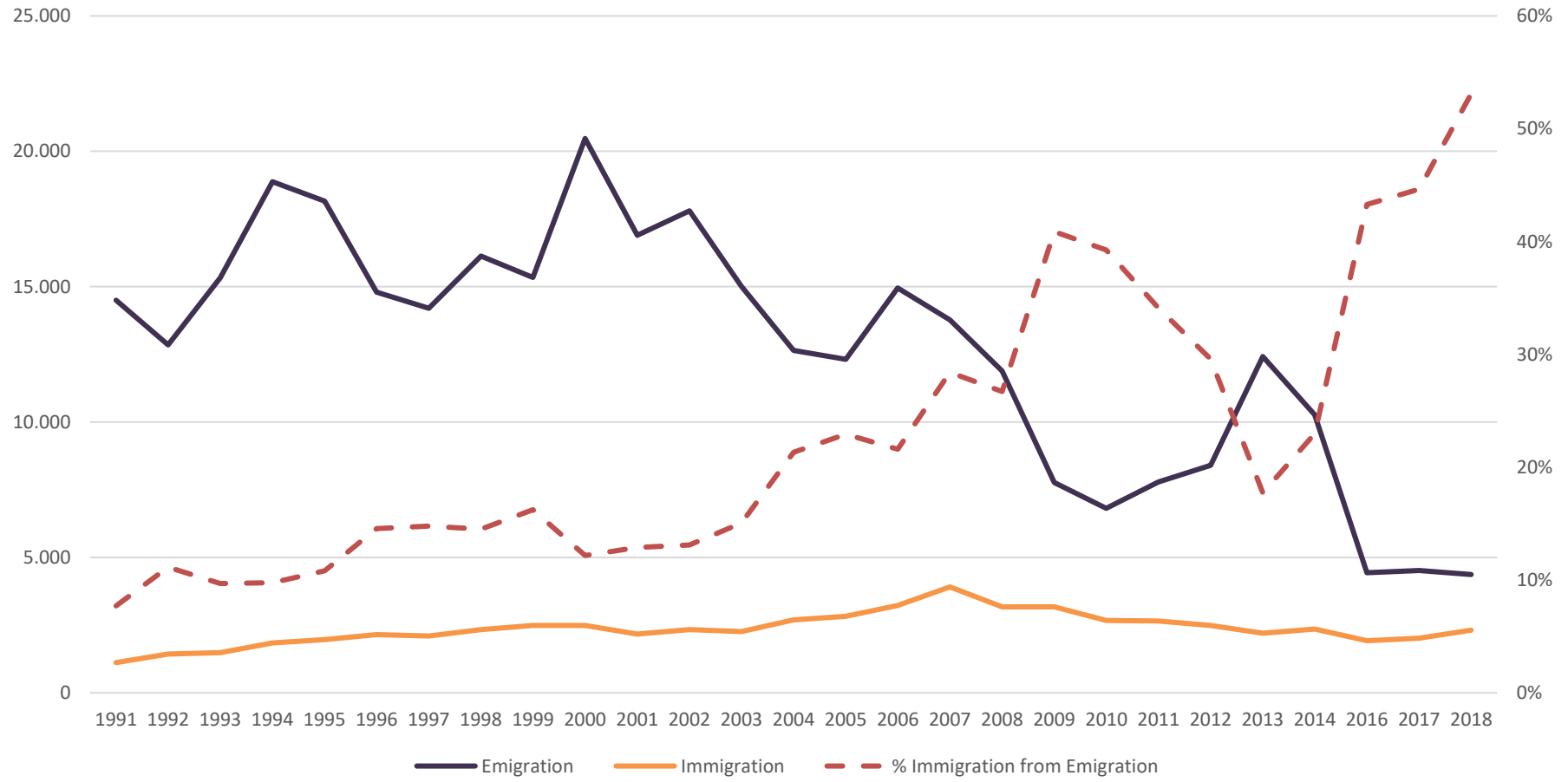
SOURCE: DESTATIS, TABLE 12521-0011 'FOREIGN CITIZENS: GERMANY, YEARS, SEX, LENGTH OF STAY, REGISTRY OUTFLOWS, COUNTRY GROUPS/NATIONALITY (AUSLÄNDER: DEUTSCHLAND, JAHRE, GESCHLECHT, AUFENTHALTSDAUER, REGISTERABGÄNGE (BUND), LÄNDERGRUPPIERUNGEN/STAATSANGEHÖRIGKEIT, available at: HTTPS://WWW-GENESIS.DESTATIS.DE/GENESIS//ONLINE/DATA?OPERATION=TABLE&CODE=12521-0011&LEVELINDEX=1&LEVELID=1573124696396.

Figure 56: Inflows and Outflows to and from Germany, Poland as partner country, 2007-2018



FIGURES SHOW INFLOWS AND OUTFLOWS TO AND FROM GERMANY WITH POLAND AS COUNTRY OF PREVIOUS RESIDENCE (INFLOWS TO GERMANY) AND COUNTRY OF NEXT RESIDENCE (OUTFLOWS FROM GERMANY). DATA REFERS TO FOREIGN/ NON-GERMAN NATIONALS MOVING BETWEEN GERMANY AND POLAND. **SOURCE:** GERMAN NATIONAL STATISTICAL INSTITUTE DESTATIS, TABLE 12711-0005, STATISTICS ON TEMPORARY MIGRATION FLOWS BETWEEN GERMANY AND FOREIGN COUNTRIES 'WANDERUNGEN ZWISCHEN DEUTSCHLAND UND DEM AUSLAND: JAHRE, STAATEN DER EUROPÄISCHEN UNION', AVAILABLE AT: HTTPS://WWW-GENESIS.DESTATIS.DE/GENESIS//ONLINE/DATA?OPERATION=TABLE&CODE=12711-0005&LEVELINDEX=0&LEVELID=1575901194065

Figure 57: Inflows and Outflows to and from Poland, Germany as partner country, 1991-2018

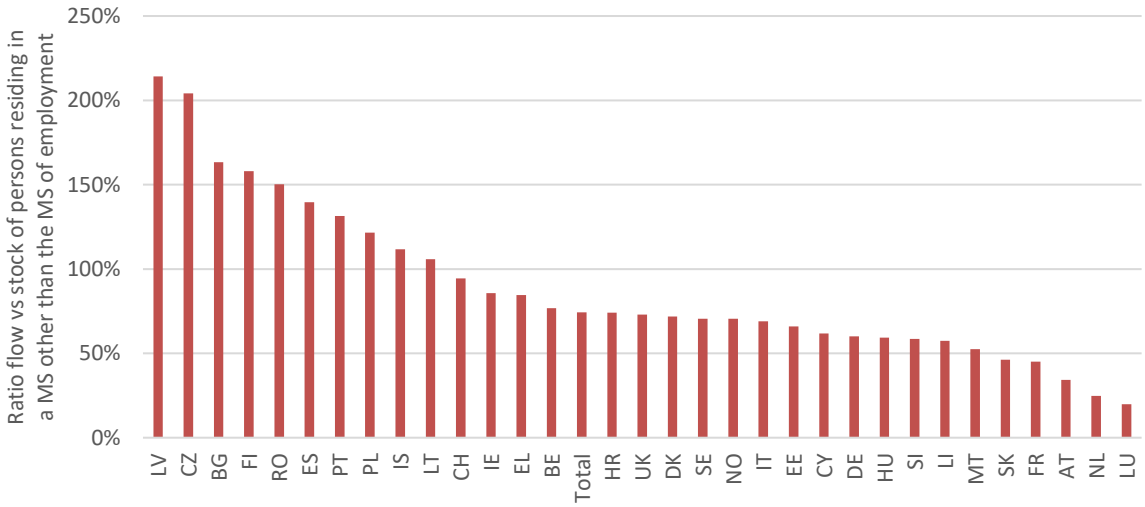


DATA REFERS TO MIGRATION FOR PERMANENT RESIDENCE.
NO DATA AVAILABLE FOR 2015.
SOURCE: STATISTICS POLAND, MAIN DIRECTIONS OF EMIGRATION AND IMMIGRATION IN THE YEARS 1966-2018, AVAILABLE AT: HTTPS://STAT.GOV.PL/EN/TOPICS/POPULATION/INTERNATIONA-MIGRATION/

Figure 58: Ratio flow-to-stock, Member State of employment, 2018

* IMPUTED DATA FOR DE, EE, AND SE.
SOURCE: PD S1 QUESTIONNAIRE 2019

Figure 59: Ratio flow-to-stock, Member State of residence, 2018



* IMPUTED DATA FOR DE, EE, AND SE.
SOURCE: PD S1 QUESTIONNAIRE 2019

ANNEX C BIBLIOGRAPHY FOR SECTIONS 1 AND 2

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- Decision 2002/309/EC as regards the Agreement on Scientific and Technological Cooperation, of 4 April 2002 on the conclusion of seven Agreements with the Swiss Confederation
- Decision 2006/245/EC on the conclusion, on behalf of the European Community and its Member States, of a Protocol to the Agreement between the European Community and its Member States, of the one part, and the Swiss Confederation, of the other, on the free movement of persons, regarding the participation, as contracting parties, of Czechia , the Republic of Estonia, the Republic of Cyprus, the Republic of Latvia, the Republic of Lithuania, the Republic of Hungary, the Republic of Malta, the Republic of Poland, the Republic of Slovenia and the Slovak Republic, pursuant to their accession to the European Union
- Decision 2009/392/EC on the conclusion, on behalf of the European Community and its Member States, of a Protocol to the Agreement between the European Community and its Member States, of the one part, and the Swiss Confederation, of the other, on the free movement of persons regarding the participation, as contracting parties of the Republic of Bulgaria and Romania pursuant to their accession to the European Union
- Directive 96/71/EC concerning the posting of workers in the framework of provision of services.
- Directive 2004/38/EC on the right of citizens of the Union and their family members to move and reside freely within the territory of the Member States
- Directive 2014/54/EU on measures facilitating the exercise of rights conferred on workers in the context of freedom of movement for workers
- Directive (EU) 2018/957 of the European Parliament and of the Council of 28 June 2018 amending Directive 96/71/EC concerning the posting of workers in the framework of the provision of services
- Proposal COM/2017/0677 for a COUNCIL DECISION on guidelines for the employment policies of the Member States
- Regulation (EEC) No 1408/71 on the application of social security schemes to employed persons and their families moving within the Community
- Regulation 96/71/EC concerning the posting of workers in the framework of the provision of services
- Regulation (EC) No 883/2004 on the coordination of social security systems
- Regulation (EC) No 862/2007 on Community statistics on migration and international protection
- Regulation (EU) No 492/2011 on freedom of movement for workers within the Union
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