



2016 Annual Report on intra-EU Labour Mobility

Elena Fries-Tersch, Tugce Tugran and Harriet Bradley

Second edition May 2017



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Country codes¹

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	Czech Republic	HR	Croatia	MT	Malta	SK	Slovakia
DE	Germany	HU	Hungary	NL	Netherlands	UK	United Kingdom
DK	Denmark	IE	Ireland	NO	Norway		

Abbreviations, acronyms and definitions

Term	Definition
Active	Any person who is either employed or unemployed (EU Labour Force Survey definition).
AFMP	Agreement on Free Movement of Persons.
Baltic countries	Lithuania, Latvia, Estonia.
CJEU	Court of Justice of the European Union.
Country of citizenship/ Country of origin	The country of which the person holds citizenship.
Country of residence	This is 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

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.

Term	Definition
	resided there for at least 12 months or intend to do so. This is in line with measurement, as the EU Labour Force Survey (EU-LFS) ² 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	Any EU or EFTA citizen who resides in one EU or EFTA country but works in another one and for this purpose moves across borders more or less regularly. Other than posted workers (who are employed by an employer in their country of residence), cross-border workers are employed or self-employed in a country other than their country of residence.
Eastern European countries	Poland, Romania, Slovakia, Slovenia, Hungary, Bulgaria, Czech Republic.
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.
Emigration rate	The percentage of persons who, having previously been usually resident ³ in a given country, cease to have their usual residence in that Member State for a period that is, or is expected to be, of at least 12 months ⁴ . The percentage is calculated over the national population in the same reference group in the country of origin ⁵ .
Employed	Any person who, during a reference week, worked for at least one hour or had a job or business but was temporarily absent (EU-LFS definition).
Employment rate	The percentage of employed persons, over the total population in the same reference group.
EU	European Union.

2 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>

3 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.

4 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.

5 Ibid.

Term	Definition
EU-2	Bulgaria and Romania.
EU-8	Eight of the 10 Member States that joined the EU in 2004, namely Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia.
EU-10	The countries which joined the EU on 1 May 2004: Cyprus, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Malta, Poland, Slovakia and Slovenia.
EU-12	The countries which joined the EU between 2004 and 2007: EU-10 and EU-2.
EU-13	The countries which joined the EU between 2004 and 2013: EU-12 and Croatia.
EU-27	EU Member States up until 30 June 2013, that is, all current Member States except Croatia.
EU-LFS	EU Labour Force Survey.
EU-28/EFTA movers	EU-28 or EFTA citizens who are residing in a EU-28 or EFTA country other than their country of citizenship (definition created for the purpose of the study).
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.
Immigration rate	The percentage of persons who establish their usual residence ⁶ in a given country for a period that is expected to be at least 12 months, having previously resided in a different country ⁷ . The percentage is calculated over the resident population in the same reference group in the country of destination.
Inactive	Any person who is neither employed nor unemployed (i.e. who is not looking for a job) (EU-LFS).
Locals/local workers	When speaking about cross-border workers, 'locals' or 'local workers' indicates those people who work in the same countries in which they reside (i.e. people who are not cross-border workers). The definition

6 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.

7 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.

Term	Definition
	was created for this study.
Mobile worker	EU-28 citizens who move to another Member State to integrate into the labour market on a long-term or permanent basis. These can be employed, self-employed or jobseeking persons. In this report, mobile workers are active EU-28 citizens who reside in a Member State or EFTA country other than their country of citizenship.
Mobility	This term is used synonymously with 'migration', yet refers to migration of EU-28 citizens within the EU.
Nationals	Any person holding citizenship of the reporting country.
New EU-28 movers	EU-28 movers of working age and with a length of stay of up to two years.
OADR	Old age dependency ratio: '...the ratio of the number of elderly people at an age when they are generally economically inactive (i.e. aged 65 and over), compared to the number of people of working age (i.e. 15-64 years old) ⁸ . In this report, it is calculated as the ratio of persons aged 65 and over to the number of persons aged 20 to 64 years.
Posted Worker	A worker who, for a limited period, carries out his/her work in the territory of a Member State other than the State in which he/she normally works ⁹ . The posted worker has a regular employment relationship in the usual country of work and maintains this employment relationship during the period of posting ¹⁰ .
p.p.	Percentage points: the difference between two ratios, for example, two employment rates, is calculated in the unit of percentage points.
Return Migration	Return migration 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 are estimated by the number of nationals living in a certain Member State who had been resident in another Member State the previous year.

8 http://ec.europa.eu/eurostat/statistics-explained/index.php/Glossary:Old-age-dependency_ratio

9 Article 2 (1), Directive 96/71/EC of the European Parliament and of the Council of 16 December 1996 concerning the posting of workers in the framework of provision of services.

10 Article 1(3 a-c), Directive 96/71/EC of the European Parliament and of the Council of 16 December 1996 concerning the posting of workers in the framework of provision of services.

Term		Definition
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 2015 ¹¹ (definition created for the purposes of this study).
Southern European countries		Spain, Greece, Cyprus, Italy and Portugal (definition created for the purposes of this study).
TCNs		Third-country nationals: residents of EU and EFTA countries who are neither EU nor EFTA citizens.
Transitional arrangements		Temporary measures that delay the full application of the principle of freedom of movement for workers from an EU-13 Member State. These may remain in place for up to seven years after accession.
Unemployed		Any person who is not currently employed but who is available for work within two weeks and is actively seeking work (ILO definition).
Working age		Person aged between 20 and 64 years.
Worker		Includes employed and jobseeking/unemployed citizens.

¹¹ 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 account as 'recent EU-28/EFTA movers'. However, these persons may have previously resided in another country C, which is not captured by the figures.

EXECUTIVE SUMMARY

This report presents an overview of recent intra-EU mobility, namely of stocks in 2015 and mobility flows in 2014. Furthermore, it presents these findings in light of recent mobility trends (mainly since 2009). The two specific thematic topics included this year were return mobility and mobility of retired persons.

Second edition released in May 2017 brings a limited number of amendments:

- Relative increase of stocks of EU-28 movers on page 23 and in the executive summary, Share of EU-28 movers from total population in Belgium in the executive summary and Share of annual returnees of 6% in table 1 on page 22 have been reviewed;
- The share of the number of returnees in 2014 from the number of emigrating EU-28 nationals has been added in table 1 on page 22 and in the executive summary.

In 2015, mobility of EU-28 citizens of working age and mobility of active EU-28 citizens were at a similar scale when compared to the total population. There were a little fewer than 11.3 million¹² EU-28 movers of working age (20-64) across the EU-28, making up 3.7% of the total population of working-age across the EU-28. A total of 8.5 million¹³ EU-28 movers were employed or looking for work, making up 3.6% of the total active population across the EU-28.

The shares of cross-border is lower, being 0.6% of the total employed in the EU-28.

Around 6% (630, 763) of EU-28 mobile citizens returned back to their country of citizenship in 2014.

Furthermore, retired EU-28 movers constitute an important group (1.4 million). Nevertheless, the group of active EU-28 movers is around six times as large as the group of retired EU-28 movers.

Mobility of EU citizens of working age

In 2015, a little fewer than 11.3 million EU-28 citizens and 168,000 EFTA citizens of working age were residing in a Member State other than their country of citizenship, totalling some 11,434,000 people. This is an increase of 5.3% on 2014. With another 1.2 million EU-28 citizens living in an EFTA country and around 10,000 EFTA citizens living in an EFTA country other than their country of citizenship, the total number of mobile EU-28 citizens of working age within the EU and EFTA reached 12.5 million.

The main countries of residence of EU-28 movers of working age remained unchanged from 2014, i.e. Germany (2.7 million), the UK (2.1 million), Spain (1.4 million), Italy (1.1 million), France and Switzerland (around 950,000 each) – these six countries host almost 75% of the EU-28 movers in the EU-28/EFTA region. These were also the countries with the highest numbers of inflows of working-age EU-28 movers in 2014. The countries in

¹² This figure is based on Eurostat population figures. According to the EU-LFS, there were 10.5 million EU-28 movers of working age living in the EU-28.

¹³ Figure based on EU-LFS.

which EU-28 movers have the highest proportion compared to the overall population are Luxembourg (43%), Switzerland (19%), Cyprus (15%), Ireland (10%) and Belgium (9%). With respect to countries of origin, Germans, Italians, Polish, Portuguese and Romanians together make up more than half of all movers in the EU-28/EFTA region, with 6.6 million people combined.

Concerning developments since 2009, the largest increase in inflows of EU-28 movers between 2009 and 2014 can be seen in Germany (+219%), Austria (+86%), the UK (+57%), Denmark (+54%) and Finland (+60%); countries which also show comparatively high stocks of *active* EU-28 movers who have arrived since 2009/2010. Furthermore, it can be seen that immigration to Germany and Austria continuously increased since 2009, both from Southern and Eastern European countries, a trend that continued in 2014. On the other hand, immigration from Southern European countries into the UK, which had surpassed immigration from Eastern Europe in 2012 and 2013, declined again in 2014, whereas immigration from Eastern Europe strongly increased.

Despite an overall increase in intra-EU mobility in recent years, emigration rates have decreased in most of the countries with traditionally high emigration. Several countries show an increase in emigration rates between 2009 and 2012 (i.e. Lithuania, Ireland, Poland, Switzerland and Estonia) and then a decrease in 2014, indicating a slow recovery from the economic crisis. Nevertheless, several EU-13 Member States – Slovakia, Bulgaria, Latvia, Lithuania, Croatia, Poland and Romania – still register overall negative net migration. While emigration rates have stagnated since 2012 in several of the crisis-struck EU-15 countries (Spain, Italy, Portugal, Greece) and even receded in Ireland, all of these countries, except Italy, still registered overall negative net migration in 2014.

EU-28 movers generally have a younger age profile than nationals which is why the old-age dependency ratio¹⁴ (OADR) in 2015 is reduced by up to 2 p.p. by the presence of EU-28 movers in most Member States. No such effect can be seen in Eastern European and Baltic countries, nor in Portugal, France, Croatia and Italy.

Mobility of EU and EFTA mobile workers

In 2015, there were around 8.5 million working age *active* EU-28 movers within the EU-28, an increase of about 4% on 2014. Labour mobility is still largely directed towards the EU-15 Member States, with 98% of mobile workers living in these or EFTA countries, and 2% in the EU-13. The main countries of residence of working-age EU-28 movers were also the main countries of active working-age EU-28 movers and again, both Germany and the UK saw considerable increases between 2014 and 2015.

Of the 8.5 million active EU movers, 53% (4.4 million) are recent, and concentrated in similar countries of destination— the UK, Germany, Italy and Spain — as all movers. For recent movers, however, the UK is the top country of destination, followed by Germany. France also becomes less significant as a country of destination for recent active movers compared to all active movers.

¹⁴ Ratio of persons aged 65 years above divided by persons aged 20 to 64 years.

As in previous years, across the EU-28 as a whole, the employment and unemployment rates of movers are higher than those of nationals (as more movers are active) in 2015. At Member State level, this is true of employment rates in the UK, Italy, Ireland, Norway, Belgium, and the Netherlands. However, in Germany, Spain and France, the employment rates are lower for EU-28 movers than nationals. Over the last five years the employment gap between recent EU-28 movers and nationals has been consistently positive, even increasing since 2013. The unemployment gap has decreased since 2011, indicating an increasingly favourable outlook for employment prospects among EU-28 movers.

In general, the employment situation of EU-13 movers is still less favourable than that of EU-15 movers as indicated by a higher unemployment rate and by higher shares of persons carrying out low-skilled jobs. This seems to be disproportionate to their education structure¹⁵ and indeed, shares of recent EU-13 movers reporting to be being over-qualified for their jobs are particularly high (37%, compared to 27% of EU-15 movers and 20% of nationals). Lack of language skills in the host country's language appears to be the main (known) obstacle to getting a job among all movers, followed by a lack of recognition of their qualifications (especially for EU-13 movers).

Return mobility

In 2014, a total number of 630,763 EU-28 nationals immigrated to their country of citizenship, approximating the scale of return mobility for that year. Compared to the outflows of nationals from EU-28 Member States, return mobility constitutes around 60%¹⁶. During the period 2009 to 2014, return mobility varied only slightly at the EU level (603,288¹⁷ persons in 2014 compared to 622,027 in 2009). However, different trends can be observed in several Member States. Among the EU-13 Member States, for example, return mobility to Poland and Romania, as well as to Estonia, Slovenia and Slovakia, varied, with no clear tendency towards an increase or decrease. On the other hand, return mobility to Hungary and Lithuania increased strongly, while return mobility to the Czech Republic decreased considerably. Little change was evident for return mobility to the EU-15 countries in the same period.

When comparing return mobility in 2014/2015 with pre-crisis levels (2004-2007), bilateral flows between Germany, the UK and several countries of origin (the EU-13 Member States, Spain and Italy) show that return mobility, in particular to the EU-13 Member States, but also to Italy and Spain, has increased significantly.

¹⁵ See 2015 Annual Report on Labour mobility, p. 52.

¹⁶ Share of EU-28 nationals immigrating to their country of citizenship (returnees) from EU-28 nationals leaving their country of citizenship (outflows), age group 20-64; figure is based on the two totals excluding EL, CY, FR, PT and SK as countries of citizenship due to lack of figures

¹⁷ Figures exclude BE, BG, HR, LV, SK, as no figures for the whole series 2009-2014 were available. Note that the number of returnees in the total EU-28 2014 was 630, 763 as indicated in table 1 (this number only excludes SK, for which no figures for 2014 is available)

The trends in return mobility may be linked to a number of factors. Firstly, the increase in return mobility from Germany to several EU-13 Member States over the past 10 years happened alongside an increase in emigration from several of these same Member States. On the other hand, in Poland, for example, the slight decrease in emigration of nationals after 2012 was mirrored by a decrease in return mobility. Second, the economic crisis had a short-term impact on return mobility, with increases in the years 2007-2009. Third, both the introduction and the suspension of transitional restrictions to accessing the labour market also played a role in triggering return mobility. For example, the re-introduction of restrictions for EU-2 workers in Spain explains a peak in return mobility to Romania in 2012. Further factors that are likely to influence return mobility are the economic context in both the country of origin and the host country.

At an individual level, returnees' decisions to return depend on various factors and there are no EU-wide figures on the main reasons to return. Several national studies found work-related reasons (such as having earned enough, achieved savings or completed education, or having a better chance of employment at home) to be as important as non-economic reasons, such as social and family ties back home, transnational activities and socio-cultural integration in the host country. Studies also found that over-qualification is a reason cited by many returnees for their decision to return home.

Most of the returnees in 2014 were of working age (20 to 64 years), particularly of younger working age (20 to 34 years). Returnees have much higher shares of these younger working age persons (20-34 years) than nationals, and much lower shares of persons of retirement age. In addition, returnees have higher shares of highly educated persons than EU-28 movers and much higher shares of highly educated persons than nationals.

Most recent returnees (72%) that were employed before returning found employment again after their return. Of the recent returnees who had been inactive before their return, 35% found a job upon their return. Nevertheless, in most Member States, returnees have lower activity and lower employment rates than non-mobile nationals in the first year upon return, with the exception of some Eastern European Member States (including Poland and Romania). Among EU-15 returnees, mobility seems to have an effect on the type of occupation carried out after return, with recent returnees employed to a greater extent in highly skilled occupations than their non-mobile national counterparts. This is not the case, however, for EU-13 returnees, although they also have higher shares of highly-skilled persons than non-mobile nationals.

Mobility at an older age: retired EU-28 movers

In 2015, 1.4 million retired EU-28 citizens were living in an EU-28 Member State other than their country of citizenship, with a further 131,000 living in an EFTA country (almost all in Switzerland). The Member States with the largest number of retired EU-28 movers are France and Germany (at over 300,000 each, these are considerably larger than other Member States), the UK (around 200,000), Spain, Switzerland and Belgium (each with over 100,000).

In most Member States, the vast majority (over 70%) of retired EU-28 movers (except for returnees) have arrived there before the age of 60. In many Member States, over 70% arrived before the age of 40. This indicates that most retired EU-28 movers have previously worked in the host country and are therefore *retired mobile workers*. At EU level, the share of EU-28 movers (excluding returnees) who have previously worked in their country of residence is likely to be between 60% and 80%, according to different calculations¹⁸.

However, there are also Member States in which the shares of those who never worked in the country are a lot higher, namely Cyprus, Malta, Portugal and Spain. This is also shown by administrative data on pensioners who are insured in a country other than the one in which they reside (meaning that they never worked in that country). In 2015, EU-wide, there were 371,553 pensioners for whom Member States received cross-national reimbursement of healthcare. Spain received the greatest share of these claims, followed by Cyprus and Malta. Croatia and Greece also received a disproportionately high amount. While Belgium, Germany, France, and Austria received high numbers of these claims, a breakdown by issuing country shows that this is possibly also due to their high numbers of cross-border workers. France and Greece seem to be similarly popular destinations for retired pensioners. Mobile pensioners are, chiefly, from the UK (concentrated in Cyprus, France and Spain) and Germany (with Croatia and Greece as the most popular retirement destinations). Nevertheless, these mobile pensioners may also be former EU-28 movers who worked their entire life in another country and return home only after retirement (for example, Greek citizens who had worked in Germany).

The fact that most mobile EU-28 citizens move for employment-related reasons raises the question of whether or not they return to their country of origin once they retire. Annually, around 36,000 (in 2010) to 52,000 (in 2013)¹⁹ EU-28 citizens (of all ages) retire in a Member State other than their country of citizenship and which was also most likely their last place of work²⁰. On the other hand, only around 9,000 to 15,000 retired EU-28 citizens return to their country of origin each year. In addition, the numbers of EU-28 movers aged 60 years and over who leave their host country every year was lower for the past five years (between 27,000 in 2010 and 44,000 in 2015) than the annual number of those EU-28 movers who retire in their host country. This suggests that the majority of EU-28 movers who retire in their host country remain there and do not return straight away to their home country.

¹⁸ Both are based on EU-LFS figures; see chapter 2.4 for explanations on the calculations.

¹⁹ Figures are likely to be higher because they exclude EU-28 movers who had gone into unemployment or another status of inactivity before retiring (since only those retired EU-28 movers who last worked in the year prior to the survey are included).

²⁰ The figures may also include former cross-border workers who had been living - but not working - in that country prior to retirement.

1. INTRODUCTION

1.1 Aim of the report

The aim of this report is to monitor and make public labour mobility flows and patterns in the EU as per Article 29 of Regulation (EU) 2016/589 and provide key quantitative information in order 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 report, addressing the specific issue of intra-EU labour mobility, is published annually, presenting general information on stocks and flows of all — and specifically of active — intra-EU movers, along with information such as occupational structure, age structure and employment rates. The report also analyses a variety of specific topics, depending on current developments and policy needs.

Previous and current 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.

For the 2016 report, Section 2.1 focuses on stocks and flows of EU-28 movers in the EU-28/EFTA countries in 2014/2015 and looks at how these have developed in recent years. Different key figures are compared in order to draw conclusions on broad trends in respect of the direction of main migration flows. The chapter also explores how mobility of EU-28 citizens affects the population's age structure in the country of destination. Finally, this chapter also looks at the stocks of 'recent' EU-28 movers, i.e. those that moved since 2005.

Section 2.2 focuses on active EU-28 movers (or EU-28 mobile workers), defined as employed persons and jobseekers. It first looks at the overall numbers of active EU-28 movers before paying particular attention to the recent active EU-28 movers. As with Section 2.1, this chapter provides figures on stocks in 2015 and recent developments, and also looks at the characteristics of these workers (age and education structure, occupations, sectors and employment rates) and compares these to nationals. The chapter also examines the issue of over-qualification and looks at the main obstacles to finding a suitable job among EU-28 movers. The chapter closes with a look at the latest trends in cross-border mobility.

Section 2.3 focuses on return mobility. It opens with general trends in return flows of nationals to their country of citizenship in recent years. Then it looks at the labour situation of these 'returnees' directly before and after their return, as well as the occupations they work in. Given that data on 'returnees' are very scarce, figures on activity status are used to assess whether or not mobility is profitable in terms of

employment and how returnees perform within the labour market on their return. Due to data limitations figures are only available for returnees in the first year after their return ('recent returnees').

Section 2.4 looks at the mobility of pensioners. This has two categories: firstly, those EU citizens who move at an older age to spend their retirement abroad, and secondly, those who moved for employment reasons (mobile workers) who then retired in their country of destination. While the latter make up a much larger group, this chapter also tries to estimate whether or not EU mobile workers return directly to their country of citizenship after their retirement. In addition, this chapter includes comparisons between retired EU-28 movers and nationals in terms of activity status, as well as reasons to continue working after receiving a pension, and reasons for retirement.

Section 2.5 introduces EURES contribution to the intra-EU labour mobility.

1.2 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)²¹. The Court of Justice of the European Union (CJEU) developed extensive case law in this area, clarifying the right to free movement of jobseekers, identifying illegitimate barriers to free movement and giving a consistently wide interpretation of who could be considered a 'worker'²².

In 1993, the Maastricht Treaty gave new impetus to the EU rules on free movement of persons, enshrining a right of EU citizenship in Article 20 of the TFEU and giving, in Article 21 of the TFEU, 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.

More detailed rules were adopted in secondary legislation to regulate free movement, with 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 States²³. The Directive codifies previous legislation which dealt separately with different categories of EU citizens. The specific rights concerning free movement of workers and their family

21 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.

22 Among others, the following cases could be mentioned: Levin, C-53/81; Lawrie-Blum, C-66/85; Kempf, C-139/85; Groener, C-379/87; Antonissen, C-292/89; and Bosman, C-415/93.

23 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.

members are provided in Regulation (EU) No. 492/2011 (replacing Regulation (EC) No. 1612/68).

The free movement of persons also applies to countries which are part of EFTA²⁴, as a result of the Agreement creating the European Economic Area and the Agreement on the Free Movement of Persons (AFMP) with the Swiss Federation²⁵.

1.2.1 Recent legal developments concerning free movement of labour

Two regulations relevant to labour mobility were adopted in 2016. The first is *Regulation (EU) No 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*²⁶. This regulation concerns the re-establishment and re-organisation of the EURES network, with the aim of improving the EURES job portal and the number of jobs advertised, and strengthening information exchange on labour mobility within the EU. On 6 July 2016, the European Parliament and the Council adopted Regulation (EU) No 2016/1191 on promoting the free movement of citizens by simplifying the requirements for presenting certain public documents in the European Union and amending Regulation (EU) No 1024/2012²⁷.

In recent years, there has been extensive case law clarifying the definition of EU citizens who move to another Member State without the intention to take up employment ('inactive EU nationals') and those who move to look for a job ('jobseekers') and the access to social benefits for these groups²⁸. The Court has ruled that these persons do not enjoy a right to social benefits that are mainly intended to cover subsistence costs; job-seekers are only entitled to such benefits after they have worked in the host Member State in question. Moreover, in its judgement of 14 June 2016 in case C-308/14 the Court confirmed that the grant of social security benefits to Union citizens who are not economically active may be made subject to the requirement that those citizens fulfil the conditions for possessing a right to reside lawfully in the host Member State in line with the conditions of Directive 2004/38/EC²⁹. Furthermore, on 30 June 2016 the Court ruled that 'a child and, in consequence, the (third-country national) parent having sole custody of that child enjoy a right of residence in the host Member State by virtue of EU law on free movement of workers, where the other parent who is a Union citizen and has

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

25 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.

26 OJ L 107, 22.4.2016, p. 1–28, available at: http://eur-lex.europa.eu/legal-content/EN/TXT/?uri=uriserv%3AOJ.L_.2016.107.01.0001.01.ENG

27 OJ L 200, 26.7.2016, p. 1–136, available at: <http://eur-lex.europa.eu/eli/reg/2016/1191/oj>

28 Cases C-333/13, Dano, EU:C:2014:2358, C-67/14 Alimanovic, EU:C:2015:597 and C-299/14, García-Nieto, EU:C:2016:114.

29 Case C-308/14 Commission v. UK, EU:C:2016:436 available at <http://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=CELEX:62014CJ0308&qid=1481095800539&from=FR>

worked in that Member State has ceased to reside in that Member State before the child enters education there³⁰.

Also in 2016, the CJEU found in two cases (one from Germany³¹ and one from Cyprus³²) that civil servants who decide to leave their post in order to take up employment in another Member State must by no means be treated differently concerning their pension rights to civil servants who continue to work as civil servants in the respective Member State. Thus, the two national provisions that inferred different rights to mobile civil servants and to civil servants who continued working in the Member State (in the Cypriot case, this difference is inferred by an age criterion) were found to infringe EU law.

Furthermore, in an Austrian case concerning the interpretation of Article 5 of Regulation (EC) No 883/2004 concerning assimilation of benefits, the CJEU in this instance found that old-age benefits provided under an occupational pension scheme of one Member State and those provided under a statutory pension scheme of another Member State — both schemes being within the scope of that regulation — are equivalent benefits within the meaning of that provision, where both categories of benefits have the same aim of ensuring that their recipients maintain a standard of living commensurate with that which they enjoyed prior to retirement³³.

1.2.2 Recent policy developments

In March 2016, the European Commission proposed a targeted revision of the rules on posting of workers³⁴. The objective of this revision is to update the legislative framework put in place by the 1996 Directive 96/71/EC to current economic and labour market conditions in respect of fairness of competition between companies and adequacy of working conditions of posted workers. The reasons for action - and for the policy choices made in the proposal - are developed in the explanatory memorandum, the recitals of the proposed Directive and the Impact Assessment Report accompanying the proposal³⁵.

30 Judgment in Case C-115/15, NA, EU:C:2016:487, 30 June 2016, available at:

<http://curia.europa.eu/juris/document/document.jsf?text=&docid=181105&pageIndex=0&doclang=en&mode=lst&dir=&occ=first&part=1&cid=876677>

31 Judgment in Case C 187/15, 13 July 2016, Pöpperl vs. Land Nordrhein-Westfalen, EU:C:2016:550, available at:

<http://curia.europa.eu/juris/document/document.jsf?text=&docid=181602&pageIndex=0&doclang=fr&mode=lst&dir=&occ=first&part=1&cid=928061>

32 Judgment in Case C-515/14, 21 January 2016, Commission vs. Cyprus, EU:C:2016:30, available at:

<http://curia.europa.eu/juris/document/document.jsf?text=&docid=173688&pageIndex=0&doclang=fr&mode=lst&dir=&occ=first&part=1&cid=928061>

33 Judgment in Case C-453/14, 21 January 2016, Knauer vs. Landeshauptmann von Vorarlberg, EU:C:2016:37, available at:

<http://curia.europa.eu/juris/document/document.jsf?text=&docid=173684&pageIndex=0&doclang=fr&mode=lst&dir=&occ=first&part=1&cid=928061>

34 Document COM(2016) 128 final, available at: <http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52016PC0128&qid=1459769597959&from=EN>

35 Document SWD/2016/52 final, available at: <http://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52016SC0052>

The Commission proposal introduces four main changes to the 1996 Directive:

- All mandatory rules on remuneration in the host Member State should apply to workers posted to that Member State, instead of only the 'minimum rates of pay' currently in force. Rules set by law or universally applicable collective agreements become mandatory for posted workers in all economic sectors (currently, this applies only to the construction sector).
- The conditions to be applied to cross-border agencies hiring out workers must be - pursuant to Article 5 of Directive 2008/104/EC – those that are applied to national agencies hiring out workers. In the current framework, this provision is at the discretion of Member States.
- Whenever the anticipated or the effective duration of posting will be more than 24 months, the host Member State is deemed to be the country in which the work is habitually carried out. By application of the rules of the Rome I Regulation, this means that in the absence of choice of the applicable law, the labour law of the host Member State applies to the employment contract. While this provision sets no temporary limit on the posting of workers, it aims to introduce different rules for long-term postings, compared to short-term ones.
- Where Member States, in accordance with their national rules and practices, require undertakings to subcontract only with undertakings that grant workers the same conditions on remuneration as those applicable to the contractor, Member States may apply such rules equally to undertakings posting workers to their territory.

In March 2016, the European Parliament and the Council adopted Decision (EU) 2016/344 on establishing a European Platform to enhance cooperation in tackling undeclared work³⁶. The Platform is a forum at EU level where different enforcement authorities from all Member States meet with their counterparts to exchange information and best practice, develop knowledge and capacity, and engage in closer cross-border cooperation in order to fight undeclared work more effectively and efficiently.

36 OJ L 65, 11.3.2016, p. 12–20, available at: <http://eur-lex.europa.eu/eli/dec/2016/344/oj>

2. INTRA-EU MOBILITY – EU LEVEL ANALYSIS

This report focuses mainly 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 provided for the purposes of providing context, or where figures on active movers are not available or insufficiently reliable to analyse certain issues (such as return mobility). Section 2.4 focuses on the mobility of pensioners who may or may not be former mobile workers (see below).

According to the main criteria described above, 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 in order 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 this definition has been adopted for this report. This concept of long-term migration also needs to be distinguished from the legal term 'permanent residence' which means the right to permanently reside in another country after a residence there of at least five years³⁷.
- *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 more or less regularly. Within this concept, there are also different definitions (see Section 2.2.3).
- *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 of time. It can also include *posted self-employed persons*, being persons who normally pursue an activity as self-employed persons in a Member State who go to pursue a similar activity in another Member State.

Chapters 2.1 and 2.2 of this report analyse figures of long-term labour mobility, although the analysis starts with a wider concept of mobility among persons of working age (Chapter 2.1) and then focuses on the mobility of workers (Chapter 2.2). Section 2.2.3 looks at the movements of cross-border workers. Mobility of posted workers³⁸ is analysed in a separate report, which shows – in brief –³⁹ that in 2015, Germany is the country receiving considerably more posted workers (419,000) than any other country, followed by France (178,000), Belgium (157,000), Austria (109,000), Switzerland

37 Directive 2004/38/EC.

38 Numbers are based on the figure of PDs A1 issued for posting under Art.12 of Regulation 883/2004; note that the number of PD A1s is not necessarily the same as the number of posted workers.

39 J. Pacolet and F. De Wispelaere, (2016), 'Posting of workers. Report on A1 portable documents issued in 2015', Network Statistics FMSSFE, European Commission.

(97,000) and the Netherlands (89,000). Poland is the country that sends significantly more posted workers than any other (251,000)⁴⁰.

Another form of labour mobility is so-called **return mobility**. This can be seen as a type of long-term labour mobility, where EU movers actually return to their country of origin. While this form of mobility is very difficult to capture precisely, Chapter 2.3 provides some approximate figures.

Chapter 2.4 looks at the **mobility of pensioners**. While this group cannot be seen as active workers, they are nonetheless relevant to the topic of labour mobility, given their accrual of rights to social security benefits as former workers. They are thus subject to cross-national coordination where they have worked in another EU Member State, or moved after retirement.

Clear distinctions between the different types of labour mobility are not always possible and there are overlaps, which has implications for measurement. As the EU-LFS is the main EU-wide source for labour mobility, it is useful to identify the possible overlaps stemming from this source. Firstly, figures of long-term EU-28 movers in a certain country may include both posted workers and cross-border workers. The EU-LFS captures persons as 'resident' in a certain country if they stay or intend to stay there for one year or longer. Thus, if a person is posted abroad for one year or more, they may be counted as residents of that country in the EU-LFS. The number of long-term EU-28 movers may include persons who live in a Member State other than their country of citizenship and work in yet another Member State (for example, a French resident in Belgium, working in Luxembourg). The number of cross-border workers, on the other hand, may also include posted workers, since the estimation of the number of cross-border workers is made with the two variables 'country of residence' and 'country of place of work'. While posted workers are technically employed in the country where they usually work (thus not the country they are posted to), they may refer to the country in which they are posted as 'country of place of work', especially if they are posted for a longer period⁴¹. Ideally, the EU-LFS should make this distinction in order to avoid possible interpretation problems. The analysis thus terms as cross-border workers all of those who work in a country other than their country of residence.

The composition of intra-EU labour mobility in 2015 was as follows: in 2015, 11.3 million EU-28 movers of working age (20-64 years) were living in an EU Member State other than their country of citizenship, making up 3.7% of the total working-age population across the EU-28.

Of these, around 8.5 million were employed or looking for work. Furthermore, 1.3 million EU citizens were residing in one Member State (which may or may not be their country of citizenship) while working in another Member State. In addition, in 2015, there were 1.4

40 *ibid.*

41 The EU-LFS questionnaire asks for the 'place of work', which is likely to be understood as the physical place of work. The German translation, for example, refers to the physical place of work, not the employer. Only in the case of changing workplaces is the respondent asked where his work is organised from.

million retired EU-28 citizens living in a Member State other than their country of citizenship.

Table 1 Composition of intra-EU mobility by different types, EU-28 citizens in the EU-28, 2015

Type of mobility	Extent
'Long-term' EU-28 movers of working age (20-64 years) living in EU-28* (Eurostat figures)	11.3 million
<i>(as share of the total working-age population in the EU-28⁴²)</i>	<i>(3.7%)</i>
EU-28 movers of working age living in EU-28*(EU-LFS figures)	10.5 million ⁴³
...of which active EU-28 movers (employed or looking for work)**	8.5 million ⁴⁴
<i>(as share of the total labour force in the EU-28)</i>	<i>(3.6%)</i>
Cross-border workers (20-64 years)**	1.3 million
<i>(as share of the total employed in the EU-28)</i>	<i>(0.6%)</i>
Number of postings⁴⁵ (of employed and self-employed), (no. of PDs A1)***	2 million
Annual return mobility (20-64 years) (2014)****	630,763
<i>(as share of 'long-term' EU-28 movers of working age)</i>	<i>(6%)</i>
<i>(as share of EU-28 nationals emigrating from their country of origin in 2014)*****</i>	<i>(59%)</i>
Retired EU-28 movers (all ages)	1.4 million

*SOURCE: EUROSTAT MIGRATION STATISTICS, 2015

42 The total working-age population in the EU-28 in 2015 was 306,042,807.

43 The EU-LFS figures for the number of movers are under-estimated compared to Eurostat migration figures. According to EU-LFS, there were 10.5 million EU-28 movers of working age living in the EU-28. Therefore the EU-LFS figure of 8.5 million employed or looking for work is not directly comparable with the Eurostat migration statistics figure of 11.3 million 'long-term' EU-28 movers of working age living in EU-28.

44 Ibid.

45 The number indicates the total number of PDs A1 issued by EU-28 Member States referring to 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. The total number of PDs A1 is 2 million, including the 1.4 million referring to Art.12 (on posting of employed and self-employed) as well as persons active in two or more Member States according to Article 13 of Regulation (EC) No 883/2004 (511,789 PDs A1) and to other categories (43,894 PDs A1). Note that differences exist in the definition of 'posting' between Regulation (EC) No 883/2004 and Regulation 96/71/EC (Posting of Workers Directive).

****SOURCE:** EU-LFS 2015

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

******SOURCE:** EUROSTAT MIGRATION STATISTICS, 2014; APPROXIMATION OF NUMBER OF NATIONALS RETURNING TO THEIR COUNTRY OF ORIGIN AGGREGATE EXCLUDES SLOVAKIA, WHOSE DATA ARE NOT AVAILABLE. THE 2014 FIGURE IN TABLE 11 IS SLIGHTLY LESS BECAUSE FURTHER COUNTRIES WERE EXCLUDED FROM THE AGGREGATE (SEE EXPLANATION BELOW TABLE 11).

******* SOURCE:** EUROSTAT MIGRATION STATISTICS, 2014, SHARE OF EU-28 NATIONALS IMMIGRATING TO THEIR COUNTRY OF CITIZENSHIP (RETURNEES) FROM EU-28 NATIONALS LEAVING THEIR COUNTRY OF CITIZENSHIP (OUTFLOWS), AGE GROUP 20-64; FIGURE IS BASED ON THE TWO TOTALS EXCLUDING EL, CY, FR, PT AND SK AS COUNTRIES OF CITIZENSHIP DUE TO LACK OF FIGURES

2.1 Mobility of EU citizens of working age

2.1.1 Main countries of residence and countries of citizenship of EU-28/EFTA movers in 2015

In 2015, a little under 11.3 million EU-28 citizens and 168,000 EFTA citizens of working age (20-64) were residing in a Member State other than their country of citizenship ([Table 2](#)), totalling some 11,434,000 people. This is an increase of 5.3% on 2014. With another 1.2 million EU-28 citizens living in an EFTA country and around 10,000 EFTA citizens living in an EFTA country other than their country of citizenship, the total number of mobile EU-28 citizens within the EU and EFTA reached 12.5 million.

The main countries of destination in 2015 remained unchanged, with Germany continuing to accommodate the greatest number of EU-28 movers of working age, at 2.7 million, i.e. 22% of all EU-28 movers in the EU-28/EFTA region. The UK follows closely behind with 2.1 million. Together with Spain (1.4 million), Italy (1.1 million), France and Switzerland (with around 950,000 each), these six countries host almost 75% of the EU-28 movers in the EU-28/EFTA region.

In the main countries of residence of EU-28 movers, the number of persons aged between 20 and 64 years *born* in another EU-28 Member State (regardless of their citizenship) is somewhat higher than the number of persons with *citizenship* of another Member State. In some of these Member States, however, this difference is significant (e.g. in France and Italy, the numbers of those born in another country are 41% and 30% higher), while others show a more moderate difference (e.g. in the UK, Spain and Switzerland, the number of those born abroad is 7%, 8% and 3% higher, respectively)⁴⁶. This corresponds to the rate of acquisition of citizenship of EU-28 movers, which has been higher in France and Italy than in Spain and the UK⁴⁷. In these two countries, in particular, there are very many EU movers who have probably been living there for several years and subsequently acquired citizenship.

46 Eurostat population data 'Population on 1 January by five-year age group, sex and country of birth [migr_pop3ctb]', data on persons born in another EU-28 Member State is not available for Germany.

47 Eurostat migration data 'Residents who acquired citizenship as a share of resident non-citizens by former citizenship and sex (%) [migr_acqs]'.

Figures for the total foreign populations in the Member States (EU-28, EFTA and TCNs) provide a similar picture with respect to the main countries of residence. Among the countries with the largest foreign populations, numbers of TCNs are higher than the numbers of EU-28 or EFTA movers: in Italy they make up 68%, in France 66% and in Germany 52% of the total foreign population. One exception is the UK, where TCNs make up less than half (46%) of the foreign population. This number is even lower in Switzerland (33%). At EU level, TCNs make up more than half of the total foreign population (55%). EU-28 movers comprise almost the entire of the remaining part (44%), with EFTA citizens representing a very small share, at 0.7%.

Table 2 Top six countries of residence of EU-28 movers of working age (20-64) in total numbers⁴⁸, 2015, foreign population by broad groups of citizenship (totals in thousands and row %)

	EU-28		EFTA		TCNs		Total foreign population
DE	2,704	47%	32	0.6%	2,966	52%	5,702
UK	2,162	54%	19	0.5%	1,855	46%	4,036
ES	1,424	44%	16	0.5%	1,815	56%	3,255
IT	1,161	32%	6	0.2%	2,516	68%	3,683
CH	955	67%	3	0.2%	476	33%	1,433
FR	938	33%	26	0.9%	1,879	66%	2,843
EU-28	11,266	44%	168	0.7%	14,234	56%	25,668
EFTA	1,228	67%	10	0.6%	607	33%	1,846

MEMBER STATES WITH THE HIGHEST NUMBER OF EU-28 MOVERS IN 2014, EXPRESSED IN THOUSANDS.

THE MIGRANT 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.

SOURCE: EUROSTAT DATA ON POPULATION BY CITIZENSHIP AND AGE GROUP 'MIGR_POP1CTZ' (EXTRACTED ON 26 APRIL 2016), MILIEU CALCULATIONS.

The ranking of the main destination countries changes when the number of movers is compared to the total populations of the receiving countries ([Table 3](#)). The list of countries with the largest shares of EU-28 movers remains the same as in 2014: 43% of Luxembourg's working age population is made up of EU-28 movers. Switzerland (19%), Cyprus (15%), Ireland (10%) and Belgium (9%) are the other countries with the highest numbers of EU-28 movers compared to their total population. The share of the total foreign population (EU-28 movers and TCN) follows a similar ranking in these countries,

⁴⁸ See Table 22 in Annex for full table.

with Luxembourg at 50%, Switzerland (28%), Cyprus (21%), Ireland (15%) and Belgium (14%). Austria has a high share of the total foreign population (16%) and also a fairly high share of EU-28 movers (8%), although it is not one of the top five countries. Germany and the UK, although host to the greatest number of EU-28 movers in absolute numbers, have smaller shares of the latter compared to their population. EU-28 movers make up around 5.5% and 5.7% of the total population in Germany and the UK, respectively.

Table 3 Top 5 countries of residence of EU-28 movers of working age (20-64) in shares of total population in countries of residence⁴⁹, 2015, migrant population by broad groups of citizenship (shares of total population and totals in thousands in brackets),

	EU-28	EFTA	TCNs	Total foreign population	Total population
LU	43.3% (155)	0.2% (1)	6.8% (24)	50.3% (179)	357
CH	18.7% (955)	0.1% (3)	9.3% (476)	28.1% (1,433)	5,108
CY	14.8% (79)	0.0% (0)	5.9% (31)	20.7% (110)	531
IE	10.2% (278)	0.0% (1)	5.0% (135)	15.2% (414)	2,721
BE	8.9% (592)	0.0% (2)	4.8% (321)	13.7% (915)	6,682

MEMBER STATES WITH THE FIVE HIGHEST SHARES OF EU MOVERS COMPARED TO TOTAL POPULATION IN 2015.

NUMBERS IN BRACKETS ARE EXPRESSED IN THOUSANDS.

THE MIGRANT POPULATION IS BROKEN DOWN BY BROAD GROUPS OF CITIZENSHIP (EU-28, EFTA AND TCNs).

THE PERCENTAGES INDICATE THE SHARE OF THE GROUP COMPARED TO TOTAL POPULATION IN THE COUNTRY FOR THE SAME AGE GROUP.

SOURCE: EUROSTAT DATA ON POPULATION BY CITIZENSHIP AND AGE GROUP 'MIGR_POP1CTZ', (EXTRACTED ON 26 APRIL 2016), MILIEU CALCULATIONS.

A more detailed analysis of the EU-28 movers for 2015 reveals no significant changes compared to 2014. The top six countries of destination still host an overwhelming majority of all movers, which, at 9.3 million people, makes up 75% of all movers of working age living in a country other than their own.

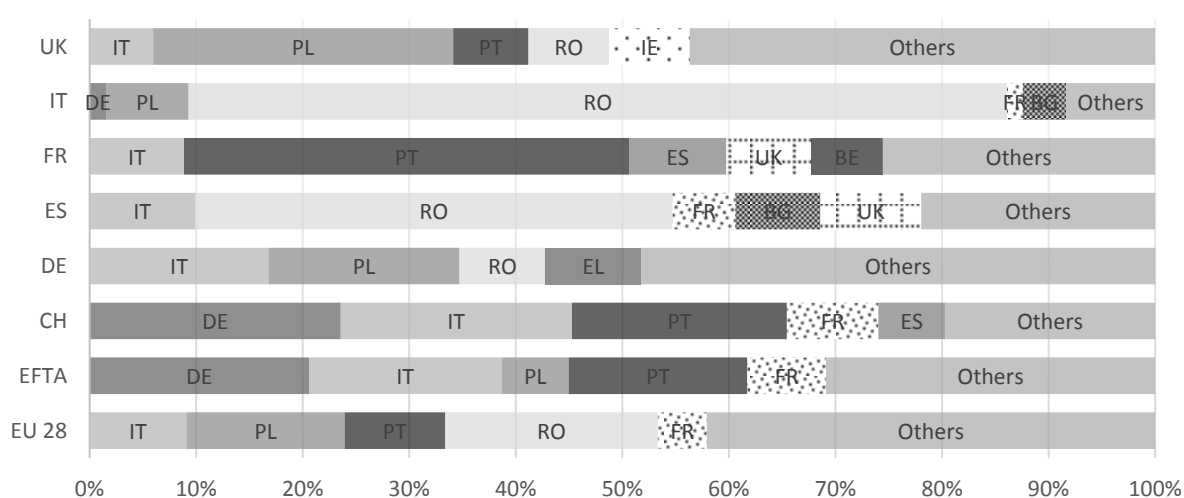
Germans, Italians, Polish, Portuguese and Romanians together make up more than half of all movers in the EU-28/EFTA region, with 6.6 million people (see [Figure 1](#)).

At country level, the main destination countries show different profiles of EU-28 movers. In Italy, for example, 76% of all EU-28 movers are Romanians of working age. Similarly, in Spain the same group makes up 45% of the entire EU-28 movers' population. Another country in which a single group is over-represented is France, where Portuguese make up

49 See Table 23 in Annex for full table.

40% of all EU-28 movers. In Switzerland, the main groups are from Germany, Italy, Portugal, France and Spain. Germany seems to have a rather more evenly distributed composition of EU-28 workers, with Italians, Polish, Romanians and Greeks totalling a little more than half, with the rest distributed among other nationalities. In the UK, the Polish, at 28%, are by far the biggest group among EU-28 movers. Italians, Portuguese, Romanians and Irish nationals are the other significant groups in the UK, with each making up 5-10%, while all other nationalities make up the remainder (almost half) of all EU-28 movers.

Figure 1 Breakdown by citizenship of EU-28/EFTA movers of working age (20-64) in EU-28⁵⁰, EFTA and in the top six countries of residence, 2015



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 2015.

EU-28 AGGREGATE EXCLUDES MT WITHIN THE 'OTHERS' CATEGORY.

SOURCE: EU-LFS, MILIEU CALCULATIONS.

2.1.2 Mobility trends of EU-28/EFTA movers: mobility flows and length of stay of EU-28 movers

The following section presents the annual movements (flows) within the EU from the perspective of countries of destination (inflows) and countries of origin (outflows). It looks in particular at movements in 2014 (the latest year for which data is available⁵¹) and also at trends over the past years.

⁵⁰ See Table 24 in Annex for full table.

⁵¹ Since migration data is only provided to Eurostat approximately 12 months after the reference year and published by Eurostat a few months later, there is a time lapse of over a year between the reference period and reporting. See Eurostat

In 2014, 1,062,000 working-age EU-28 and EFTA movers (**Table 25**) and 630,763 working-age nationals (Table 1) immigrated to an EU-28 Member State. Together, this presents 0.5% of the total population living in the EU-28⁵².

Germany remains the country with the highest **annual inflows of working-age (20-64 years) EU-28 movers** in 2014 (**Table 4**), with around 335,000 people of working age coming to the country. Other countries which received significant inflows are the UK (218,000), Switzerland (77,000), Spain (74,000) and France (59,000). When compared to 2013, inflows of EU-28 citizens seem to have increased in Germany (15% increase), the UK (32%) and Spain (12%), while Switzerland and France had decreasing numbers of arrivals (3% and 10%, respectively).

As in previous years, EFTA movers have a very small share within the inflows directed to the top countries of destination. The countries with the biggest inflows from EFTA (i.e. France and the UK) registered around 2,800 and 2,400 people arriving to their countries, respectively.

Table 4 Top five countries of destination of EU-28 and EFTA movers of working age (20-64) in total numbers⁵³, 2014 and % change compared to previous year, (thousands and percentages)

	2013			2014		
	EU-28	EFTA	Total	EU-28	EFTA	Total
DE	291	2	293	335 (+15%)	2	337(+15%)
UK	164	3	167	218(+33%)	2	221(+32%)
CH	79	0	79	77(-3%)	0	77(-3%)
ES	66	1	68	74(+12%)	1	76(+12%)
FR	66	4	69	59(-10%)	3	61(-12%)

INFLOWS OF EU-28 AND EFTA MOVERS IN 2013 AND 2014, NUMBERS ARE EXPRESSED IN THOUSANDS.

AGE DEFINITION FOR 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 AND CITIZENSHIP [MIGR_IMM1CTZ], EXTRACTED ON 25 MAY 2016, MILIEU CALCULATIONS.

Table 5 below shows the share of inflows of EU-28/EFTA movers within the overall population of the receiving country for the same age group. In 2014, Luxembourg had the highest share of incoming EU-28 citizens, with 3.8% of its total population. The

migration statistics metadata, point 14. 'Timeliness', available at:

http://ec.europa.eu/eurostat/cache/metadata/en/migr_immi_esms.htm#rel_policy1470212182244

⁵² The total working-age population in the EU-28 in 2014 was 306,615,464, according to Eurostat population figures.

⁵³ See Table 25 in Annex for full table.

nearest follower, Switzerland, had only 1.5%, with similar shares for Malta (1.4%) and Iceland (1.3%). Inflows of EU-28 movers to Austria constitute 0.9%. It is important to note that even the slightest changes may lead to differences in rankings. For instance, Malta received around 1,000 more people in 2014 compared to 2013 which resulted in a 0.4 p.p. increase of incoming EU-28/EFTA nationals compared to its national population, which in turn placed the country in the top five list, at the expense of Norway, which had a very high share of incoming EU-28 movers in 2013.

Table 5 Main countries of destination of movers of working age (20-64) in 2014 in terms of shares of total population⁵⁴ (immigration rate)

	2013			2014		
	EU-28	EFTA	Total	EU-28	EFTA	Total
LU	3.5%	0.0%	3.6%	3.8%	0.0%	3.8%
CH	1.6%	0.0%	1.6%	1.5%	0.0%	1.5%
MT	1%	0.0%	1.0%	1.4%	0.0%	1.4%
IS	1.1%	0.0%	1.1%	1.3%	0.0%	1.3%
AT	0.9%	0.01%	0.9%	1.0%	0.0%	1.0%

INFLOWS OF EU-28 AND EFTA MOVERS AS SHARES OF TOTAL WORKING AGE POPULATION IN COUNTRY OF RESIDENCE, IN 2014.

SOURCE: EUROSTAT DATA ON IMMIGRATION BY AGE GROUP AND CITIZENSHIP [MIGR_IMM1CTZ], EXTRACTED ON 25 MAY 2016, MILIEU CALCULATIONS.

Looking at immigration in the 10 main countries of destination in the five-year period 2009-2014, inflows have increased in the UK, Germany, Austria and the Netherlands, both in total numbers and as shares of the total population ([Figure 2](#) and [Figure 3](#)). In the UK, while immigration in 2012 remained unchanged from 2009 (0.4% of the population), it increased to 0.6% in 2014. In the other three countries, the increase was more or less steady.

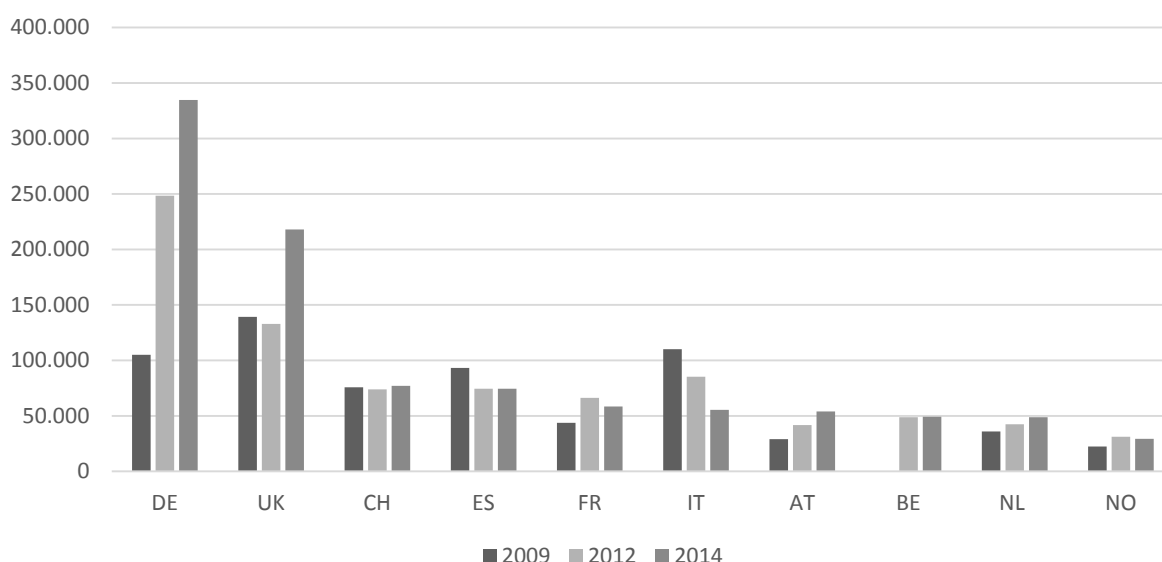
Both Italy and Spain saw a declining trend in both total numbers and in shares. The share of immigrating EU-28 citizens compared to the total population declined to 0.3% in Spain and to 0.2% in Italy. The immigration rate in France decreased again in 2014 after a slight increase in 2012 and the difference in total numbers remains relatively low (around 8,000).

In Switzerland, Belgium and Norway the total numbers of inflows remained quite similar for the same period, but varied slightly in terms of shares of the total population.

⁵⁴ See Table 25 in Annex for full table.

Outside of the top 10 countries of destination since 2009, Poland and Denmark both experienced significant increases in inflows. In Poland, the total number of EU-28 movers almost doubled between 2009 and 2012 (from 10,000 to 19,000, or 0.0% to 0.1%), and then increased again – although much less significantly – between 2012 and 2014. In Denmark, the increase over the period was more moderate but steady, with a gradual rise from 13,000 to 20,000 over the period, representing an increase in shares of the total population from 0.4% to 0.6%. The other country experiencing significant change was Cyprus, but in this case there was a sharp decrease in inflows of EU-28 citizens over the period, especially between 2012 and 2014, from 1.6% to 0.5% of the total population.

Figure 2 Evolution of inflows of EU-28 citizens of working age (20-64) in the top 10 countries of destination 2009-2014⁵⁵



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

NO FIGURES ARE PROVIDED FOR BE FOR 2009.

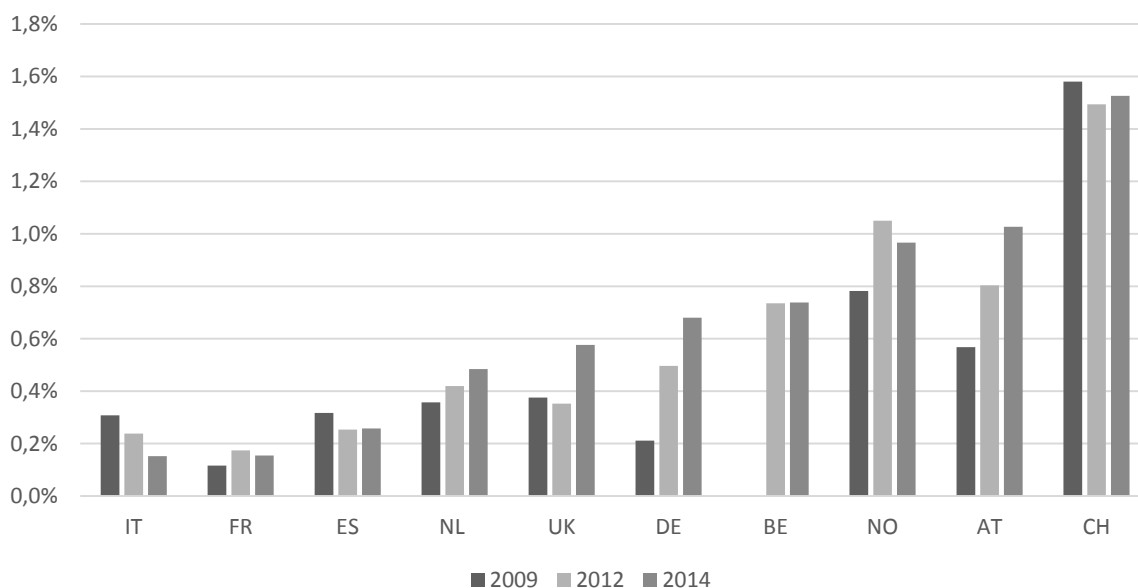
EVOLUTION OF THE INFLOWS OF EU CITIZENS FOR THE YEARS 2009, 2012 AND 2014, IN THE 10 COUNTRIES WHERE THEIR NUMBERS ARE HIGHEST IN 2013.

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

SOURCE: EUROSTAT DATA ON IMMIGRATION BY AGE GROUP AND CITIZENSHIP [MIGR_IMM1CTZ], EXTRACTED ON 25 MAY 2016, MILIEU CALCULATIONS.

Figure 3 Immigration rate of EU-28 nationals of working age (20-64) (as a percentage of the total population) for the top 10 countries of destination, 2009-2014

⁵⁵ See Table 26 in Annex for full table.



EVOLUTION OF THE INFLOWS OF EU-28 CITIZENS FOR THE YEARS 2009, 2012 AND 2014, IN THE TEN COUNTRIES WHERE THEIR NUMBERS ARE HIGHEST IN 2014.

FIGURES FOR BE FOR 2009 NOT AVAILABLE.

BREAK IN TIME SERIES DE, NL IN 2009.

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

SOURCE: EUROSTAT DATA ON IMMIGRATION BY AGE GROUP AND CITIZENSHIP [MIGR_IMM1CTZ], EXTRACTED ON 25 MAY 2016, MILIEU CALCULATIONS.

Previous studies found that there has been a shift in recent years from 'East-West' to 'South-North' mobility⁵⁶. The period after the 2004 accession triggered a large increase in mobility from the EU-13 Member States to Western and Northern European countries, especially Germany and the UK but also to Italy and Spain. However, due to an 'asymmetric economic recovery'⁵⁷, mobility towards Spain and Italy receded (as can be seen above), while emigration from these two, as well as other Southern countries (i.e. Portugal, Cyprus and Greece) also hit strongly by the crisis, increased.

While figures from last year's report⁵⁸ on intra-EU labour mobility already confirmed this trend, the 2014 data allow for a more precise picture to emerge. The detailed results for

56 See, for example: European Commission, 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, 2013, p. 61; Barslung, M., Busse, M. Making the most of EU Labour Mobility, CEPS/ Bertelsmann Stiftung, 2014.

57 C. Dheret et al. (2013), Making progress towards the completion of the Single European Labour Market, European Policy Centre Issue Paper No. 75, p. 10.

58 E. Fries-Tersch and V. Mabilia, 2015 Annual Report on intra-EU labour mobility, Network Statistics FMSSFE, European Commission, p. 28.

six important 'Northern' countries of destination (BE, DE, NL, AT, SE, UK) only partly confirm the 'South-to-North shift' [Table 6](#). In fact, immigration increased in all six countries from both the Eastern and the Southern countries over the past three to five years. An exception is Sweden, where immigration from the Eastern countries substantially decreased between 2009 and 2010, but steadily increased thereafter. Furthermore, the 'shift' of mobility from the East to mobility from the South is mainly observed in Germany and Austria, where immigration from the South increased more than immigration from the East. However, in Germany and Austria, total annual inflows of Eastern movers have still remained much larger than inflows of Southern movers (about three times as large in Germany and twice as large in Austria).

Looking at the UK, it is interesting to see that in 2012 and 2013, there were larger inflows of movers from Italy and Spain than from Romania and Poland. In 2014, however, this development reversed once more.

While mobility from the South has increased in all of these six Member States, geographical proximity and existing social networks both seem to play a central role. These are the most likely explanations for the particularly high increase of inflows of Southern movers in Germany and Austria, particularly for Italian citizens.

Table 6 Inflows of movers of working age (20-64) from Eastern and Southern EU countries to main Northern and Western countries of destination, 2009-2014

	Eastern countries ⁵⁹						Δ	Southern countries ⁶⁰						Δ
	2009	2010	2011	2012	2013	2014		2009	2010	2011	2012	2013	2014	
BE*	:	12,987	14,700	16,652	14,175	17,458	34%	:	13,958	14,926	17,233	18,371	17,686	27%
DE**	261,875	302,578	408,489	465,498	502,896	577,180	120%	62,335	70,100	95,874	131,937	155,110	159,200	155%
NL	19,555	22,015	25,287	24,277	24,492	28,757	47%	10,808	10,991	12,085	13,903	14,108	13,983	29%
AT	:	:	26,596	30,327	:	40,616	53%	:	:	3,853	5,462	:	6,333	64%
SE	11,861	10,734	10,777	10,718	10,827	11,617	-2%	3,938	3,998	4,948	6,627	7,391	6,833	74%
UK***	43,647	38,666	44,860	38,181	45,466	71,667	64%	32,479	26,803	28,719	39,803	52,010	50,912	57%

Δ THIS COLUMN INDICATES THE RELATIVE CHANGE IN NUMBERS OF INFLOWS BETWEEN THE FIRST YEAR OF THE SERIES AND 2014.

INFLOWS FROM EASTERN AND SOUTHERN EUROPEAN COUNTRIES TO BE, DE, NL, AT, SE AND UK, ALL AGE GROUPS.

FIGURES FOR BE EXCLUDE MIGRATION FROM POLAND.

FIGURES FOR DE ARE BASED ON NATIONAL DATA⁶¹ AND REFER TO ALL AGE GROUPS.

FIGURES FOR THE UK ONLY INCLUDE IMMIGRATION FROM RO AND PL AND FROM IT AND ES, RESPECTIVELY.

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

SOURCE: EUROSTAT DATA ON IMMIGRATION BY FIVE-YEAR AGE GROUP, SEX AND COUNTRY OF PREVIOUS RESIDENCE [MIGR_IMM5PRV], MILIEU CALCULATIONS.

59 Include BG, CZ, EE, LV, LT, HU, PL, RO, SL, SK

60 Include IT, ES, CY, PT, EL

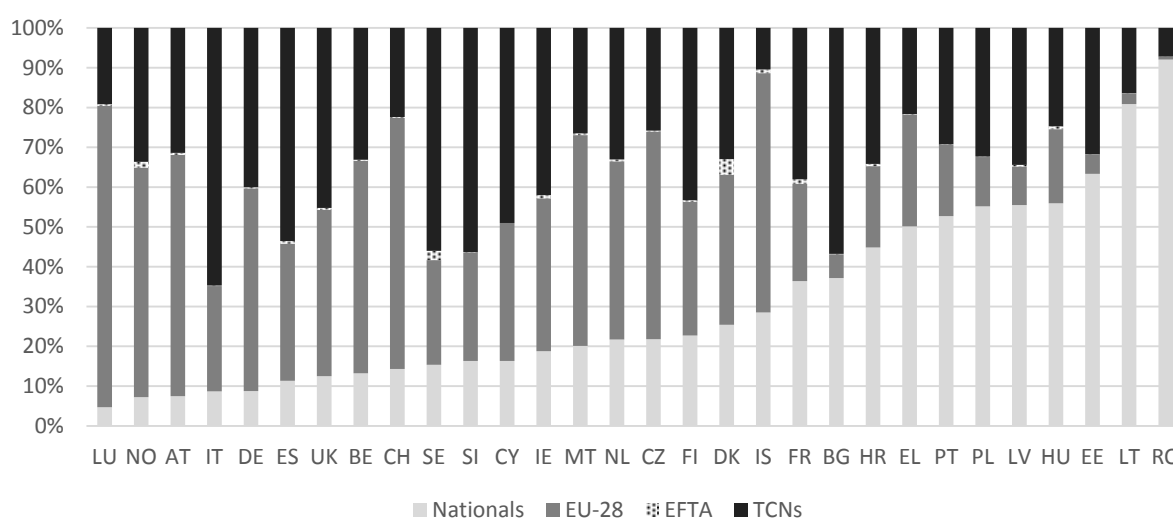
61 DESTATIS, Statistical Federal Office, GENESIS online database, table 12711-0001, 'Migration between Germany and foreign countries: years, EU states'.

Similar to 2013, **return mobility** of EU-28 nationals to their country of origin constituted 22% of all inflows at EU-28 level in 2014. At Member State level, the extent of return mobility varies considerably.

In the most extreme case, Romanian nationals returning to Romania accounts for 92% of all inflows to the country in 2014. Other countries from Eastern Europe also have high percentages of returning nationals: Lithuanians (81%), Estonians (63%), Hungarians (56%), Polish (55%) and Latvians (55%) represent higher-than-average figures. In other parts of the region, Greece (50%), Portugal (53%) and Croatia (45%) also registered high numbers of returning nationals.

At the other end of the spectrum, Germany (9%), Italy (9%), Luxembourg (5%) and Austria (7%) had the lowest shares of nationals within the total number of arrivals. Further analysis of return mobility is provided in Chapter 2.3.

Figure 4 Composition of inflows of working age (20-64) by group of citizenship by country of destination, 2014



TOTAL INFLOWS BY GROUP OF NATIONALITIES AND EU/EFTA COUNTRIES OF DESTINATION, 2014.

THE FIGURES DO NOT INCLUDE STATELESS PERSONS AND THOSE OF UNKNOWN CITIZENSHIP.

FIGURE FOR SK NOT AVAILABLE THEREFORE EU-28 AGGREGATE EXCLUDES SK.

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

SOURCE: EUROSTAT DATA ON IMMIGRATION BY AGE GROUP AND CITIZENSHIP [MIGR_IMM1CTZ], EXTRACTED ON 25 MAY 2016, MILIEU CALCULATIONS.

When looking at **annual outflows**, we can see that the composition of outflows across the EU-28/EFTA countries varies considerably ([Figure 5](#)). One group of countries (mostly Eastern European countries) has the highest shares of nationals within the total number of people emigrating. Nationals of these countries account for more than 70% of all

people leaving the country. In Romania, almost all of the people emigrating are Romanian citizens (99.6%). Slovakia (98%), Croatia (93%), Estonia (93%), Lithuania (89%) and Latvia (86%) are other countries with such high shares of nationals.

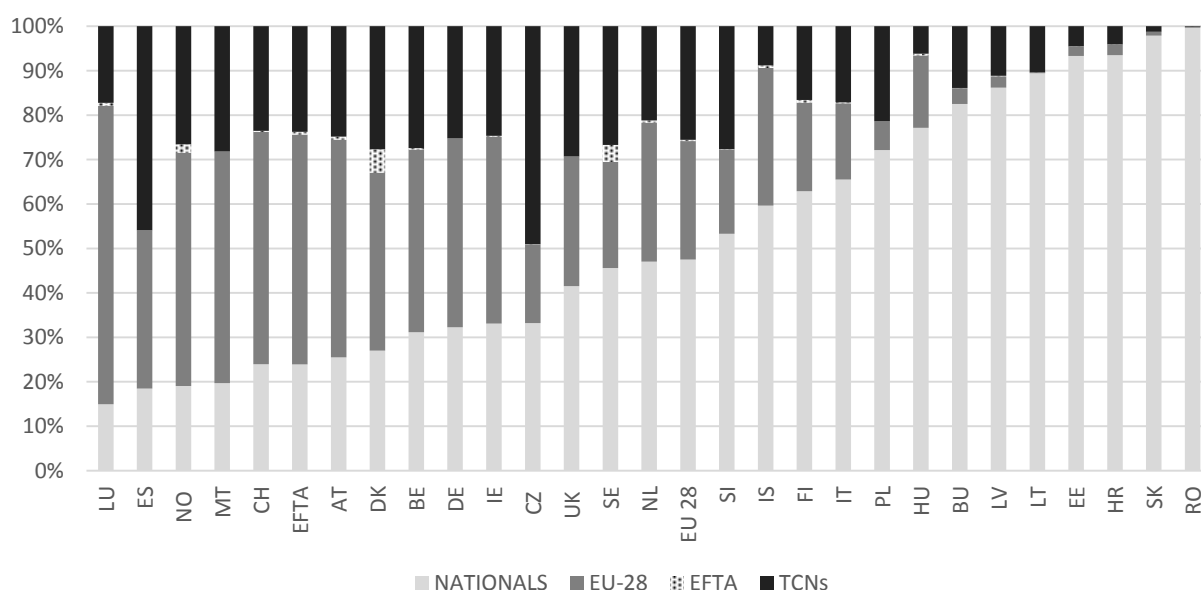
On the other hand, in countries like Luxembourg (15%), Spain (18%), Norway (19%) and Malta (20%), nationals constitute the smallest share of all people leaving the country. In those countries, EU-28 movers constitute about half of all the leaving movers, with the exception of Luxembourg where their share reaches 67%.

The share of TCNs within the total number of people leaving EU-28/EFTA countries does not exceed 30%, except in Spain and Czech Republic where they constitute the biggest group, with 46% and 49%, respectively.

EFTA citizens remain an insignificant group across all countries, with around 2-3% of all leaving movers, except in Sweden and Denmark where they account for 4% and 5%, respectively.

At EU aggregate level, nationals make up almost half of all people emigrating (47%). EU-28 nationals and TCNs have similar shares within the rest, with 27% and 26%, respectively.

Figure 5 Composition of outflows of working age (20-64) by group of citizenship⁶², 2014



DISTRIBUTION OF GROUPS OF CITIZENSHIP BY COUNTRY OF EMIGRATION, 2014.

FR, EL, PT AND CY ARE EXCLUDED, AS THERE IS NO BREAKDOWN AVAILABLE FOR AGE GROUPS.

FIGURES ARE NOT AVAILABLE FOR EFTA CITIZENS FOR DE AND UK.

⁶² For full table see Annex Table 27.

FIGURES FOR IE, EL, AT, 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 26 MAY 2016, MILIEU CALCULATIONS.

Here, the emigration of EU-28 movers is examined first, followed by emigration of nationals.

Table 7 Outflows of EU-28 nationals of working age (20-64) in the countries with the highest emigration rates, in total numbers and as share within the EU-28 movers in the host country, 2014

	Outflows of EU-28 movers	
	Total number	% of total of EU-28 movers
PL	13	63.8%
MT	3	27.5%
SI	2	16.0%
DK	15	11.5%
HU	6	10.2%
EU-28	488	4.6%
EFTA	58	5.0%

NUMBER OF OUTFLOWS OF NATIONALS OF EU-27/28 CITIZENS AS A SHARE OF THE TOTAL POPULATION OF EU-28 CITIZENS IN THE COUNTRY, 2014.

PROVISIONAL DATA: PL

SI FIGURES ARE BASED ON AGE DEFINITION 'AGE COMPLETED IN YEARS'.

SOURCE: EUROSTAT DATA ON EMIGRATION BY AGE GROUP AND CITIZENSHIP [MIGR_EMI1CTZ], AND POPULATION DATA [MIGR_POP1CTZ] EXTRACTED ON 26 APRIL 2016 AND 26 MAY 2016, MILIEU CALCULATIONS.

For 2014, an overview of numbers for outflows of EU-28 movers suggests that the largest shares of EU-28 movers leaving their country of residence can be found in Poland (64%), Malta (28%), Slovenia (16%), Denmark (12%) and Hungary (10%). At EU level, both EFTA and EU-28 movers have a similar emigration rate of around 5%.

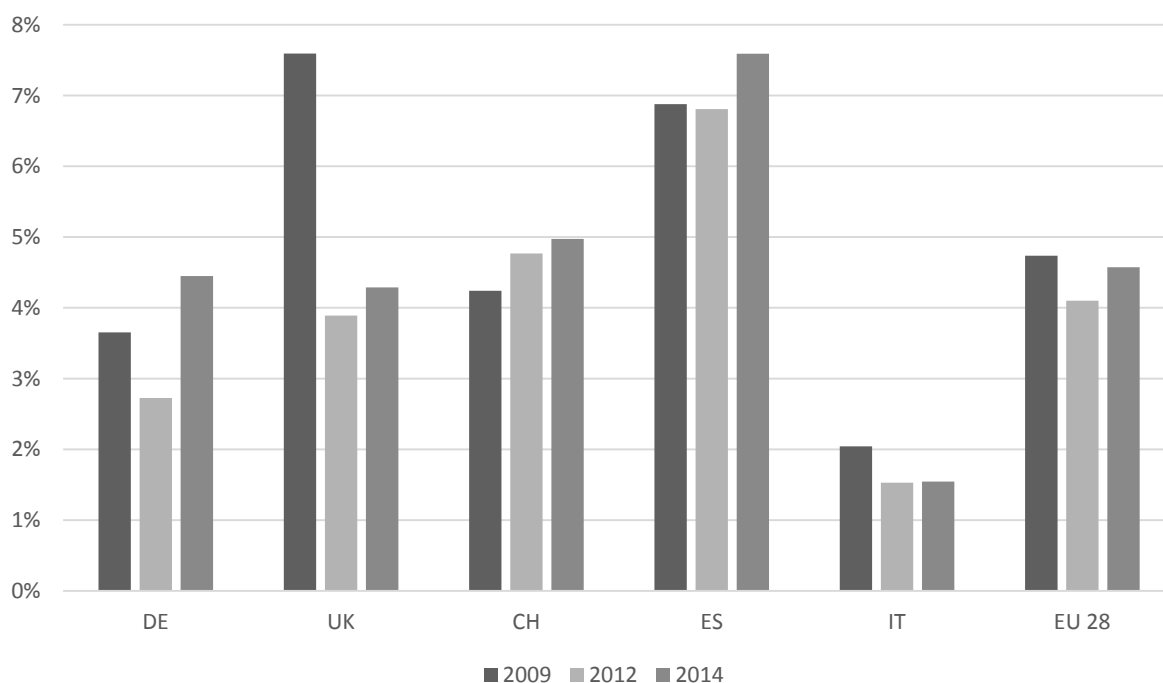
An analysis of trend data shows that there has been almost no change since 2009. At EU-28 level, 4-5% of EU-28 movers emigrated from their host countries in 2009, 2012 and 2014. However, data from the five main countries of destination of these movers show greater variations in some countries ([Figure 6](#)). In Germany and particularly in the UK, emigration of EU-28 movers reduced between 2009 and 2012, corresponding to the short increase in return migration from these two Member States during the first years of the

crisis (2008 and 2009), which subsequently decreased once more (see Chapter 2.3). In Germany, emigration increased between 2012 and 2014, which may be related to the relatively strong increase in inflows of EU-28 movers to Germany in preceding years. It may indicate that once the most severe effects of the economic crisis had passed, movers started to return to their countries of origin (also see Chapter 2.3 on the relationship between immigration and return mobility). In Spain, on the other hand, emigration of EU-28 movers has been consistently high since 2009 (around 7%), while in Italy, it has remained comparatively low (2% or less).

When looking at other Member States' emigration rates of EU-28 movers ([Table 28 Annex](#)), it becomes apparent that the largest emigration rates of EU-28 movers can be found in some of the EU-13 Member States (Hungary, Lithuania, Latvia, Malta, Poland, Slovenia), with emigration rates of 10% or more. Poland, in particular, has an extremely high rate of emigration of EU-28 movers, at 91% in 2009 and 64% in 2014. This may reflect the fact that the number of EU-28 movers in these Member States is lower per se, as well as the temporary character of mobility towards these countries, creating high annual emigration rates.

However, Ireland and Denmark also had emigration rates 9.5% and 11.5%, respectively, among EU-28 movers in 2014. In Ireland, this comparatively high share is most likely due to the effects of the economic crisis. The unemployment rate in Ireland doubled in 2009 compared to 2008⁶³, explaining the comparatively high emigration rate among EU-28 movers in that year.

Figure 6 Emigration rate of EU-28 movers of working age (20-64), 2009-2014



63 Source: Eurostat, EU-LFS, Unemployment rates by sex, age and nationality

NUMBER OF OUTFLOWS OF NATIONALS OF EU-27/28 AS A SHARE OF THE TOTAL POPULATION OF EU-27/28 CITIZENS IN THE COUNTRY, 2009, 2012 AND 2014.

EU-28 AGGREGATE CALCULATION EXCLUDES BE, BG, CZ, EL, FR, HR, CY, LV AND PT (2009), CZ, EL, FR, CY, PT (2012) AND EL, FR, CY AND PT (2014).

BREAK IN TIME SERIES DE (2014) FOR POPULATION DATA/ DE (2009) FOR OUTFLOW DATA.

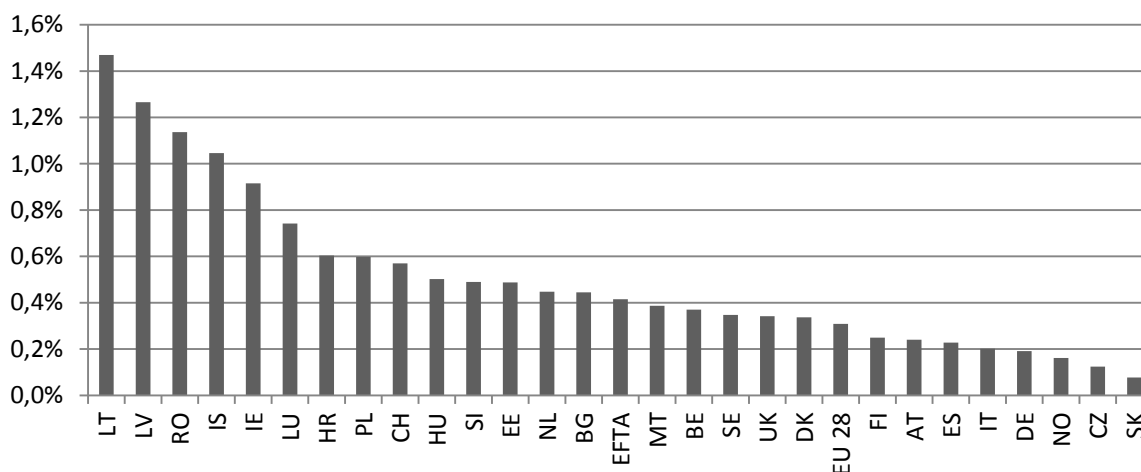
FIGURES FOR UK ARE BASED ON AGE DEFINITION 'AGE IN COMPLETED YEARS'.

SOURCE: EUROSTAT DATA ON EMIGRATION BY AGE GROUP AND CITIZENSHIP [MIGR_EMI1CTZ], AND POPULATION DATA [MIGR_POP1CTZ] EXTRACTED ON 26 APRIL 2016 AND 26 MAY 2016, MILIEU CALCULATIONS.

Considerable differences are reported between Member States in respect of the share of nationals leaving the country. Countries that saw large shares of their national population leaving in 2014 ([Figure 7](#)) are Lithuania, Latvia, Romania, Iceland (with an emigration rate above 1% each), Ireland, Luxembourg, Croatia, Poland, Switzerland, Hungary, Slovenia and Estonia (with an emigration rate between 0.5% and 1% each).

However, in terms of total outflows of nationals, Poland, Romania and the UK were the top three countries, which each saw over 100,000 nationals leave in 2014 ([Table 30](#) in Annex). They are followed by Germany, Italy and Spain, each with an outflow of between 50,000 and 100,000 nationals in 2014.

Figure 7 Emigration rate of nationals of working age (20-64), by country of citizenship, 2014



NUMBER OF OUTFLOWS OF NATIONALS AS A SHARE OF THE TOTAL NATIONAL POPULATION IN THE COUNTRY, 2014.

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

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

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

SOURCE: EUROSTAT DATA ON EMIGRATION BY AGE GROUP AND CITIZENSHIP [MIGR_EMI1CTZ], AND POPULATION DATA [MIGR_POP1CTZ] EXTRACTED ON 26 APRIL 2016 AND 26 MAY 2016, MILIEU CALCULATIONS.

Despite an overall increase in intra-EU mobility in recent years, emigration rates decreased in most of the countries with traditionally high emigration (**Figure 8**). Several countries show an increase in emigration rates between 2009 and 2012 (Lithuania, Ireland, Poland, Switzerland and Estonia), followed by a decrease to 2014.

An exception is Hungary, where the emigration rate increased sharply between 2009 and 2012, and still further in 2014 (**Figure 8**). This may reflect the end of the transitional arrangements for EU-8 workers in Austria and Germany in 2011, particularly given that emigration of nationals of other Eastern European countries (Slovakia, Slovenia, Czech Republic), together with Estonia and Lithuania, increased after 2011. However, in Hungary, the emigration rate increased more markedly than in these other countries between 2012 and 2014, suggesting that there are other factors at play with respect to Hungary. International sources indicate that a considerable portion of those leaving the country in recent years are young, college-educated people⁶⁴ and young health professionals⁶⁵. Recent surveys suggest the trend is likely to continue, with around half of Hungarian students reporting that they plan to live outside of the country in the future. Also in 2011, the procedure to acquire Hungarian citizenship was simplified for people who can prove Hungarian ethnicity. That resulted in a significant increase in citizenship applications in 2011-2012, with 130,000 of these granted, mostly Romanians⁶⁶. It is possible that ethnic ties and increased facility to move upon acquisition of Hungarian citizenship (given that restrictions on Romanian citizens to the labour markets of several Member States remained in place until 2014) led some of these to move on to other European countries.

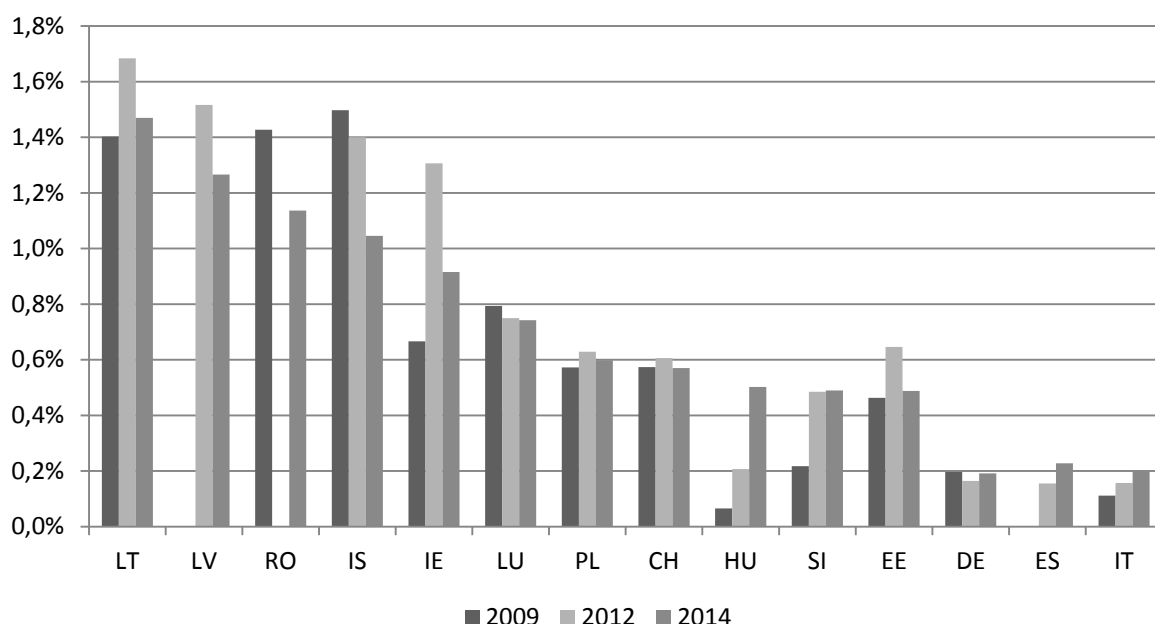
The increase in emigration rates in Italy and Spain confirm previous assumptions of the effects of the economic crisis on labour mobility.

64 Impact of migrating young workers, EurWork, 2012.

65 International Migration Outlook: Special Focus: Mobilising Migrants' Skills for Economic Success, OECD, 2014, p. 262.

66 An overview of the migration policies and trends - Hungary, Migration to the Centre, 2013.

Figure 8 Trend of emigration rate of nationals of working age (20-64) for main countries of emigration, by country of citizenship⁶⁷, 2009-2014



NUMBER OF OUTFLOWS OF NATIONALS AS A SHARE OF THE TOTAL NATIONAL POPULATION IN THE COUNTRY, 2009, 2012 AND 2014.

FIGURE SHOWS COUNTRIES WITH EMIGRATION OF 0.5% OR HIGHER IN 2014, AS WELL AS DE, ES AND IT.

BREAKS IN SERIES: DE (2009), PL (2009).

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

SOURCE: EUROSTAT DATA ON EMIGRATION BY AGE GROUP AND CITIZENSHIP [MIGR_EMI1CTZ], AND POPULATION DATA [MIGR_POP1CTZ] EXTRACTED ON 26 APRIL 2016 AND 26 MAY 2016, MILIEU CALCULATIONS.

While the emigration rates above show the number of persons who emigrated in a given year as a share of the total national population, the mobility rate ([Figure 9](#)) shows the total number of nationals who have ever emigrated to another EU-28 country and were still living there in 2015. Although persons who have since returned to their country of origin are not accounted for in the graph, it nevertheless shows (approximately) when the largest **emigration waves** took place.

In Romania, Portugal, Croatia, Ireland, Greece, Italy, Austria and several other countries, for example, large emigration trends happened 10 years ago or more.

Similar to 2014, [Figure 9](#) shows that in several Member States emigration increased only after the onset of the crisis, in particular in Hungary, Ireland, Greece, Belgium, Spain and Italy. On the other hand, in most of the EU-13 Member States (from the 2004 and 2007 accession rounds), considerable emigration already took place before the crisis and then slightly reduced (in Romania and Poland, for example). The smaller stocks of

⁶⁷ See Table 28 in Annex for full table.

Polish and Romanian movers who have resided abroad for the past five years (mobility rate for less than five years) compared to those who have resided abroad for longer (mobility rate for five to 10 years) can be explained by a slight decrease in emigration of nationals (**Figure 8** above). Emigration from Romania to other EU-27/EU-28 countries decreased consistently since 2008⁶⁸. Emigration from Poland to other EU-27/EU-28 countries peaked in 2006, then decreased strongly before increasing noticeably between 2010 and 2013, with levels above those before and after 2006⁶⁹. The smaller stock of movers who arrived in the past five years might also be explained by an increase in short-term mobility, meaning that people emigrate but then return after a few years. Indeed, it was found in previous research that intra-EU mobility in general has become more and more short-term⁷⁰ and figures suggest that this may be the case for mobility from Romania and Poland. In recent years, after the very large flows in the first years after accession, Polish mobility flows 'remained high but steady'⁷¹, as well as becoming temporary⁷². National census data from 2011 showed that temporary mobility is the main form of mobility for Romanian workers also⁷³. Among the reasons for this increasingly short-term mobility may be the removal of barriers between countries, the short distances between sending and receiving countries and the comparably higher costs of settling whole families abroad than of moving on a short-term basis⁷⁴. Free movement within the EU-28 goes hand-in-hand with emerging patterns of 'liquid migration' and a particularly important group of this type of migration are the Central Eastern European movers.⁷⁵ Liquid migration is characterised, among other things, by its temporary nature, being particularly oriented towards work, by migrants' legal migration status and by multidirectionality of movements⁷⁶.

68 Source: Eurostat migration statistics 'Emigration by five year age group, sex and country of next usual residence [migr_emi3nxt]'.

69 Source: Eurostat migration statistics 'Emigration by five year age group, sex and country of next usual residence [migr_emi3nxt]'; Central Statistical Office of Poland 'main directions of emigration and immigration for permanent residence in years 1966-2014', available at: <http://stat.gov.pl/en/topics/population/international-migration/main-directions-of-emigration-and-immigration-in-the-years-1966-2014-migration-for-permanent-residence,2,2.html>

70 R. Verwiebe et al., (2014) 'New forms of intra-European migration, labour market dynamics and social inequality in Europe' in *Migration Letters*, Volume 11, No.2, p. 131.

71 P. Kaczmarczyk, (2014) 'EU Enlargement and Intra-EU Mobility – Lessons to Be Drawn from the Post-2004 Migration of Poles', p. 129.

72 E. Snel et al., (2015) 'To Stay or Return? Explaining Return Intentions of Central and Eastern European Labour Migrants', *Central and Eastern European Migration Review*.

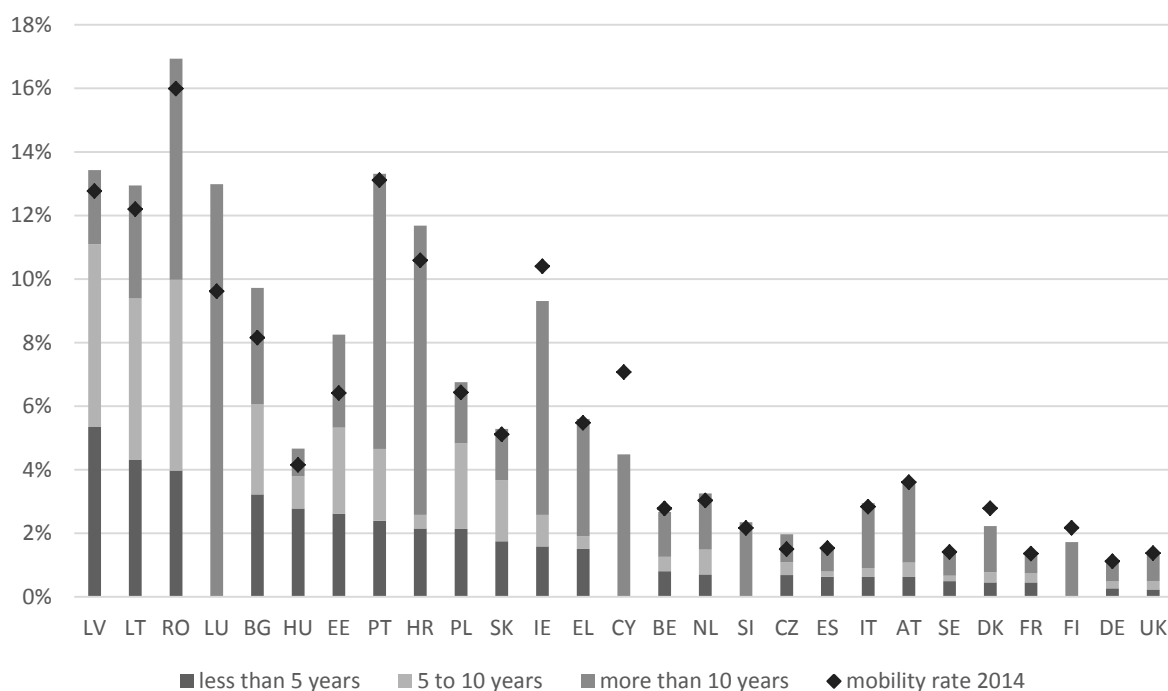
73 V. Vasile, (2014), *Labour Mobility Impact on Sending Countries. Romanian EU Workers Case Study*, *Procedia Economics and Finance* 8, p. 738.

74 P. Kaczmarczyk, (2014), 'EU Enlargement and Intra-EU Mobility – Lessons to Be Drawn from the Post-2004 Migration of Poles', p.131; E. Snel et al., (2015) 'To Stay or Return? Explaining Return Intentions of Central and Eastern European Labour Migrants', *Central and Eastern European Migration Review*.

75 G. Engbersen, (2012) 'Migration Transitions in an Era of Liquid Migration', in *European Migrations*, Amsterdam University Press, p. 98.

76 G. Engbersen, (2012) 'Migration Transitions in an Era of Liquid Migration', in *European Migrations*, Amsterdam University Press, p. 98.

Figure 9 Mobility rate of nationals of working age (20-64), by years of residence abroad, 2015



NUMBER OF NATIONALS LIVING IN ANOTHER EU-28 MEMBER STATE AS SHARE OF TOTAL POPULATION IN COUNTRY OF CITIZENSHIP, BY YEARS OF RESIDENCE ABROAD.

TOTAL NUMBER IS USED FOR FI, CY, SI AND LU AS ONE OR MORE OF THE NUMBERS FOR AGE GROUPS ARE BELOW RELIABILITY LIMITS OR HAVE LOW RELIABILITY.

MT IS EXCLUDED BECAUSE FIGURES ARE BELOW RELIABILITY LIMITS.

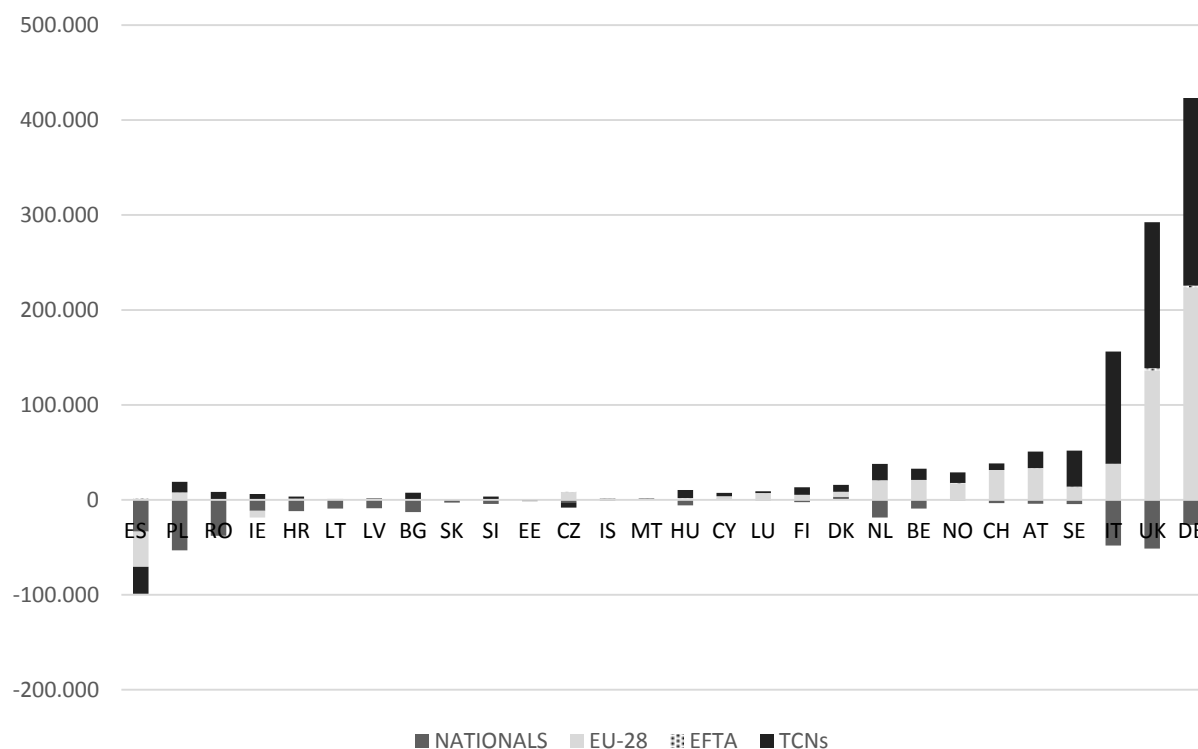
SOURCE: EU-LFS 2015, MILIEU CALCULATIONS.

When all people arriving and leaving the country are accounted for, Germany and the UK are the countries with the largest positive net migration, with around 400,000 and 240,000 persons in 2014, respectively ([Figure 59](#) in Annex). Italy also has quite a large positive net immigration of 108,000 persons. In Germany, the largest proportion came from the inflow of EU-28 movers, while in the UK inflows were divided equally across EU-28 and TCNs, and in Italy net inflows of TCNs were around twice as large as those of EU-28 movers ([Figure 10](#)).

By contrast, several EU-13 Member States – Slovakia, Bulgaria, Latvia, Lithuania, Croatia, Poland and Romania – as well as Ireland, Portugal, Greece and Spain registered overall negative net migration. Spain had the biggest negative migration flow, with almost 100,000 people. Other countries reporting more significant negative net migration flows were Greece (around 40,000 people), Poland (around 35,000) and Romania (around 30,000) ([Figure 59](#) in Annex). For each of these countries, with the exception of Spain and Ireland, net negative migration is reported only among nationals, but is

nonetheless significant enough to generate overall negative flows⁷⁷. Spain and Ireland both report negative migration of EU-28 movers, while Spain also recorded negative migration among TCNs.

Figure 10 Net migration flows by the country of residence, working age (20-64), 2014



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

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

PROVISIONAL DATA FOR OUTFLOW FIGURES IN BG, AND PL.

OUTFLOW FIGURES NOT AVAILABLE FOR FR AND PT, THEREFORE THESE COUNTRIES ARE NOT INCLUDED IN THE GRAPH.

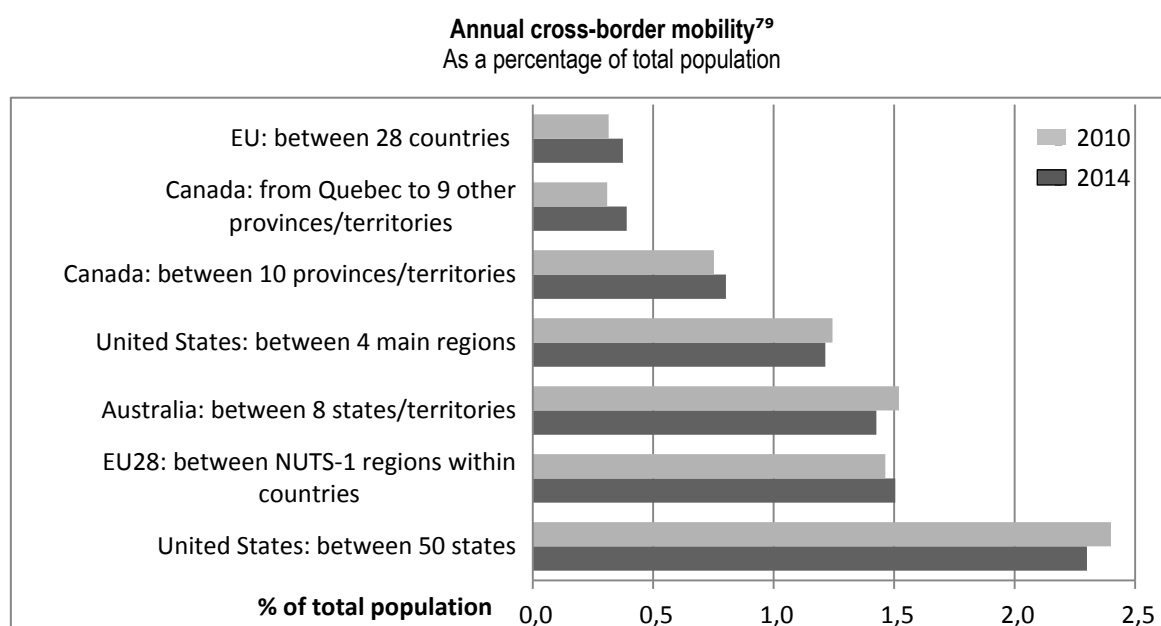
SOURCE: EUROSTAT DATA ON IMMIGRATION/EMIGRATION [MIGR_IMM1CTZ AND MIGR_EMI1CTZ] BY AGE GROUP, SEX AND COUNTRY OF RESIDENCE, EXTRACTED ON 25 MAY 2016 AND 26 MAY 2016 MILIEU CALCULATIONS.

⁷⁷ Figures on net migration by group of nationality from Greece and Portugal are not available.

Table 8, Mobility in different regions of the world

The OECD⁷⁸ compared population mobility in Australia, Canada and the United States with labour mobility in the European Union. Although the methodology used by the OECD differs from the one used in this report this international comparison produces interesting results.

Overall labour mobility between EU Member States remains lower compared to the mobility between the US states. The level of intra-EU mobility is on a similar level as mobility between Canadian provinces with different languages. Labour mobility between NUTS-1 regions within EU Member States is higher than internal mobility in Australia and Canada.



Source: Eurostat, "Employment and unemployment" Dataset; Australian Bureau of Statistics, *ABS.Stat Database*; Statistics Canada, "Population and demography" Dataset; and US Census Bureau, *American Community Survey*.

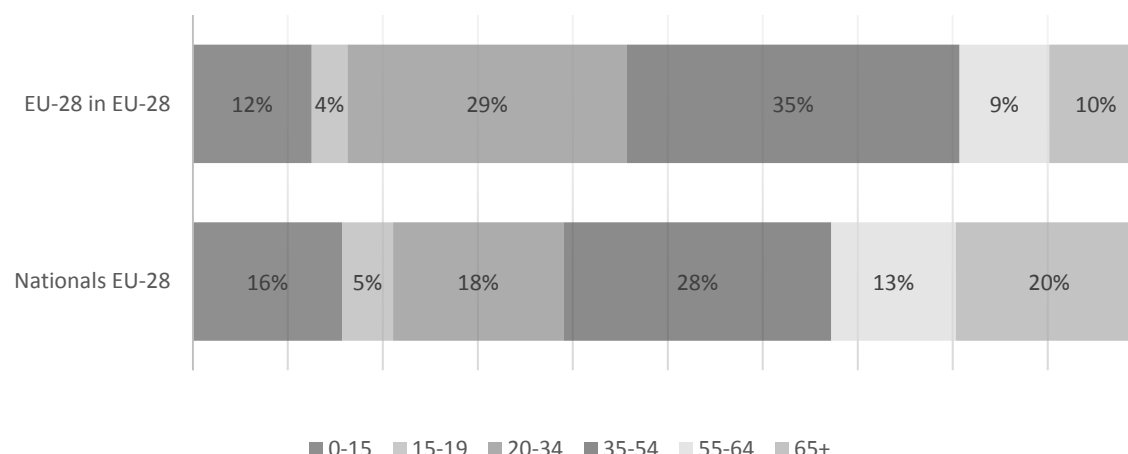
78 OECD (2016), *OECD Economic Surveys: European Union 2016*, OECD Publishing, Paris.

http://dx.doi.org/10.1787/eco_surveys-eur-2016-en

79 Population mobility for Australia, Canada and the United States; labour mobility for the European Union.

2.1.3 Demographic characteristics and effects of mobility

Figure 11 Age distribution of EU-28 movers compared to nationals, 2015



AGE STRUCTURE OF EU-28 MOVERS AND NATIONAL POPULATION IN EU-28 COUNTRIES.

SOURCE: EUROSTAT DATA ON POPULATION BY CITIZENSHIP AND AGE GROUP 'MIGR_POP1CTZ', EXTRACTED ON 26 APRIL 2016, MILIEU CALCULATIONS.

When the **age structure** of EU-28 movers is compared to that of nationals in their destination countries, the most striking differences are observed in the two main working-age groups (20-34 and 35-54 years) (Figure 11). The shares of persons in these age groups are higher among EU-28 movers, by 11 and 7 p.p., respectively. On the other hand, nationals have higher shares of older workers (55-64 years), children (below 15 years), young people (15 to 19 years) and especially of persons of pension age (65 years and above).

This does not take into account previous EU-28 movers who have been residing abroad for a while and who have acquired citizenship in their country of residence. When looking at the age distribution of persons *born* in another EU-28 country (thus including those that acquired the citizenship of the host country), the share of persons aged 65 years and above increases to 16%. Nevertheless, even within this group, persons aged 20-34 and those aged 35-54 are over-represented compared to nationals (the shares in these age groups are each 8 p.p. higher)⁸⁰. The main difference, however, is that the group of persons born abroad has far fewer children, at 8%, compared to 17% among those born in the host country.

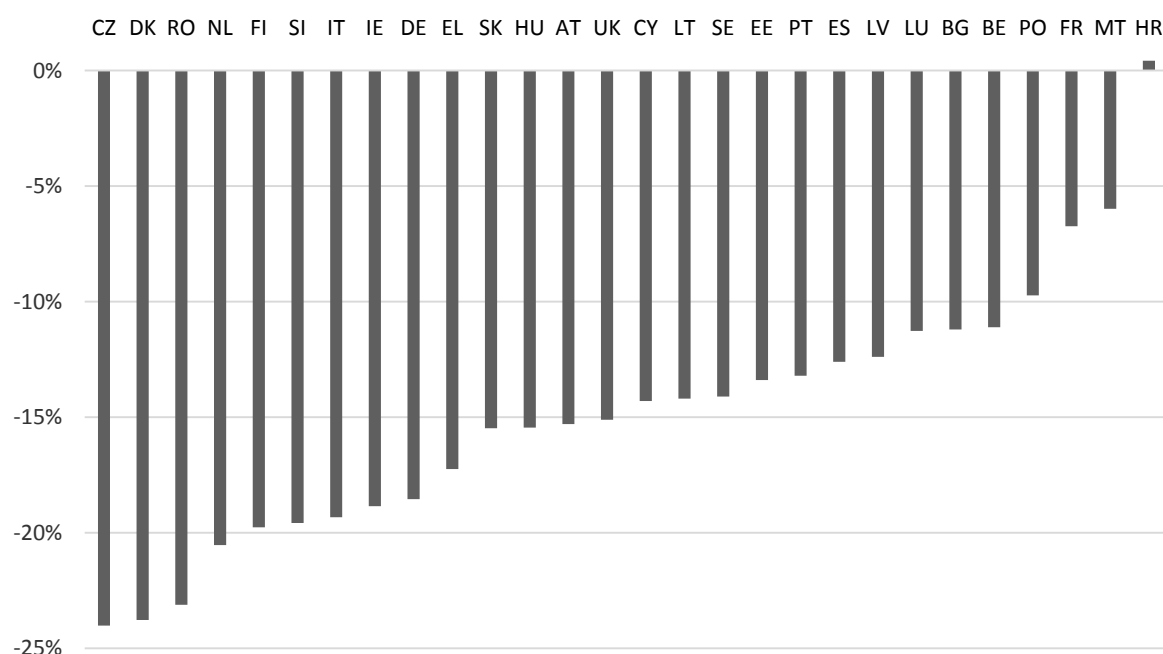
This shows that the over-representation of working-age persons among EU-28 movers is only partly due to the fact that movers in general are younger. What it does show,

⁸⁰ Source: Eurostat population data 'Population on 1 January by five-year age group, sex and country of birth [migr_pop3ctb]'.

however, is that persons tend to move at a (young) working age and, if they stay until they are older, tend to acquire citizenship of the host country. The figures confirm that among both movers and persons who were born in a different country, the share of younger persons who are potentially economically active is higher than among nationals or native-born.

For some countries, the difference between the share of working-age persons (20 to 64-year olds) among nationals and EU-28 movers is even larger than at EU level ([Figure 12](#)). The difference between countries varies from -24p.p. to +0.4p.p. The most extreme case is the Czech Republic, where nationals within the 20-64 age group make up 62% of the population, compared to 86% of EU-28 movers within the same age group (difference of -24 p.p.). In all but one country, the group constituting the 20-64 age group is larger among the EU-28 movers. The exception is Croatia, where it seems the two groups are almost identical, with a 0.4 p.p. higher share among the national population.

Figure 12 Difference between nationals and EU-28 movers in shares of 20-64 yearolds from all age groups, 2015 (in p.p.)



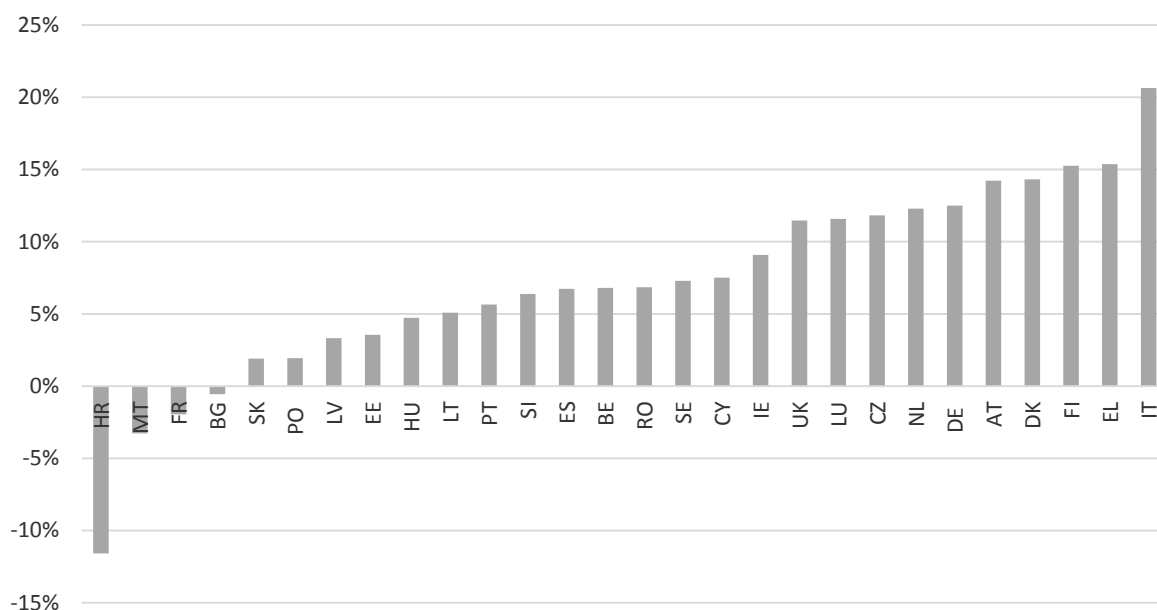
A NEGATIVE DIFFERENCE MEANS THAT THE SHARE OF 20-64 YEAR OLDS IS LOWER AMONG NATIONALS THAN AMONG EU-28 MOVERS.

SOURCE: EUROSTAT DATA ON POPULATION BY CITIZENSHIP AND AGE GROUP 'MIGR_POP1CTZ', EXTRACTED ON 26 APRIL 2016, MILIEU CALCULATIONS.

While the Member States' nationals have lower shares of the working-age population, they have higher shares of persons aged 65 years and above, compared to EU-28 movers ([Figure 13](#)). Italy shows the greatest difference, with nationals having a 21 p.p.

higher share of persons aged 65 and above than EU-28 movers. Only 3% of EU-28 movers residing in Italy are aged 65 and above, while 23% of the local population is in that age group. This is also the case in Greece, Finland, Denmark and Austria, where the difference is around 15 p.p. These are all Member States with high shares of elderly persons among their national population compared to other Member States. At the other end of the spectrum are Croatia, Malta, France and Bulgaria, where the national population aged 65 and older make up a smaller percentage of the total population compared to EU-28 movers. In the most extreme case, Croatia, 19% of the national population are 65 years and older, while this age group accounts for 30% of the EU-28 movers. Unlike the former group of countries, these are Member States who have neither a particularly high, nor a particularly low share of elderly persons among their national population, compared to other Member States. The large difference in the size of the group of old persons is, therefore, due to the over-representation of the elderly among EU-28 movers. This seems to be partly due to a longer tradition of immigration of EU-28 movers, as is the case in France and Malta (over 50% of EU-28 movers have been residing there for 10 years or longer, see [Figure 16](#)). However, it is also an indication of potential mobility of older people to those countries after retirement.

Figure 13 Difference between nationals and EU-28 movers in shares of population aged 65 and above, 2015



PERCENTAGE DIFFERENCES BETWEEN NATIONALS AND EU-28 MOVERS WITHIN THE AGE GROUP 65 AND ABOVE.

A NEGATIVE DIFFERENCE MEANS THAT THE SHARE OF THOSE AGED 65 YEARS AND ABOVE IS LOWER AMONG NATIONALS THAN AMONG EU-28 MOVERS.

SOURCE: EUROSTAT DATA ON POPULATION BY CITIZENSHIP AND AGE GROUP 'MIGR_POP1CTZ', EXTRACTED ON 26 APRIL 2016, MILIEU CALCULATIONS.

Old-age-dependency ratios

The influence of the different age structures of EU-28 movers and nationals can also be seen when looking at their **old-age-dependency ratio** (OADR). Although dependency ratios based solely on age fail to reflect the diversity and economic behaviour of older populations⁸¹, they can be a good starting point to discuss the societal implications of an ageing Europe. The OADR is defined by Eurostat as ‘...the ratio of the number of elderly people at an age when they are generally economically inactive (i.e. aged 65 and over i.e. 15-64 years old)’⁸². For this report, the OADR is calculated as the ratio of persons aged 65 and above to the number of persons aged 20-64 (here termed ‘OADR20’). The OADR (and the OADR20) is thus an estimate of the number of potentially active persons who will ‘support’ the elderly at a given time. The lower the OADR, the fewer ‘dependent’ elderly there will be per working-age person. Studies suggest that increased life expectancy, coupled with declining fertility, will result in fewer ‘active adults’ supporting more ‘inactive’ older persons in the old continent⁸³. Changes in this active-non-active ratio has economic implications directly related to public expenditure in areas like pensions and health services, decreased private savings, participation in the labour force, structure of demand and others⁸⁴. From an economic perspective, therefore, a low OADR is more favourable than a higher one.

In order to estimate the impact of labour mobility on destination country’s OADR20, three types of OADR20 are compared for each Member State: OADR20 for its nationals, without EU-28/EFTA movers or TCNs; OADR20 among the population of nationals and EU-28 movers; and lastly, OADR20 in the country for the total population including EU-28 movers and all other foreigners.

In most Member States, the presence of EU-28 movers reduced the OADR20, although not to a very large extent (by up to 2 p.p.). Exceptions are Luxembourg, where the OADR20 is reduced by 10.3 p.p. and Switzerland, where it is reduced by 4.5 p.p. when EU-28 movers are included. In some of the important countries of destination, the OADR20 is markedly reduced, i.e. in Germany by 1.5p.p., in Austria by 2.2p.p., in the UK by 1.4p.p. and in Italy by 1.3 p.p.

When TCNs are included in the calculation, the OADR20 is reduced still further. In some countries, TCNs have a stronger effect on the OADR20, while in others⁸⁵, EU-28 movers have a stronger effect (including Germany, Switzerland, Austria, Luxembourg, Belgium, UK, Norway, Cyprus and Ireland).

However, in some Member States the presence of EU-28 movers has little or no effect on the OADR20 (below 0.5 p.p. difference). This is the case for mainly the Eastern European

81 World Health Organization, (2015), World Report on Ageing and Health, Geneva.

82 http://ec.europa.eu/eurostat/statistics-explained/index.php/Glossary:Old-age-dependency_ratio

83 United Nations, Department of Economic and Social Affairs, Population Division (2015). World Population Ageing, New York.

84 R. Hagemann and G. Nicoletti, (1989), Ageing Populations: Economic Effects and Implications for Public Finance, OECD Economics Department Working Papers n.61.

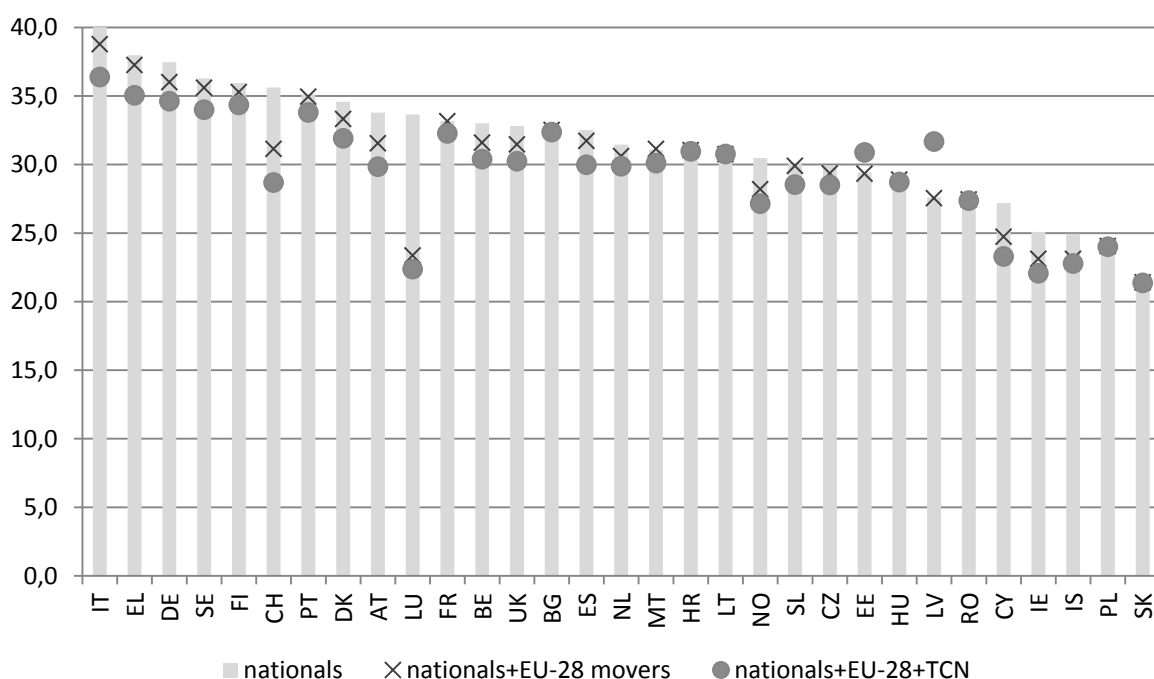
85 IT, EL, SE, PT, DK, FR, BG, MT, HR, SI, CZ, HU.

and Baltic countries (Bulgaria, Malta, Lithuania, Slovenia, Estonia, Hungary, Latvia, Romania, Poland, Slovakia) but also Portugal, France, Malta and Croatia. In the case of the Eastern European and Baltic countries, likely reasons are the comparative youth of their populations and low rates of immigration, which reduce the impact of EU-28 movers.

When looking at projections that include net migration (thus taking into account the emigration of nationals), it is clear that in the Baltic countries, Bulgaria, Romania and a few EU-15 countries, migration actually increases the OADR, probably because emigration of young persons exceeds immigration of young persons.

In the case of France and Malta, however, the small impact is due to the fact that many movers in these countries belong to an older age group (the share of those aged 65+ is larger than that of nationals), which is also the case for Croatia (see [Figure 13](#) above).

Figure 14 Different OADR20 scenarios (65+/20-64 YEARS), 2015



OADR (65+/20-64 YEARS), COMPARISON BETWEEN SCENARIOS INCLUDING ONLY NATIONALS, NATIONALS AND EU-28 MOVERS AND THE TOTAL POPULATION (NATIONALS, EU-28 MOVERS AND TCNs).

INTERPRETATION: AN OADR OF 33 MEANS THAT THERE ARE THREE PERSONS AGED 20 TO 64 YEARS PER ONE PERSON AGED 65 YEARS AND ABOVE; AN OADR OF 25 MEANS THAT THERE ARE FOUR PERSONS AGED 20 TO 64 YEARS PER ONE PERSON AGED 65 YEARS AND ABOVE.

SOURCE: EUROSTAT DATA ON POPULATION BY CITIZENSHIP AND AGE GROUP 'MIGR_POP1CTZ', EXTRACTED ON 26 APRIL 2016, MILIEU CALCULATIONS.

Projections for 2030

Eurostat population projections were used to calculate the OADR for the year 2030. While it is not possible to examine the same scenarios as those presented above, the OADR

was calculated for two different scenarios, i.e. the main scenario and a no-migration-scenario⁸⁶. The scenarios of population projections do not differentiate between intra-EU migration and migration from third countries and they refer to net migration, including emigration flows.

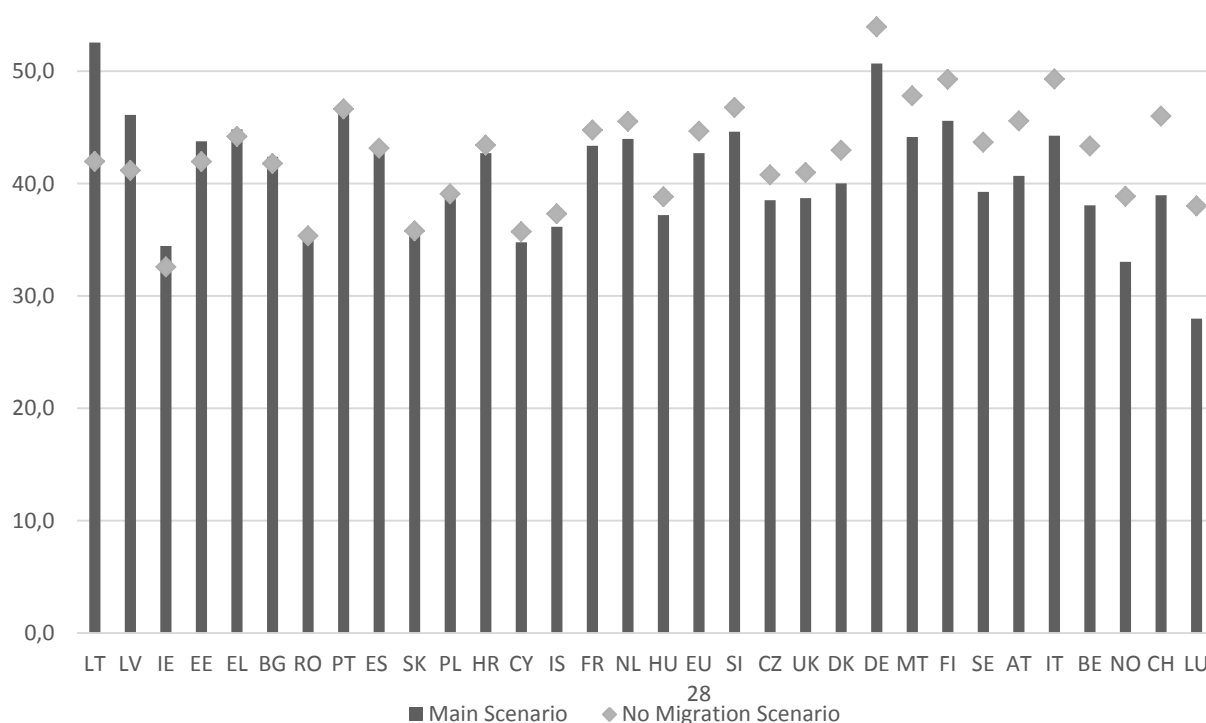
The comparison of the two scenarios shows that the impact of migration on the OADR differs considerably across the EU-28 and EFTA countries. For instance, projections show that Luxembourg clearly benefits from migration in terms of its age structure. The OADR₂₀ increases by 10 points (from 28 to 38) when the impact of migration is removed. Switzerland also benefits from the positive impact of migration, with a seven point difference (from 39 to 46) between the two scenarios. Norway (5.8 points difference), Belgium (5.3 points) and Italy (5 points) are other countries where the difference amounts to some five points in favour of the main scenario (including migration).

At the other end of the spectrum is Lithuania, whose age structure is negatively impacted by migration. The OADR₂₀ is about 10.6 points lower in the absence of migration compared to the main scenario (42 to 52.6, respectively). Latvia (-4.6 points), Ireland (-1.9 points), Estonia (-1.8 points), Greece (-0.6 points), Bulgaria (-0.6 points) and Romania (-0.2) are the other countries where migration seems to have a negative impact on the age structure in 2030 projections. In other words, in these countries, the ratio of elderly persons will be higher than if there were no migration. This is likely due to the high emigration of young persons from these countries, together with rather low numbers of immigration. In Lithuania, Latvia, Ireland and Romania the emigration rates of young persons (15-34 years) are the highest throughout the EU⁸⁷. The majority of the emigration from these countries is directed towards other Member States, however, mobility towards third countries also plays a role, since around 25% of emigrants from Lithuania and Latvia and 10% of emigrants from Estonia move to a third country.

86 Main scenario - produced based on 'main input dataset'; no migration variant - obtained by considering the component of international net migration equals zero; reduced migration variant - produced considering that the component of international net migration is reduced by 20%; EUROSTAT metadata document, http://ec.europa.eu/eurostat/cache/metadata/en/proj_esms.htm

87 Canetta, E., Fries-Tersch, E. and Mabilia, V., Annual report on statistics on intra-EU movers, Network Statistics FMSSFE, European Commission, September 2014, p.32.

Figure 15 Projected OADR20 scenarios (with and without total net migration by country of residence), 20-64 to 65+ age groups, 2030



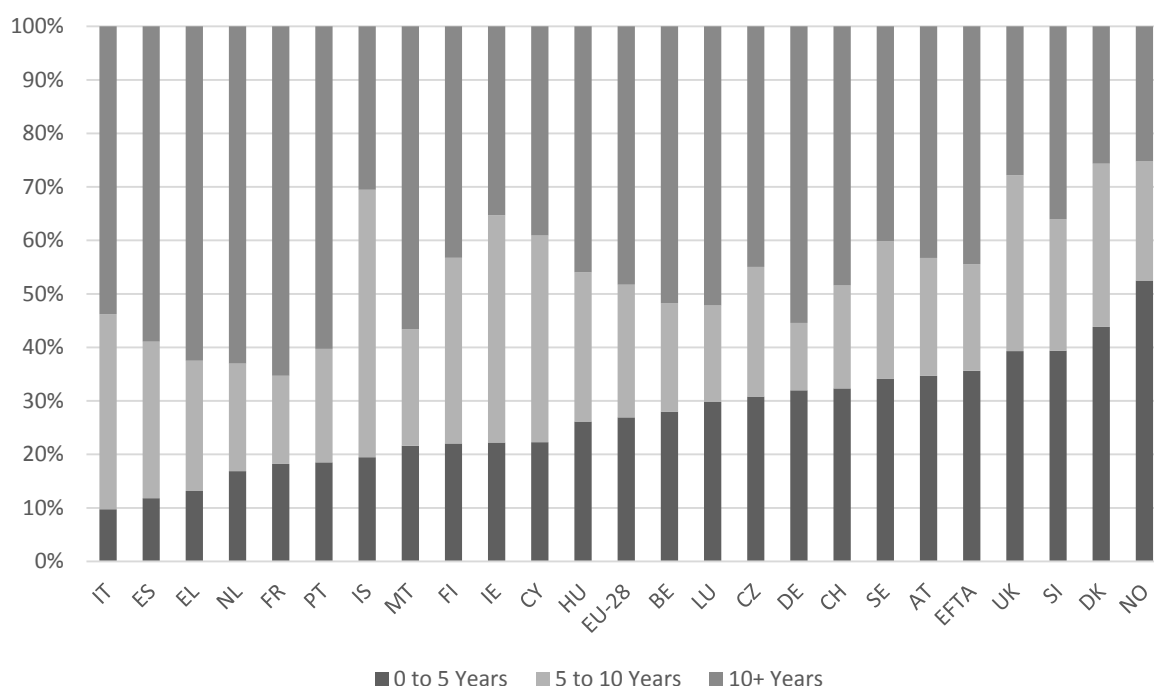
OADR FOR 20-64 TO 65+ AGE GROUPS, MAIN POPULATION SCENARIO AND NO MIGRATION VARIANT.

SOURCE: EUROSTAT POPULATION ON 1 JANUARY BY AGE AND SEX [PROJ_13NPMS] AND [PROJ_13NPZMS], EXTRACTED ON 03 MAY 2016 AND 12 AUGUST 2016, MILIEU CALCULATIONS.

2.1.4 Stocks of recent movers

In 2015, countries had varying profiles of movers from EU-28 countries in respect of their length of stay. As can be seen in [Figure 16](#), there are 'traditional' and 'recent' countries of destination of intra-EU mobility. In countries like Italy, Spain, France, Greece and Portugal, the composition of movers aged 20-64 years is dominated by those who have been living in those countries for more than 10 years. At the same time, the movers who arrived in the last five years represent a smaller group in those countries. In Italy, only 10% of the movers have arrived in the last five years, while 54% of the movers residing in Italy arrived 10 years ago or more.

Figure 16 EU-28 movers of working age (20-64) by country of residence and years of residence, 2015



EU-28 MOVERS BY COUNTRY OF RESIDENCE AND YEARS OF RESIDENCE, SHARES OF DIFFERENT GROUPS IN PERCENTAGES.

FIGURES FOR BG, LV, LT AND RO ARE BELOW RELIABILITY LIMITS AND HENCE EXCLUDED FROM THE GRAPH.

EE, HR, PL, AND SK HAVE ONE OR MORE CATEGORIES UNDER RELIABILITY LIMITS AND ARE HENCE EXCLUDED FROM THE GRAPH.

IN SI, ALL THREE CATEGORIES ARE OF LOW RELIABILITY.

FIGURES INCLUDE 'BORN IN THIS COUNTRY' AS A PART OF 10+ CATEGORY.

SOURCE: EU-LFS, MILIEU CALCULATIONS.

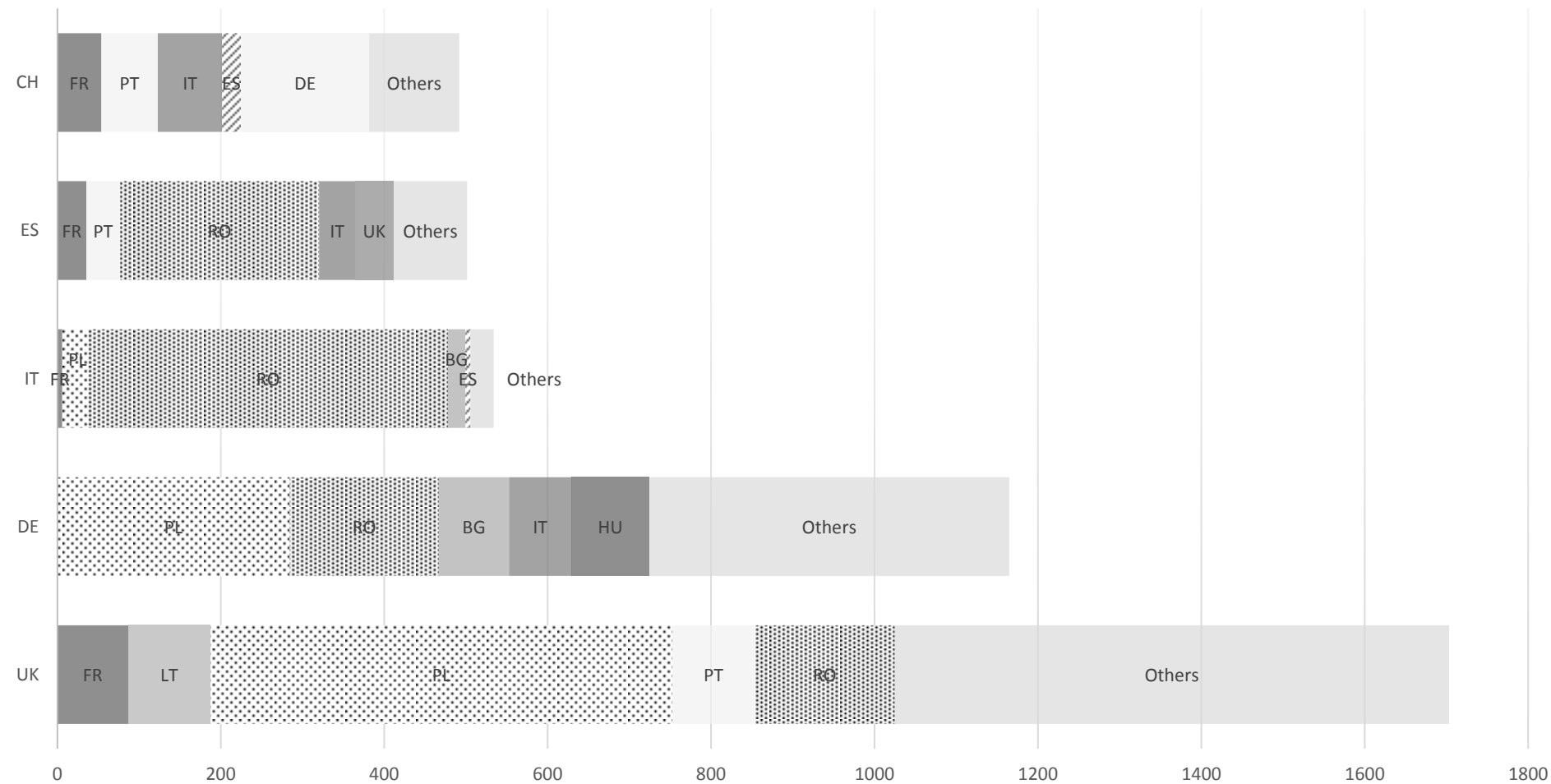
In countries like Germany, Belgium, Luxembourg and Portugal, roughly half of the EU-28 movers arrived more than 10 years ago. By contrast, Finland, Cyprus, Hungary, Czech Republic, Sweden, Austria, and in particular UK, Slovenia, Ireland, Denmark, Norway and Iceland, are more recent countries of immigration where the majority of EU-28 movers have arrived during the past 10 years.

In 2015, there were around 5.4 million EU-28 movers of working age (20-64) across the Member States who have been living in their country of residence for less than 10 years ('recent movers'). That represents an increase of 218,000 people compared to 2014. EFTA countries host around 640,000 EU-28 citizens, representing an increase of approximately 33,000 people compared to 2014. When it comes to the main countries of residence, trends of previous years seem unchanged: UK still hosts the greatest number of recent EU-28 movers of working age, with 1.7 million. The rest of the main countries of destination also remained unchanged, with Germany (around 1.2 million), Italy

(around 530,000), Spain (around 500,000) and Switzerland (around 490,000) hosting the highest numbers of working-age movers.

In Spain and Italy, Romanian citizens make up the largest single group of recent movers, in Switzerland it is the Germans, while in Germany and the UK, it is the Polish nationals (**Figure 17**) who have the highest proportion. EU-wide, there are almost equal numbers of recent Romanian and Polish EU-28 movers, which represent the two largest groups at around 1,000,000 each, followed by the Italians, Portuguese and Bulgarians (each around 250,000).

Figure 17 Stocks of recent EU-28 movers of working age (20-64) in the five main countries of residence, main nationalities (thousands), 2015



RECENT EU-28 MOVERS ARE DEFINED AS EU-28 CITIZENS WHO HAVE BEEN LIVING IN AN EU-28 OR EFTA COUNTRY OTHER THAN THEIR OWN FOR UP TO 10 YEARS AS OF 2014.

DATA REFER TO THE EU-28 AND EFTA AGGREGATES AND ARE EXPRESSED IN THOUSANDS.

CH: FIGURES FOR CY AND MT ARE NOT INCLUDED IN THE 'OTHER' CATEGORY.

ES: FIGURES FOR AT, CY, CZ, DK, FI, HR, HU, LU, LV, MT AND SI ARE NOT INCLUDED IN THE 'OTHER' CATEGORY.

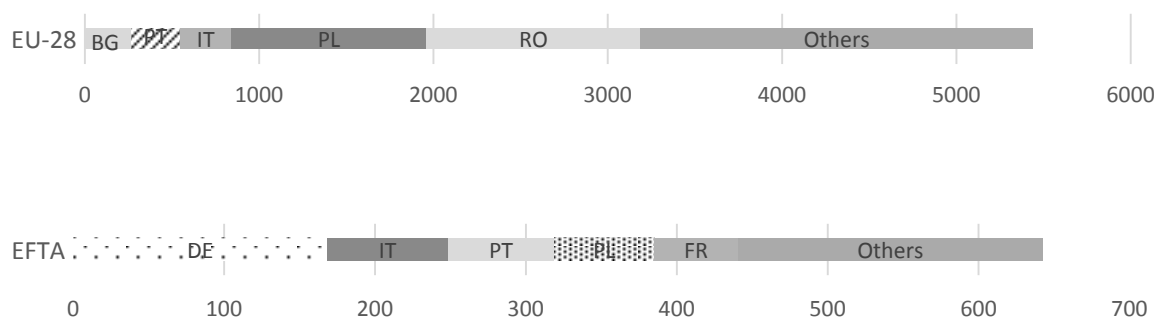
IT: FIGURES FOR LU AND MT ARE NOT INCLUDED IN THE 'OTHER' CATEGORY.

DE: FIGURES FOR MT ARE NOT INCLUDED IN THE 'OTHER' CATEGORY.

UK: LU, MT AND SI ARE NOT INCLUDED IN THE 'OTHER' CATEGORY.

SOURCE: EU-LFS, 2014, MILIEU CALCULATIONS.

Figure 18 Stocks of recent EU-28/EFTA movers of working age (20-64) at EFTA and EU level, main nationalities (thousands), 2015

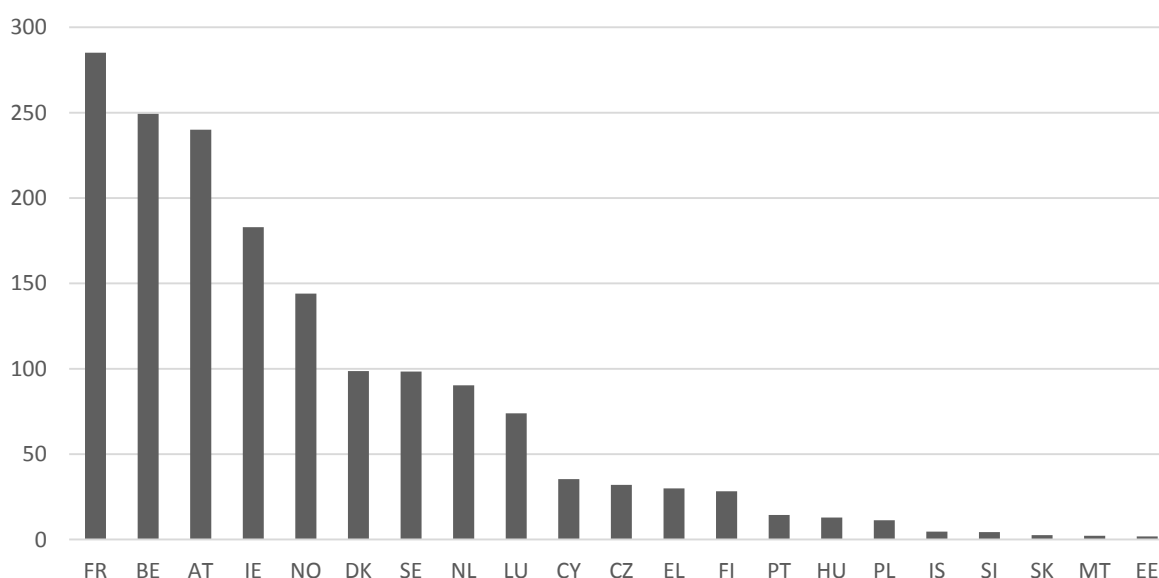


RECENT EU-28 MOVERS ARE DEFINED AS EU-28 CITIZENS WHO HAVE BEEN LIVING IN AN EU-28 OR EFTA COUNTRY OTHER THAN THEIR OWN FOR UP TO 10 YEARS AS OF 2015. DATA REFER TO THE EU-28 AND EFTA AGGREGATES AND ARE EXPRESSED IN THOUSANDS.

EFTA: FIGURES FOR CY AND MT ARE NOT INCLUDED IN THE 'OTHER' CATEGORY.

SOURCE: EU-LFS, 2015, MILIEU CALCULATIONS.

Figure 19 Recent EU-28 movers of working age (20-64), in total numbers (thousands), 2015, by country of residence (except the five main countries of residence)



RECENT EU-28 MOVERS ARE DEFINED AS EU-28 CITIZENS WHO HAVE BEEN LIVING IN AN EU-28 COUNTRY OTHER THAN THEIR OWN FOR UP TO 10 YEARS AS OF 2015.

PL AND SK: FIGURES ARE OF LOW RELIABILITY; FIGURES FOR BG, HR, RO, LT, LV ARE BELOW RELIABILITY LIMITS. DATA ARE EXPRESSED IN THOUSANDS.

SOURCE: EU-LFS, 2014, MILIEU CALCULATIONS.

When the same age group is compared to 2014 data, the number of recent movers in Germany has increased considerably, by around 200,000⁸⁸, suggesting a sudden increase of recent movers. A more detailed analysis of this immigration trend reveals that citizens of Bulgaria (around 20,000 more), Greece (around 12,000 more), Croatia (around 20,000 more), Hungary (around 25,000 more) and Romania (around 50,000 more) account for the majority of the movers. Due to this increase since 2009, the number of movers who came between 2004 and 2009 is comparatively small. Nevertheless, as mentioned above, the group of movers pre-2004 still makes up the largest group in Germany because of the older migration movements, especially from Italy and Greece.

Other countries registering an increase in recent movers from EU-28 countries in 2015 are the UK (around 90,000), Austria (20,000) and Switzerland (25,000). On the other hand, the number of recent movers in Italy decreased by 48,000, suggesting that the trend of decreasing immigration is continuing⁸⁹. Other countries with notably fewer recent movers are France (around 26,000), Ireland (around 16,000), the Netherlands (around 9,000) and Greece (around 10,000).

⁸⁸ Source: EU-LFS, 2014, Milieu calculations.

⁸⁹ E. Fries-Tersch and V. Mabilia, 2015 Annual Report on intra-EU labour mobility, Network Statistics FMSSFE, European Commission.

2.2 Mobility of EU and EFTA mobile workers

This chapter presents an overview of the **mobility of active (employed and unemployed) EU-28 movers (mobile workers)** with a focus on 'recent' movers, i.e. those that have been living in another EU-28/EFTA country for up to 10 years. Unless otherwise specified, figures in this chapter refer to the group of working-age citizens (20 to 64 years).

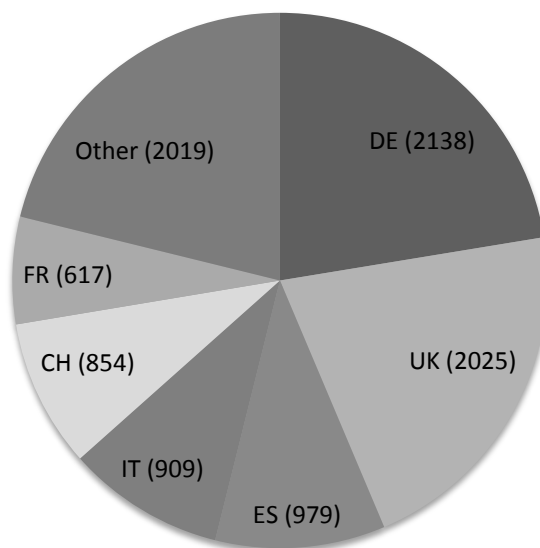
2.2.1 Recent developments

Stocks of all active EU-28 movers and recent trends

In 2015, around 8.5 million working age EU-28 citizens and around 113,000 EFTA citizens residing in a Member State than their country of citizenship were working or seeking work ('active'). This number was slightly lower than the 9.8 million TCNs working or seeking work in one of the EU-28. Compared to 2014, the number of active EU-28 movers in the Member States increased by around 4%, the number of active EFTA movers increased by around 3% and the number of active TCNs increased by around 1%. The increase in EU-28 active movers is in line with trends for the past 10 years, but represents a small deceleration compared with the yearly increase of 7% between 2013 and 2014. While the rate of increase in EFTA movers slowed slightly compared to the 4% increase from 2013 to 2014, this increase still continues to reverse the downward trend in active EFTA movers observed in 2012 (-8%) and 2013 (-10%).

As **Figure 20** shows, in 2015, the main countries of residence within the EU-28 and EFTA for active EU-28 movers were, in descending order: Germany, the UK, Spain, Italy, Switzerland and France. Together, these countries represent 79% of the total number of active working-age EU-28 movers who live in another EU-28 or EFTA country. The EU-15 countries as an aggregate are the main countries of residence; 87.6 % of total active EU-28 movers live in an EU-15 country, compared to 1.6 % in an EU-13 country and 11% in an EFTA country.

Figure 20 Main EU-28/EFTA countries of residence for active working-age (20-64) EU-28 movers, 2015 (total numbers in brackets, in thousands)



MAIN EU-28/EFTA COUNTRIES OF RESIDENCE FOR WORKING-AGE EU-28 MOVERS.

SOURCE: EU-LFS, 2015.

Compared to 2014, the numbers of working-age EU-28 movers living in the main countries of residence increased by: 10% in Germany, 9% in the UK, 4% in Italy and 4% in Switzerland (4%). On the other hand, they decreased by 5% in Spain and by 10% in France. In Germany and the UK, the changes are likely to stem from the large increases in inflows between 2012 and 2014 (the latest data available), given that the numbers of inactive EU-28 movers increased as well. In Spain and France, however, the decrease in active EU-28 movers may be only partly due to a decrease in inflows of movers ([Figure 2](#)), but also due to a change in status (from active to inactive), as suggested by an increase in the stock of inactive EU-28 movers during that period (+10% in Spain, +2% in France). In Italy, the stock of inactive EU-28 movers also increased slightly, indicating that changes are mainly due to the still positive net migration. In Switzerland, it is possible that part of the additional active movers (+3%, see above) are those that were previously inactive (the number of inactive movers changed by -1%, while net migration was still positive, [Figure 59](#) in Annex).

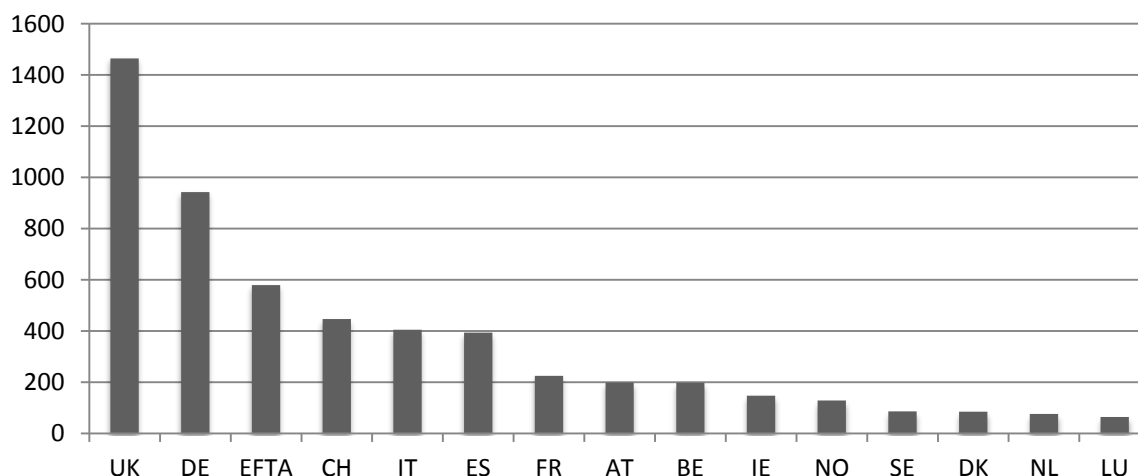
Other Member States experienced large percentage changes in the numbers of active EU-28 movers compared to 2014. The numbers of active EU-28 movers increased by over 10% in the Czech Republic, Finland, Latvia and the Netherlands, and decreased by roughly 20% in Estonia and Greece.

The share of EU-28 citizens from the total active population of migrants varies significantly across Member States, from some 90% in Luxembourg to around 2% in Latvia (see [Figure 60](#) of the Annex). Of the top six countries of destination (Germany, the UK, Spain, Italy, Switzerland and France), the UK and Switzerland have a majority of intra-EU-28 movers in their active population of movers. In Spain, Italy and France the majority are TCNs. The figures for EU-28 and TCNs in Germany are about equal.

Length of stay

Of the total 8.5 million active EU-28 movers, 4.4 million (53%) moved to their current country of residence within the past 10 years ('recent' movers). Of these recent active EU-28 movers, 33% reside in the UK and 21% in Germany ([Figure 21](#)). These proportions are comparable to those for 2014. Other significant countries of residence for recent active EU-28 movers are Switzerland (10%), Italy (9%), and Spain (9%). These proportions are also roughly similar to 2014, when these three countries were in the top five destinations for recent EU-28 movers after the UK and Germany, although in a different order (2014: Italy (10.4%), Spain (10.1%) and Switzerland (9.9%)). [Table 33](#) in the Annex shows the number of active recent EU-28 movers by nationality and country of residence.

Figure 21 Recent active EU-28 movers of working age (20-64), by country of residence, 2015 (in thousands)



TOTAL NUMBERS OF ACTIVE EU-28 CITIZENS WHO HAVE LIVED IN AN EU MEMBER STATE OR EFTA COUNTRY OTHER THAN THEIR COUNTRY OF CITIZENSHIP FOR UP TO 10 YEARS. STOCKS IN COUNTRIES NOT PRESENTED IN THE CHART ARE LOWER THAN 50,000 AND ARE NOT INCLUDED FOR PRESENTATION PURPOSES. NOR IS THE EU-28 AGGREGATE FIGURE OF 4.4 MILLION PRESENTED.

SOURCE: EU-LFS, 2015, MILIEU CALCULATIONS.

[Figure 22](#) shows that there are EU Member States where the majority (over 50%) of active EU-28 movers immigrated before 2005. In fact, in most of the main countries of residence (namely Spain, Italy, France and Germany), over 50% of the EU-28 mobile citizens have already been living there for over 10 years. Of these, only Germany has seen quite strong immigration in the past five years, and thus also has a fairly large share (over 30%) of movers who arrived in 2010 or later.

By contrast, there are Member States which have experienced a strong increase in immigration of EU-28 movers during the past five years, which group has come to make up the largest shares of their EU-28 foreign population. Norway and Denmark in particular, but also the UK, have high shares of those new movers (40% or more). In Austria, Sweden, Switzerland, Germany, Luxembourg, Czech Republic and Belgium, those movers who came in the past five years make up close to one-third of their respective EU-28 foreign population.

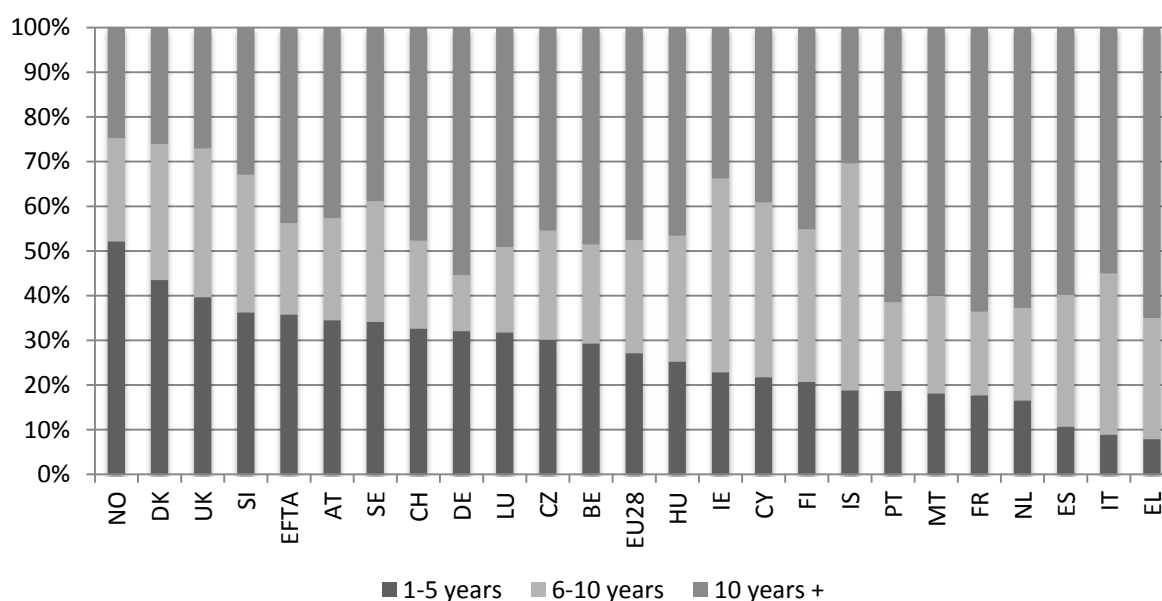
Lastly, there are Member States that experienced their main wave of immigration between the 2004 enlargement and the first years of the economic crisis, namely Ireland, Cyprus and Iceland. Despite being traditional countries of immigration, a similar trend can be seen in Greece, Italy and Spain, where the share of movers who came between 2005 and 2010 remains considerably higher than that of movers who came in 2010 or later. This reflects the increase in emigration of EU-28 foreigners from Italy and Spain and the decrease in immigration (especially from Romania and Bulgaria to Spain) during the economic crisis. In Spain, for example, research supports the notion that the recession contracted the labour market to the extent that, since 2010, migration outflows of mostly non-Spanish nationals, including EU mobile citizens, have been at the highest levels in Spanish history⁹⁰. In 2012 alone, around 5% of foreigners residing in Spain left the country⁹¹. In terms of particular nationalities, before 2007, Romanian movers were concentrated in Spain and Italy, but after 2007 flows shifted from Southern Europe to Northern Member States, especially Germany and the UK⁹².

90 M. Izquierdo, J.F. Jimeno and A. Lacuest (2016), 'Spain: from massive immigration to vast emigration?', *IZA Journal of Migration*, vo. 5, issue 10, pp. 1-20. DOI: 10.1186/s40176-016-0058-y.

91 Ibid.

92 A. Zaiceva and K.F. Zimmermann, 'Returning Home at Times of Trouble? Return Migration of EU Enlargement Migrants During the Crisis', in M. Kahanec and K.F. Zimmerman (eds.) (2016), *Labour Migration, EU Enlargement and the Great Recession*, Springer-Verlag Berlin Heidelberg.

Figure 22 Active EU-28 movers of working age (20-64), 2015, by years of residence, by country of residence and EU-28 and EFTA aggregates



ACTIVE EU-28 MOVERS, 2015.

* LOW RELIABILITY: HU: FIGURES FOR 1-5 YEARS; MT: FIGURES FOR 1-5 YEARS AND 6-10 YEARS; SI: FIGURES FOR ALL CATEGORIES.

BG, EE, HR, LT, LV, PL, RO, SK ARE NOT PRESENTED IN THE CHART BECAUSE FIGURES FOR ONE OR MORE GROUPS ARE TOO LOW TO BE PUBLISHED.

EU-28 AGGREGATES FOR 6-10 YEARS EXCLUDE BG AND PL.

SOURCE: EU-LFS 2015, MILIEU CALCULATIONS.

Across all EU Member States 27% of movers have resided in their current country of residence for up to five years, 25% have resided there for 5-10 years and 48% have resided there for 10 years or more. In addition to the UK, Austria, Switzerland and Germany, the countries with comparatively large shares of their EU-28 movers having arrived only within the past five years are Norway, Denmark and Sweden.

It seems that the Scandinavian countries have become increasingly significant as countries of destination since the onset of the economic crisis. As can be seen in [Table 6](#), inflows from Southern countries into Sweden increased by 74% between 2009 and 2014 and inflows from Eastern countries decreased between 2009 and 2010, but then began to increase steadily again. [Table 32](#) in the Annex shows the main nationalities that moved to Norway, Denmark and Sweden in the last five years. In Norway, the largest share of such movers are of Polish nationality (32%), followed by Lithuanian nationality (17%) and Sweden (14%). In Denmark, the nationalities with the largest shares of total movers are Romanian (16%), Polish (14%), Lithuanian (10%) and German (9%). In Sweden, the nationalities with the largest shares of movers are Polish (16%), Romanian (10%) and German (9%).

Figure 23 shows the change between 2014 and 2015 in numbers of economically active EU-28 movers living in an EU Member State or EFTA country other than their country of citizenship for up to two years ('new active EU-28 movers').

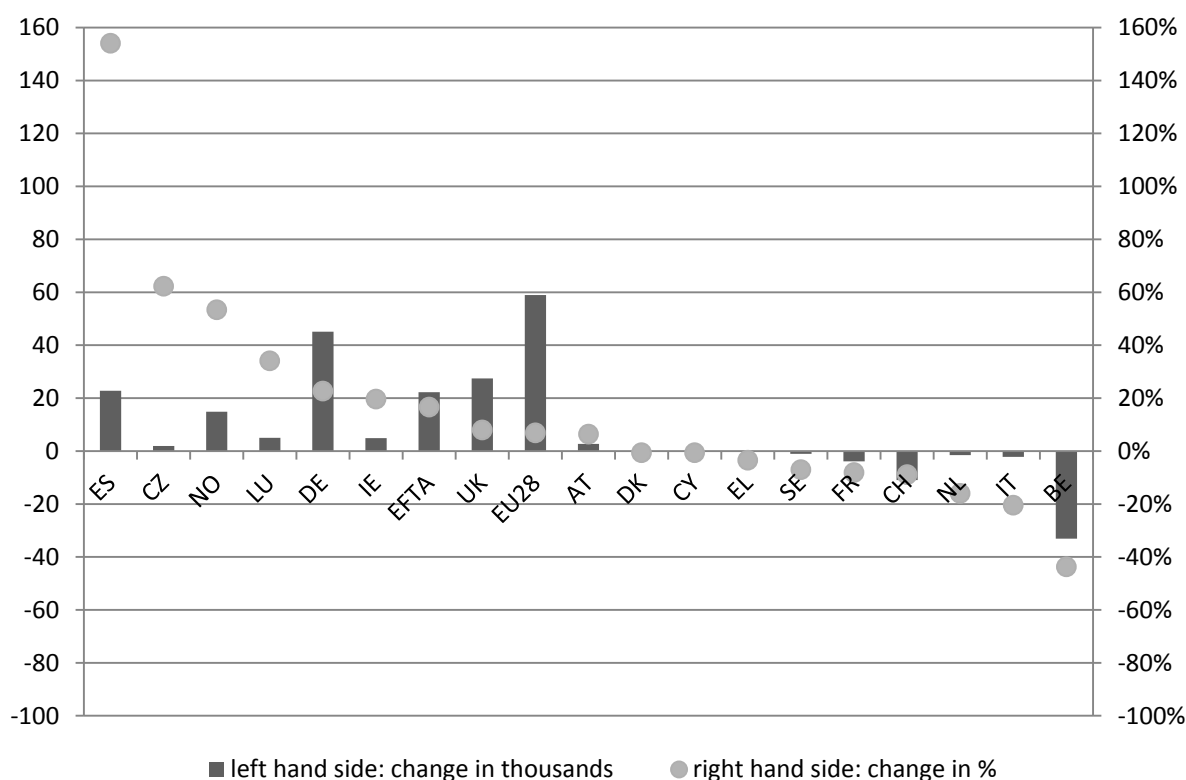
There was an overall increase from 2014 to 2015 in the numbers of new active EU-28 movers living in another Member State of around 7% (or 59,000), and an increase in numbers of new active EU-28 citizens living in an EFTA country of around 17% (or 22,000). **Figure 23** shows that Spain experienced the largest relative increase by a considerable margin (154% followed by the Czech Republic, Norway and Luxembourg (each over 30%). While in these last three numbers of newly arriving active EU-28 movers have broadly increased year-on-year since 2010 (**Table 34** in the Annex), in Spain the large increase between 2014 and 2015 is due to an exceptionally low immigration in 2014. This may be attributed to methodological issues with these EU-LFS figures, since the large decrease in 2014 is not reflected in the migration statistics⁹³. A comparison with data for all movers shows that the trends mentioned are also valid when including inactive movers and thus possibly only reflect changes in activity rates among new movers to a minor extent.

The Netherlands, Italy and Belgium experienced the largest relative decreases in new, active EU-28 movers between 2014 and 2015. Italy saw a year-on-year decrease in new active EU-28 movers since 2010 (**Table 34** in the Annex), which also corresponds to the decrease in general inflows (**Figure 2**). However, the Netherlands and Belgium actually saw slightly increasing (NL) or steady (BE) figures of both general inflows (**Figure 2**) and incoming active movers (**Table 34** in the Annex) between 2010 and 2014.

The remaining main countries of residence of 'older' waves of EU movers, i.e. Germany, the UK, Switzerland and France, experienced different trends in the level of new EU-28 migration. Germany and the UK saw an increase in the numbers of new EU-28 movers of 23% and 8%, respectively, which also corresponds to their trends of general inflows and inflows of active movers since 2010. The level of immigration decreased by 8% in France, where there was a decrease in general inflows since 2009 but an increase in new active movers up to 2014, before the decrease in 2015 (**Table 34** in the Annex). Switzerland showed a 9% decrease in immigration, holding steady since 2010.

⁹³ As can be seen in Table 26 in the Annex, the migration statistics only show a slight decrease in immigration of EU-28 movers to Spain between 2012 and 2014, while Table 34 in the Annex shows a very large decrease. This can also be seen when inactive movers are taken into account and when only looking at inactive persons. It is possible that there was specifically low under-coverage of movers in 2014 in the EU-LFS.

Figure 23 Change in number of active EU-28 movers of working age (20-64) who have been residing in another EU-28/EFTA country for up to two years, by country of residence, 2014-2015



CHANGE IN NUMBER OF ACTIVE EU-28 MOVERS WHO HAVE BEEN RESIDING IN ANOTHER EU-28/EFTA COUNTRY FOR UP TO TWO YEARS.

EL: CALCULATIONS ARE BASED ON ONE OR MORE FIGURES OF LOW RELIABILITY.

BG, EE, FI, HR, HU, IS, LT, LV, MT, PL, PT, RO, SI AND SK: FIGURES ARE NOT PUBLISHED AS THEY ARE BELOW RELIABILITY LIMITS

EU-28 AGGREGATE: FOR 2014 EXCLUDES BG, HR, FI AND RO; FOR 2015 EXCLUDES BG, EE, FI AND LV

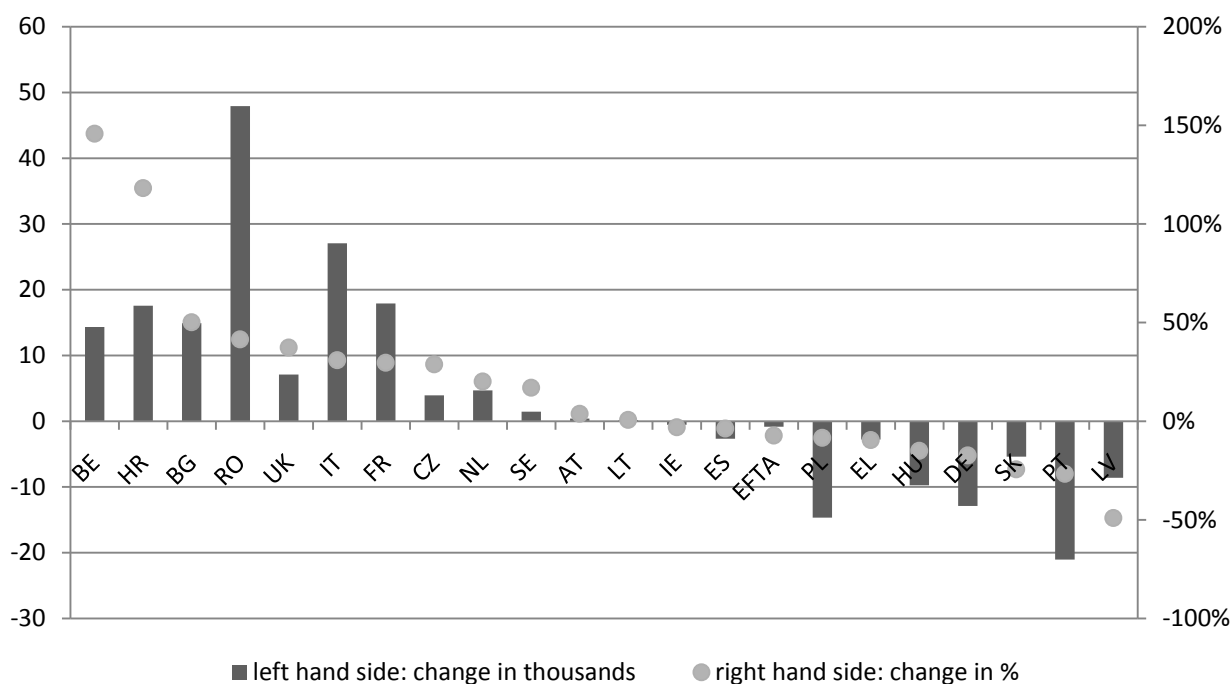
SOURCE: EU-LFS, 2015, MILIEU CALCULATIONS.

Figure 24 shows the changes in new active EU-28 movers by nationality between 2014 and 2015. Of a total of approximately one million new active EU-28 movers, the EU-28 nationalities with the highest shares of total active new movers are Romania (15%), Poland (15%) and Italy (11%). Compared to 2014, this represents an increase of 41% for Romanians and 31% for Italians, but a decrease of 8% for Polish. Contrary to the increasing trend in Spanish movers observed from 2012 to 2014⁹⁴, between 2014 and 2015 the number of new Spanish movers decreased by 4%. This could either be due to an increase in return migration of new Spanish movers, or a decrease in the numbers of

94 E. Fries-Tersch and V. Mabilia, 2015 Annual Report on intra-EU labour mobility, Network Statistics FMSSFE, European Commission, p. 43.

nationals leaving Spain, as some of those captured as new in the figures from 2012 to 2014 would no longer fall within the less-than-two-years category.

Figure 24 Change in number of active EU-28 movers of working age (20-64) who have been residing in another EU-28/EFTA country for up to two years, by country of citizenship, 2014-2015



CHANGE IN NUMBER OF ACTIVE EU-28 MOVERS WHO HAVE BEEN RESIDING IN ANOTHER EU-28/EFTA COUNTRY FOR UP TO TWO YEARS

AT, BE, CZ, HR, LV AND SE: CALCULATIONS ARE BASED ON ONE OR MORE FIGURES OF LOW RELIABILITY.

SOURCE: EU-LFS 2015, MILIEU CALCULATIONS.

The countries experiencing high relative increases in the number of active citizens moving to another EU-28/ EFTA country between 2014 and 2015 are Belgium (146%) and Croatia (118%). Those experiencing significant but less dramatic relative increases are Bulgaria (50%), Romania (41%), the UK (37%), Italy (31%), France (30%), and the Czech Republic (29%). For Croatia, this suggests that the increase in Croatian movers working or seeking work in the EU or EFTA since Croatia's accession in 2013 is continuing, albeit at a slower rate. For Belgium, the strong increase represents a sharp break with the 2010-2014 biannual average decrease of 3% in new Belgian nationals living in another EU or EFTA country.

The nationalities experiencing the largest decrease in movers of up to two years are Latvia (-49%), Portugal (-27%), Slovakia (-24%), Germany (-17%) and Hungary (-15%). In Hungary, in particular, this is not in line with the sharp upward trends in emigration of nationals that has been taking place since 2009; indeed, national figures show that emigration of Hungarians has been stagnating slightly between 2014 and 2015

(it only increased by 5%, whereas in 2014 and 2013 the annual increases were 45% and 66%, respectively)⁹⁵. Also figures of employed Hungarians in Germany show that the increase in Hungarian workers was not as strong in 2015 as in previous years⁹⁶. This indicates that the large upward trend in emigration of Hungarian workers that had started after the beginning of the economic crisis may have reached its peak, although it is too early to confirm this.

Education levels of active movers

Following the start of the economic crisis, increasing numbers of highly-educated working-age EU citizens moved to another EU or EFTA country for employment or to seek employment (**Table 9**). In 2008, the proportion of highly-educated movers of the total active EU-28 movers of up to two years of residence was 29%. This increased from 2009 to 2012, peaking at 46% in 2012 and 2013. From 2013 to 2014 this proportion decreased by 2 p.p. and remained static in 2015. It is still too early to determine whether or not the upward trend of highly-educated movers is reversing, but its growth rate is certainly plateauing for the moment.

Existing literature suggests that the economic crisis promoted South–North mobility of highly-educated/skilled movers⁹⁷. The crisis may have exacerbated existing difficulties of highly-skilled workers in finding work in the Southern Eurozone, based on the fact that these countries' economies are less knowledge-based than those of the Northern Eurozone⁹⁸. For example, research suggests that the economic crisis had this impact in Greece, which, coupled with the generally low competitiveness of the Greek economy, prompted graduates to move abroad, a trend which is likely to continue as a result of the economic recession⁹⁹. Other national policies may have played a role, as in the UK, for example, where research suggests that the government's immigration reduction policies since 2010 have restricted work permits for highly-skilled TCNs, which has inadvertently opened up opportunities for the unrestricted EU-28 highly-skilled movers¹⁰⁰.

95 Source: Hungarian Statistical Office, Table 1.12. Summary data of Hungarian citizens' international migration (2010-), available at: https://www.ksh.hu/docs/eng/xstadat/xstadat_annual/i_wnvn004.html

96 Source: Employment Agency (Bundesagentur für Arbeit), 'Employment Statistics, Employment by citizenship (Beschäftigungsstatistik, Beschäftigung nach Staatsangehörigkeiten in Deutschland)', 31.12.2015.

97 A. Cenci (2015), 'A "capability view" on migration: some theoretical issues raised by the Southern Euro Zone highly skilled mobility', *Innovation: The European Journal of Social Science Research*, 28:4, 443-463, DOI: 10.1080/13511610.2015.1024636.

98 Ibid.

99 L. Labrianidis (2014), 'Investing in Leaving: The Greek Case of International Migration of Professional'. *Mobilities* 9 (2): 314–335. doi:[10.1080/17450101.2013.813723](https://doi.org/10.1080/17450101.2013.813723); L. Labrianidis and N. Vogiatzis (2013); 'The Mutually Reinforcing Relationship between International Migration of Highly Educated Labor Force and Economic Crisis: The Case of Greece'. *Southeast European and Black Sea Studies* 13 (4): 525–551. doi:[10.1080/14683857.2013.859814](https://doi.org/10.1080/14683857.2013.859814).

100 C. Rienzo and C. Vargas-Silva, 'Targeting migration with limited control: the case of the UK and the EU', *IZA Journal of European Labor Studies*, 2015, Volume 4(1), pp.1-19.

Table 9 Education structure of 'new' active EU-28 movers of working age (20-64) at EU-28 level, 2008-2015

	Low	Medium	High	No answer
2008	19%	49%	29%	3%
2009	21%	42%	33%	4%
2010	17%	45%	34%	4%
2011	17%	36%	44%	3%
2012	16%	36%	46%	2%
2013	17%	34%	46%	2%
2014	17%	37%	44%	2%
2015	18%	36%	44%	2%

SHARES OF PERSONS WITH LOW, MEDIUM AND HIGH EDUCATION LEVELS AMONG ALL ACTIVE EU-28 MOVERS THAT HAVE MOVED TO AN EU-28 MEMBER STATE OTHER THAN THEIR COUNTRY OF ORIGIN DURING THE PRECEDING TWO YEARS.

SOURCE: EU-LFS 2015, MILIEU CALCULATIONS.

2.2.2 Economic Integration

As can be seen in the [Figure 25](#), employment among recent EU-28 movers is higher than among nationals in several destination countries, among them several important destination countries, such as the UK, Italy, Ireland, Norway, Belgium and the Netherlands. However in other important countries of destination—namely Germany, Spain and France—employment is significantly lower among recent EU-28 movers¹⁰¹. At an EU level, employment among recent EU-28 movers is also higher (74%) than among nationals (70.5%), with EU-13 movers being more likely to be in employment (74.2%) than EU-15 movers (73.7%).

However, unemployment rates – the share of unemployed from all active persons – (see [Figure 61](#) in the Annex) are higher among EU-28 movers in most countries of destination. This reflects the fact that among the EU-28 movers, there are more unemployed than among nationals in most countries, but fewer inactive persons (those unemployed and not searching for employment). The overall higher activity rates show that intra-EU mobility is mainly triggered by real or expected employment opportunities. However, the relatively higher unemployment rates among EU-28 movers indicate a potential mismatch between expectations and realistic employment opportunities, as well as continued obstacles in access to the labour market in another country. As can be seen

¹⁰¹ As figures from 2014 show, employment rates of recent EU-28 movers are lower than of nationals within all age groups in these countries (except Spain, where the employment rate among 15-24 year olds was higher). Source: Fries-Tersch, E. and Mabilia, V. (2015), 2015 Annual Report on intra-EU labour mobility, Network Statistics FMSSFE, European Commission, p. 49.

in **Table 10** below, the unemployment rate of EU-15 movers is almost the same as that of nationals, while the unemployment rate of EU-13 movers is over 2 p.p. higher than that of nationals. Other research comes to similar conclusions on these differences between the two groups of movers¹⁰², pointing to the fact that EU-15 movers are more frequently professionals and managerial-level workers moving along with flows of foreign direct investment from the EU-15 to the EU-12¹⁰³. Furthermore, another study points out that the fact that EU-12 movers in general are more recent movers and therefore spent less time in the country of destination, may play a role in lack of adjustment and down-skilling (see below)¹⁰⁴, an assumption that may also be applied to the higher unemployment rates.

When compared with 2014 figures, developments in the Netherlands and Finland are particularly striking. In the Netherlands, there was quite a large negative employment gap (-7 p.p.) for recent EU-28 movers in 2014, while in 2015 this turned positive. While employment among the Dutch population increased from 76.3% to 77.3%, employment among EU-28 movers increased from 69.2% to 77.9% within that single year. At the same time, unemployment among EU-28 movers decreased by around 2 p.p. This is due, in the main, to a slight increase in the total number of employed recent EU-28 movers and a considerable decrease (by around one-third) in the total number of unemployed recent EU-28 movers. A large decrease (-60%) in the total number of inactive recent EU-28 movers was also noted. These changes may be due to emigration or ageing of the recent EU-28 movers' population.

In Finland, the opposite happened, with employment among nationals remaining almost the same between 2014 and 2015 (73.5% and 73.3%, respectively) but decreasing from 73.5% to 66.8% for recent EU-28 movers. At the same time, the unemployment rate of EU-28 movers increased by around 3 p.p. Statistically, this can be explained by the fact that between 2014 and 2015, the total numbers of unemployed and inactive EU-28 movers residing in Finland almost doubled, while the total number of employed EU-28 movers increased by around one-third. The activity structure of EU-28 movers thus changed significantly, while the activity structure of nationals remained similar to 2014. This does not necessarily signify a large immigration of inactive EU-28 movers between 2014 and 2015 – the higher figures may also be influenced by movers already residing in the country but who reach the age of 20 years and are thus included in the reference age group. It may also mean a shift of previously employed or unemployed persons into inactivity, combined with immigration of active movers. Unfortunately, the low figures of the EU-LFS do not allow for an analysis of the labour structure of movers who arrived between 2014 and 2015.

102 M. Kahanec and K.F. Zimmermann (2016), *Labour Migration, EU Enlargement and the Great Recession*, Springer-Verlag, Berlin Heidelberg.

103 Ibid., p. 13.

104 M. Kahanec (2012), *Skilled Labor Flows: Lessons from the European Union*, IZA Research Report No.49, p. 22.

Table 10 Employment and unemployment rates of nationals and recent EU movers of working age (20-64), by groups of nationalities, 2015

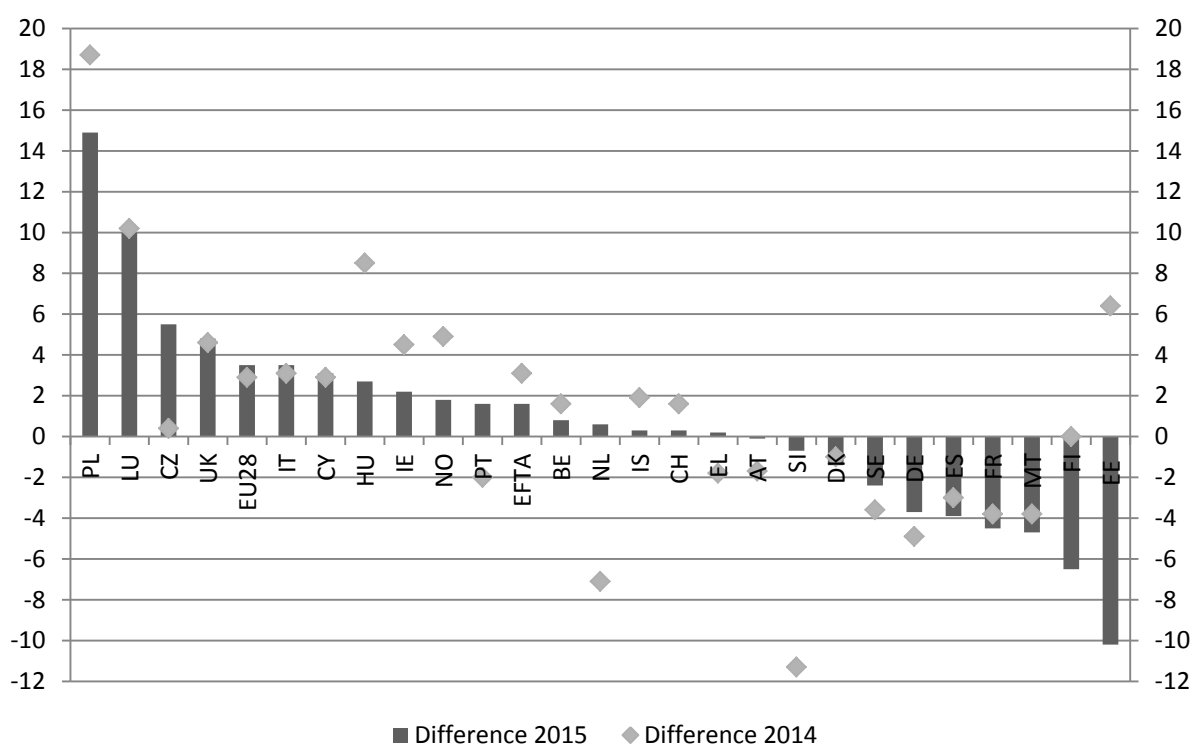
	Employment rate	Unemployment rate
EU-15	73.7%	9%
EU-13	74.2%	11%
EU-28	74%	10.3%
Nationals	70.5%	8.8%

EU-15 AGGREGATE EXCLUDES BG, HR FOR EMPLOYMENT RATE; IT EXCLUDES BG, CZ, EE, HR, LT, LV, RO SI AND SK FOR UNEMPLOYMENT RATE.

EU-13 AGGREGATE EXCLUDES RO FOR EMPLOYMENT RATE; IT EXCLUDES BG, LT, LV AND RO FOR UNEMPLOYMENT RATE.

SOURCE: EU-LFS, 2015, MILIEU CALCULATIONS.

Figure 25 Difference in employment rates between recent EU-28 movers and nationals of working age (20-64), 2015 and 2014



POSITIVE VALUES INDICATE A HIGHER EMPLOYMENT RATE OF EU-28 MOVERS; FOR EXAMPLE, IN POLAND, EMPLOYMENT AMONG RECENT EU-28 MOVERS WAS 15 P.P. HIGHER THAN AMONG NATIONALS IN 2015.

PL, SI AND EE: FIGURES ARE OFLOW RELIABILITY.

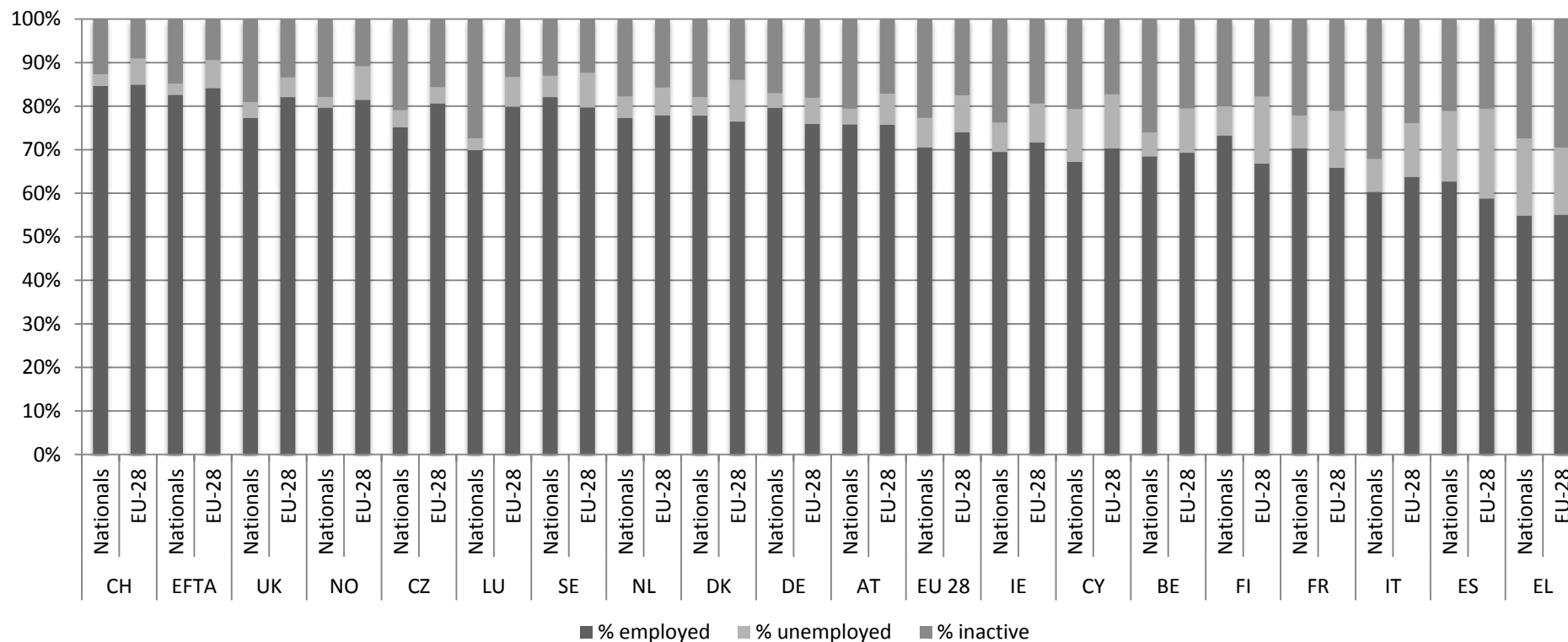
BG, HR, LT, LV, RO AND SK: FIGURES ARE NOT PUBLISHED AS THEY ARE BELOW RELIABILITY LIMITS

EU-28 FIGURE IS BASED ON THE DIFFERENCE IN EMPLOYMENT RATES OF AGGREGATES OF EU-28 MOVERS AND NATIONALS.

DUE TO RELATIVELY LOW EMPLOYMENT AMONG NATIONALS IN SEVERAL VERY LARGE COUNTRIES (E.G. IT, ES, FR) AND HIGH EMPLOYMENT IN THE UK (THE COUNTRY WITH THE LARGEST NUMBER OF EU-28 MOVERS), THIS 'AVERAGE' IS SKEWED TOWARDS HIGHER EMPLOYMENT AMONG EU-28 MOVERS.

SOURCE: EU-LFS, 2015, MILIEU CALCULATIONS.

Figure 26 Labour status of recent EU-28 movers compared to nationals of working age (20-64), 2015



CZ: FIGURES FOR % UNEMPLOYED FOR EU-28 ARE OF LOW RELIABILITY.

BG, EE, HR, HU, IS, LT, LV, MT, PL, PT, RO, SI AND SK: FIGURES ARE NOT PUBLISHED AS ONE OR MORE FIGURES FOR EU-28 MOVERS ARE BELOW RELIABILITY LIMITS

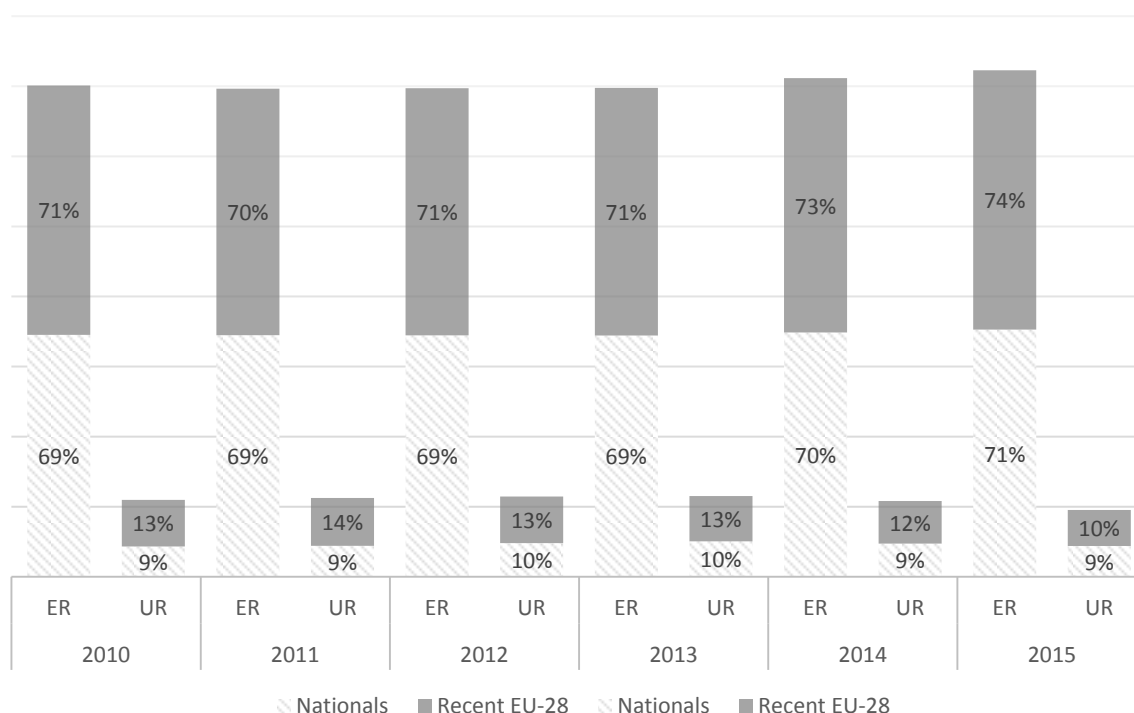
EU-28 AGGREGATE: % UNEMPLOYED EXCLUDES BG, LT, LV AND RO

SOURCE: EU-LFS, 2015, MILIEU CALCULATIONS

Looking at employment of recent EU-28 movers over the past five years shows a consistent positive gap in their employment rates compared to nationals across the EU-28. In general, this again confirms that mobility of EU citizens is mainly work-related. Furthermore, the higher employment rates of EU-28 movers are also due to comparatively low employment in some Member States with the largest populations of nationals (such as Italy, Spain and France) – which decreases the aggregate employment rate of nationals – and comparatively high employment in the UK and Germany, the two countries with the largest numbers of recent EU-28 movers – which significantly increases the employment rate of recent EU-28 movers.

As the above figure shows, the scale of employment of recent EU-movers not only follows the trend of increasing employment among nationals since 2013, but the positive employment gap has also increased since 2013, suggesting that the slow abatement of the economic crisis may have a particularly positive effect on labour mobility and employment chances of EU-28 movers. A similar trend can be seen in the gap of unemployment rates of EU-28 movers and nationals, which has decreased since 2011, possibly indicating an improvement of employment chances among EU-28 movers.

Figure 27 Employment and unemployment rates of recent EU-28 movers and nationals of working age (20-64), EU-28 aggregate, 2010-2015



EU-28 FIGURES ARE BASED ON DIFFERENCE IN EMPLOYMENT RATES OF AGGREGATES OF EU-28 MOVERS AND NATIONALS.

DUE TO RELATIVELY LOW EMPLOYMENT AMONG NATIONALS IN SEVERAL VERY LARGE COUNTRIES (E.G. IT, ES, FR) AND HIGH EMPLOYMENT IN THE UK (THE COUNTRY WITH THE LARGEST NUMBER OF EU-28 MOVERS) THIS 'AVERAGE' IS SKEWED TOWARDS HIGHER EMPLOYMENT AMONG EU-28 MOVERS.

MISSING FIGURES FOR ER: BG (2010); RO (2011); BG, RO (2012, 2013)

MISSING FIGURES FOR UR: (BG, HR, LT, LV, RO AND SK (2010, 2011); BG, HR, LT, RO(2012);BG, EE, HR, LT, RO AND SK (2013); BG, LT, LV AND RO (2015)

SOURCE: EU-LFS, 2015, MILIEU CALCULATIONS.

Figure 28 and **Figure 29** show that differences remain in the type of work done by recent EU-13 and EU-15 movers on the one hand, and nationals on the other. EU-15 movers are employed to a greater extent in information and communication, financial and insurance activities, as professionals, in education and the arts than both EU-13 movers and nationals. Recent EU-13 movers are employed to a comparatively low extent in these sectors, while they are over-represented in manufacturing, construction, transport, accommodation, administration and in work for households compared to EU-15 movers and nationals. Sectors where EU-15 and EU-13 movers are almost equally represented are wholesale and retail trade, accommodation and administration. This suggests that, apart from these latter sectors, there are different types of labour mobility among different groups of movers. Last year's report highlighted that the lower employment of EU-13 nationals in high-skilled jobs cannot be explained by their education levels, which are similar to those of nationals¹⁰⁵. The most likely reason is the scarcity of high-skilled jobs compared to medium-and low-skilled work, where labour shortages have been willingly filled by over-qualified EU-13 movers, as they were better paid than similar or even higher-skilled jobs in their countries of origin. Recent research also found that 'destination countries are failing to tap into the full potential of movers' skills, leading to a waste of human capital in Europe. Second, (...) CEE mobile workers tend to accept lower-skilled jobs than they would have accepted in their home country (...)'¹⁰⁶.

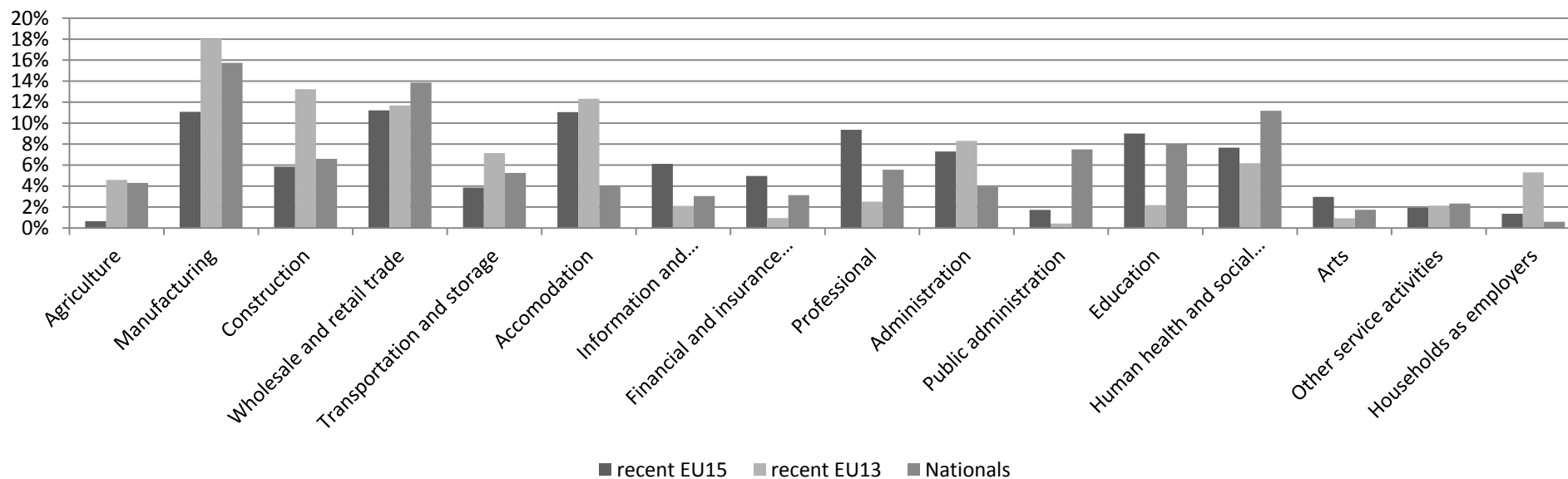
The occupational distribution in the three groups was compared by gender (see **Table 35** in the Annex). This shows that the main gender differences are similar in each of the three groups (nationals, EU-15 movers, EU-13 movers), with women more likely to be employed as service and sales workers, as clerks, technicians and associate professionals, while men are more likely to be employed as plant and machine operators, craft and related trade workers, legislators, senior officials and managers. Differences are also noted in respect of the gender distribution: among the EU-15 movers, almost the same share of men and of women work as technicians and professionals, while in the other groups women are over-represented to a larger extent in these areas. On the other hand, women are under-represented among legislators, senior officials and managers in the EU-15 movers to a greater degree than in the other groups. In addition, among EU-13 movers, women are particularly over-represented in elementary occupations, while men are notably over-represented in craft and trade work.

105 E. Fries-Tersch and V. Mabilia, 2015 Annual Report on intra-EU labour mobility, Network Statistics FMSSFE, European Commission, table 11, p. 53.

106 C. Dheret et al. (2013), Making progress towards the completion of the Single European Labour Market, European Policy Centre Issue Paper No. 75, p. 37.

Considerable differences in self-employment can be seen between the Member States (see **Figure 62** in the Annex). At EU level, recent EU-28 movers are self-employed to almost the same extent as nationals. In some Member States, however, there are larger differences in the share of self-employed: in the Czech Republic, Italy, Cyprus and Ireland, the share of self-employed among nationals is comparatively higher, and the differences to the share of self-employed among recent EU-28 movers exceed 5 p.p.

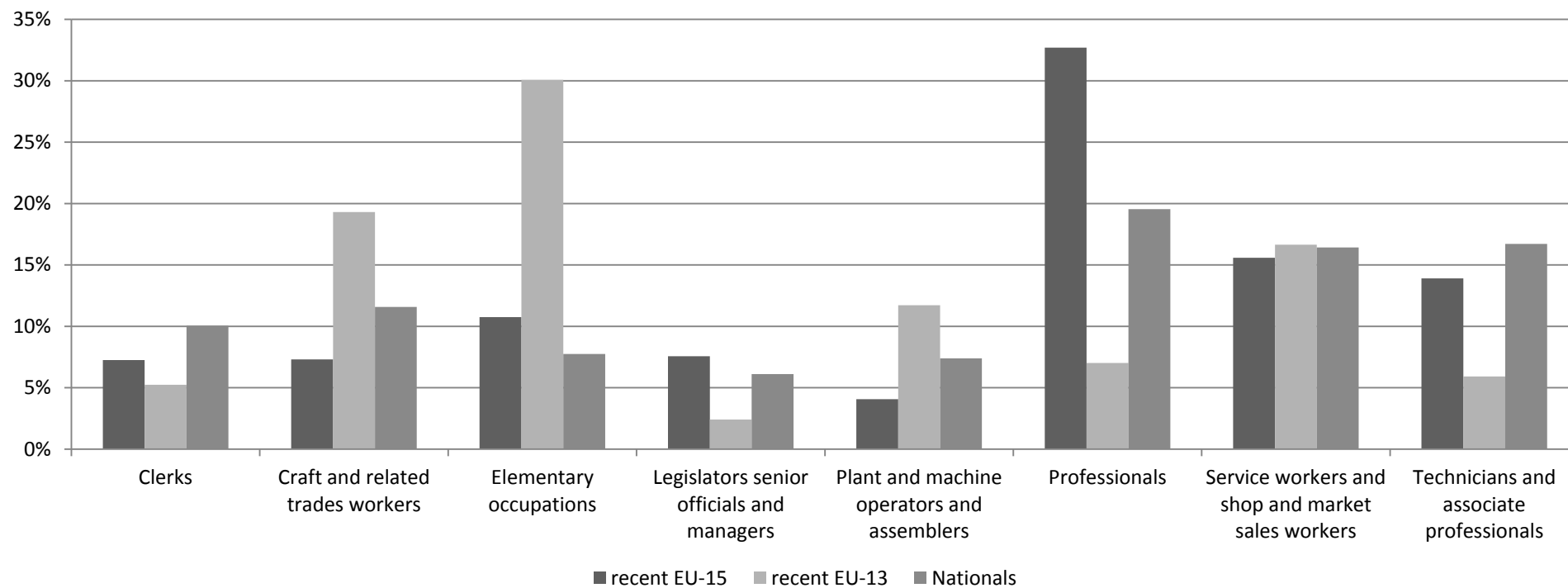
Figure 28 Employment by sector of activity, comparison of nationals, recent EU-13 and recent EU-15 movers, EU-28 aggregate, as shares of all employed in reference group, working age (20-64), 2015



PUBLIC ADMINISTRATION: FIGURES FOR RECENT EU-13 ARE OF LOW RELIABILITY; AGRICULTURE: FIGURES FOR RECENT EU-15 ARE OF LOW RELIABILITY.

SOURCE: EU-LFS, 2015, MILIEU CALCULATIONS.

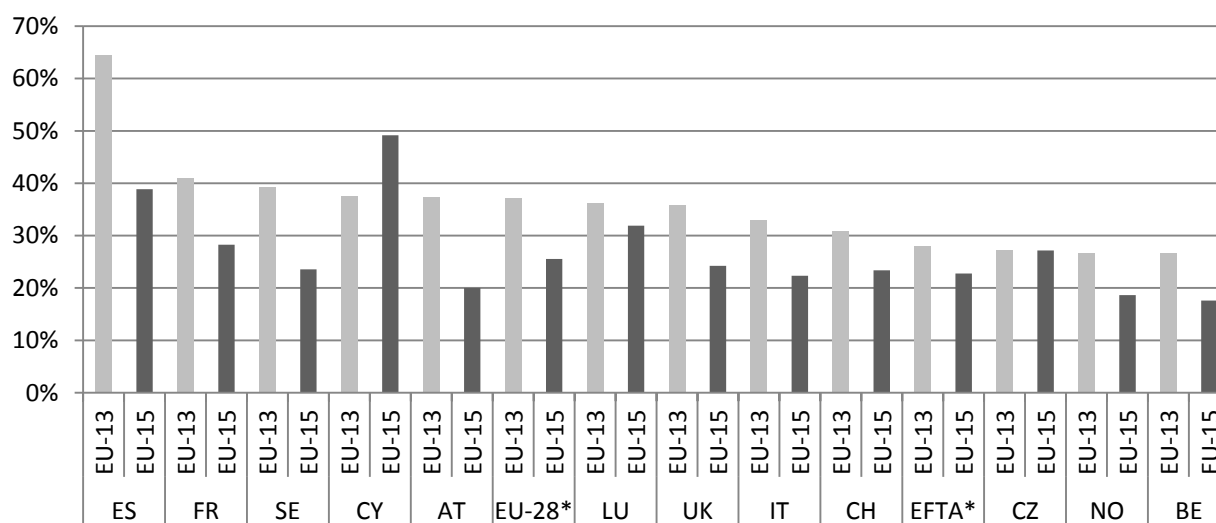
Figure 29 Employment by type of occupation, comparison of nationals, recent EU-13 and recent EU-15 movers, EU-28 aggregate, as shares of all employed in reference citizenship group, working age (20-64), 2015



SOURCE: EU-LFS, 2015, MILIEU CALCULATIONS.

Figures from the EU-LFS ad-hoc module on movers' labour market situations confirms the over-qualification of EU-13 movers. As [Figure 30](#) below shows, recent EU-13 movers report being over-qualified for their jobs to a greater extent than EU-15 movers in almost every country of residence for which reliable figures are available. Exceptions are Cyprus and the Czech Republic, where the share of over-qualified recent EU-15 movers is the same or higher than recent EU-13 movers. At EU level, 37% of recent EU-13 movers feel they are over-qualified for their job, compared to 27% of EU-15 movers and 20% of nationals. While higher rates of over-qualification seem to be an EU-wide trend, there are some particular aspects in several Member States. In Spain, for example, the difference in over-qualification between recent EU-13 and recent EU-15 movers is particularly high (26 p.p.), however there is also a very high share of over-qualified nationals (50%, compared to 64% among recent EU-13 movers and 39% among recent EU-15 movers). In Cyprus, over-qualification among nationals is higher than among either EU-13 and EU-15 movers. Austria reports the second largest difference between EU-13 movers and EU-15 movers (17 p.p.) but over-qualification among nationals is comparatively low (10%). All countries shown in the graph below, with the exception of Spain and Cyprus, report that over-qualification of nationals is lower than that of EU-13 and EU-15 movers.

Figure 30 Share of employed recent EU-13 and EU-15 movers of working age (20-64) who feel they are overqualified for their job, by country of residence, 2014



THE EU-LFS ASKS WHETHER QUALIFICATIONS AND SKILLS OF THE RESPONDENT WOULD ALLOW MORE DEMANDING TASKS THAN THE CURRENT JOB; THE QUESTION WAS ASKED OF ALL EMPLOYED RESPONDENTS.

*EU-28 AGGREGATE EXCLUDES GERMANY, IRELAND, NETHERLAND AND DENMARK, FOR WHICH DATA ARE NOT AVAILABLE; *EFTA AGGREGATE EXCLUDES ICELAND.

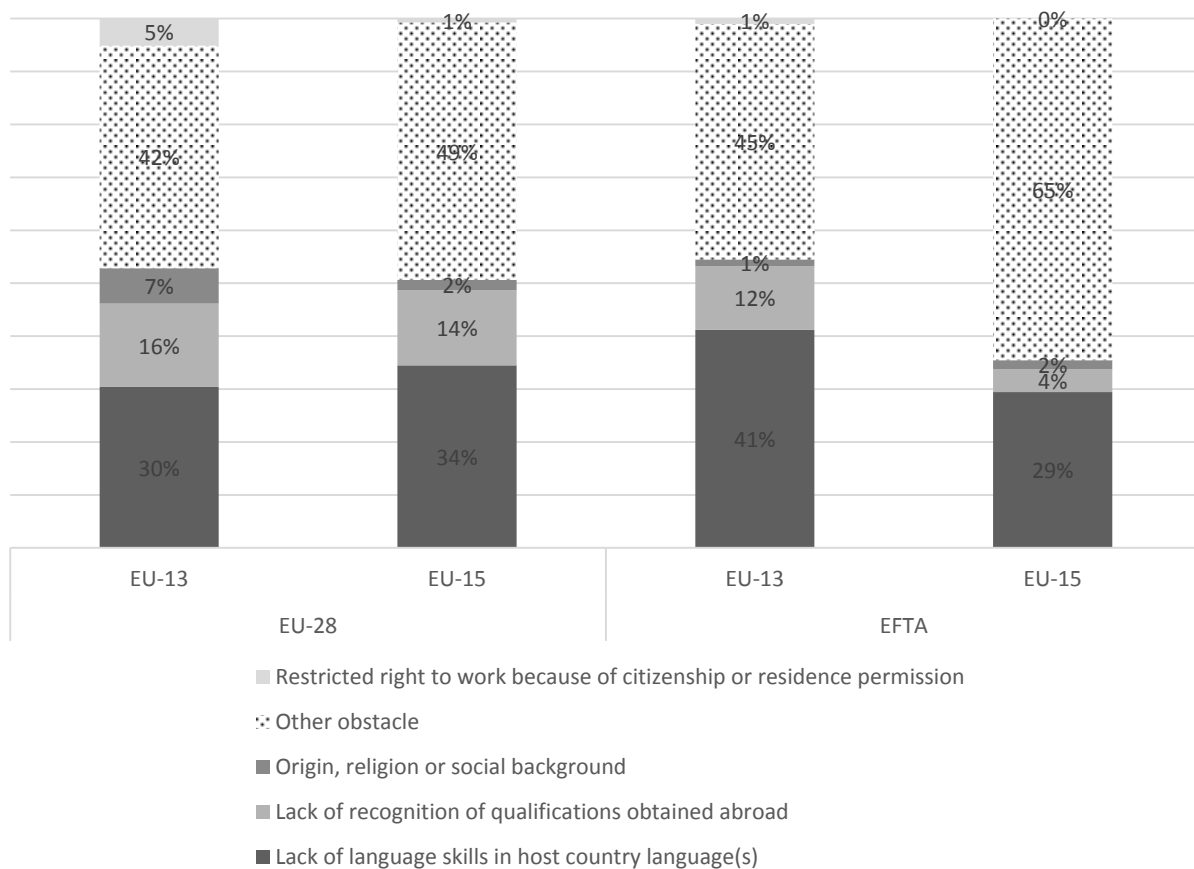
CZ: FIGURES FOR EU-15 ARE OF LOW RELIABILITY.

SOURCE: EU-LFS AD-HOC MODULE 'LABOUR MARKET SITUATION OF MIGRANTS AND THEIR IMMEDIATE DESCENDANTS', 2014, MILIEU CALCULATIONS.

A lack of language skills in the host country's language appears to be the main identified obstacle to getting a job that matches qualifications among both recent EU-13 movers (30%) and recent EU-15 movers (34%) (**Figure 31**). Recent EU-13 movers (16%) have slightly greater difficulties with lack of recognition of their original qualification than recent EU-15 movers (14%). Recent EU-13 movers also experience more challenges in accessing the right to work (5%) than do EU-15 movers (1%).

In the EFTA countries, language barriers present a more significant problem for EU-13 movers, while difficulties with the lack of recognition of qualifications is reduced for EU-13 movers, and especially for EU-15 movers.

Figure 31 Main obstacle to getting a suitable job, recent EU-13 and recent EU-15 movers, EU-28 and EFTA aggregates, age group 20-64, by country of origin, 2014



THIS QUESTION WAS ASKED OF ALL EMPLOYED BUT OVER-QUALIFIED RESPONDENTS, AS WELL AS JOBSEEKERS NOT BORN IN THE COUNTRY OF RESIDENCE OR WHOSE PARENTS WERE NOT BORN IN THE COUNTRY OF RESIDENCE.

EU 28 AGGREGATE: FOR EU 13 NATIONALS, EXCLUDES BG, DE, DK, IE, LT, MT, NL, PL AND RO AS COUNTRIES OF RESIDENCE

EU 28 AGGREGATE: FOR EU 15 NATIONALS, EXCLUDES BG, DE, DK, HR, IE, LT, LV, NL AND RO AS COUNTRIES OF RESIDENCE

EFTA: FOR EU 13 NATIONALS, EXCLUDES IS AS COUNTRY OF RESIDENCE

EFTA: FOR EU 15 NATIONALS, EXCLUDES IS AS COUNTRY OF RESIDENCE

SOURCE: EU-LFS AD-HOC MODULE 'LABOUR MARKET SITUATION OF MIGRANTS AND THEIR IMMEDIATE DESCENDANTS', 2014, MILIEU CALCULATIONS.

Without doubt, the economic integration of EU-28 movers (in particular, EU-13 movers) is still characterised by skills mismatch and over-qualification, as well as comparatively higher unemployment rates than nationals. A recent OECD report found that 'high-educated immigrants have lower employment rates than the high-educated native-born in virtually all OECD countries and, when employed, are 50% more likely to be in jobs for which they are formally overqualified'¹⁰⁷. This likely stems from practical obstacles for movers in accessing jobs that match their skills, as well as a structure of offer and demand in the low-skilled job sector that opens more job opportunities for movers in these sectors. According to recent research, Romanian migration, for example, can be partly explained through the 'segmented labour market theory', according to which labour markets are split into primary and secondary spheres, with the latter being composed of low-skilled jobs with low job security and fairly low wages and in which there is a high concentration of migrant workers¹⁰⁸.

Among the practical obstacles to accessing better jobs are language barriers, which are particularly pronounced for those movers who have not lived in a country for very long and which hamper access to employment or even to employment services. Romanian movers, for example, were found to have a fairly good education level and specialised skills, yet language barriers pushed them towards jobs with lower language requirements such as manual labour (skilled and unskilled)¹⁰⁹. Other barriers are: lack of recognition of qualifications¹¹⁰; disadvantages of EU movers in terms of recruitment and working

107 OECD/ European Commission (2014) 'Matching Economic migration with labour market needs in Europe', Policy Brief September 2014, p. 13.

108 D. Andrén and M. Roman (2016), 'Should I stay or should I go? Romanian Migrants During Transition and Enlargement' in: M. Kahanec and K.F. Zimmermann (2016), *Labour Migration, EU Enlargement, and the Great Recession*, Springer, p. 266.

109 Ibid., p. 256.

110 C. Dheret et al. (2013), *Making progress towards the completion of the Single European Labour Market*, European Policy Centre Issue Paper No. 75, p. 41.

conditions¹¹¹; lack of implementation of EU legislation on equal treatment, leading to nationality conditions for access to certain posts¹¹², or other discrimination in access to jobs.

2.2.3 Cross-border workers

This section presents the extent and characteristics of movement of a specific type of EU movers, 'cross-border workers' (also called 'cross-border commuters').

Cross-border workers are defined as EU/EFTA citizens who live in one EU or EFTA country and work in another, regardless of their precise citizenship (provided they are EU-28/EFTA citizens). Cross-border workers therefore move across borders more or less regularly. 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 British person lives in Belgium and works in Luxembourg)¹¹³. Cross-border workers are employed or self-employed in a country other than their country of residence.

The definition of cross-border workers/commuters used in this report is that used in a previous report on cross-border commuting published by the European Commission in 2011¹¹⁴. Use of the same definition ensures temporal comparability and permits the use of EU-wide data (see below). There is no legal definition of cross-border workers, however this concept is empirically measurable with the EU-LFS, unlike the legally defined concepts of 'frontier workers', 'seasonal workers' and 'posted workers' (see definitions below). The EU-LFS only captures residents of the country in which the national survey is conducted. However, it also captures as residents those persons who stay away from their family dwelling for a longer period, up to one year¹¹⁵. This includes, for example, persons who work in another country but regularly return to their family dwelling¹¹⁶. Additionally, the survey explicitly asks for the respondent's 'country of place of work' which may be different than the country of residence and which allows for cross-border workers to be identified.

Previous reports and the introduction to Section 2 highlight the overlaps between the notion of cross-border workers/commuters and concepts such as circular migration, long-term commuting¹¹⁷, posting of workers, and frontier and seasonal work (see below). While the concept of 'cross-border workers' is a fair approximation of 'frontier and seasonal workers',

111 Ibid., p. 45.

112 Ibid.

113 For a more detailed definition, see European Commission, Employment, Social Affairs and Equal Opportunities, 2011, p. 86.

114 European Commission (2011) 'Mobility in Europe 2011', p.85.

115 Ibid.

116 Ibid.

117 See, for example, MKW Wirtschaftsforschung GmbH/Empirica Kft., Scientific Report on the Mobility of Cross-Border Workers within the EU-27/EEA/EFTA Countries, European Commission, 2009.

posted workers are different in that the person is actually employed in the country of establishment of the employer, which usually corresponds to the country in which he or she usually resides but is sent abroad for a certain period. By contrast, cross-border workers (and frontier and seasonal workers) are employed in a different country. While it is acknowledged that the figures on cross-border workers may include some posted workers (see explanation at the beginning of section 2), the specific topic of posted workers is subject of a separate report, with its extent examined through administrative data¹¹⁸.

The following provides brief definitions of the legal concepts that the concept of cross-border workers includes:

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'¹¹⁹. This definition stems from Regulation (EC) No. 883/2004 which assigns specific rights to social security to such workers and their family members. Frontier workers have the right to equal treatment with nationals in terms of employment, conditions of employment and work, as laid out in Directive 2014/54/EU¹²⁰. Directive 2004/38/EC (Article 17 (c)) shortens the minimum length of residence of frontier workers in the host Member State required for the acquisition of a right of permanent residence. In addition, frontier workers are mentioned (although without being defined) in Regulation (EU) No. 492/2011 and Directive 2014/54/EU as benefitting from the right of free movement. As outlined above, the number of frontier workers cannot be measured with EU-LFS data because it does not capture the frequency of commuting.

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. They were previously defined in Regulation (EEC) No 1408/71, Article 1(c) as 'any worker who goes to the territory of a Member State other than the one in which he is resident to do work there of a seasonal nature for an undertaking or an employer of that State for a period which may on no account exceed eight months, and who stays in the territory of the said State for the duration of his work; work of a seasonal nature shall be taken to mean work which, being dependent on the succession of the seasons, automatically recurs each year'¹²¹. Seasonal

118 J. Pacolet, and F. De Wispelaere, Posting of workers. Report on A1 portable documents issued in 2014, Network Statistics FMSSFE, European Commission, 2015.

119 Regulation (EC) No. 883/2004, Article 1 (f).

120 Preamble, al. 2 of Directive 2014/54/EU of the European Parliament and of the Council of 16 April 2014 on measures facilitating the exercise of rights conferred on workers in the context of freedom of movement of workers.

121 Regulation (EEC) No 1408/71 of the Council of 14 June 1971 on the application of social security schemes to employed persons and their families moving within the Community, available at: <http://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A31971R1408>

workers also enjoy the right of equal treatment with nationals, as laid out in Directive 2014/54/EU.

Extent of cross-border work

In 2015, the total number of EU-28 cross-border workers working in another EU-28 country was around 1.3 million, making up 0.6% of all employed across the EU-28. Of these, 93% were working in an EU-15 Member State, with the remaining 7% working in EU-13 countries. Around 0.7 million (51%) were residing in an EU-15 Member State and around 0.6 million (49%) were residing in an EU-13 Member State. This shows that while cross-border workers nearly all work in an EU-15 Member State, they reside roughly equally in EU-15 and EU-13 Member States. In 2014, the total number of EU-28 cross-border workers was around 1.2 million, thus showing an increase of 8% in 2015.

Switzerland is the main country of work in the EU-28/EFTA for EU-28 cross-border workers, with 21% (372,000) of the total cross-border workers in 2015. However, looking solely at EU-28 countries of work of cross-border workers (as shown in [Table 36](#) in the Annex), the main country of work was Germany (316,000 or 24%), followed by Luxembourg (176,000 or 13%) and Austria (158,000 or 12%). Compared with 2014, the number of cross-border workers increased by 8% in Germany (from 291,000 in 2014), 8% in Luxembourg (from 163,000 in 2014) and 5% in Austria (from 150,000 in 2014). In 2015, of the cross-border workers working in Germany, 26% were residing in Poland (tallying with the figures below for countries of residence), 11% in France and 10% in Hungary. These data therefore reflect economic and geographical characteristics of the different European countries.

The main countries of residence of cross-border workers were: France (188,000 or 14% of the total), Germany (159,000 or 12%), Slovakia (138,000 or 11%), Poland (138,000 or 11%) and Romania (118,000 or 9%). Among those cross-border workers residing in France, nearly half were working in Luxembourg (49%), 24% in Belgium and 18% in Germany. Among those residing in Germany, the largest proportion of cross-border workers were working in Luxembourg (27%), 24% in the Netherlands and 18% in Austria. Among the residents of Poland, a majority were working in Germany (60%), with a smaller proportion in the Netherlands (11%).

Shares of cross-border workers out of all persons in employment

In 2015, the share of cross-border workers of the total employed in the EU-28 was 0.6%. The share of employed EU-28 movers was six times higher, at 3.6%. Naturally, nationals represented the largest overall share of the total employed persons in the Member States, with 92% (the remainder represent TCNs and those giving no answer).

Luxembourg had the highest share of cross-border workers by a considerable margin: 41% of the total employed is comprised of cross-border workers, 29% are nationals, and 27% are EU-28 movers. This is the only country where cross-border workers exceed the shares of

nationals and EU-28 movers as a percentage of the total employed¹²². The country with the next highest share of cross-border workers is Switzerland with 8%, compared to 60% nationals and 18% EU-28 movers. Austria also has a relatively high percentage of cross-border workers with 4%, compared to 83% nationals and 8% EU-28 movers. The remaining Member States have more moderate distributions, with shares of cross-border workers ranging from close to 0% and 2%, nationals ranging between 88% and 99%, and EU-28 movers ranging from close to 0% and 8%. The general tendency is for EU-13 Member States to have a lower share of cross-border workers and EU-28 workers than nationals, and for EU-15 Member States to have higher shares of cross-border workers and EU-28 movers as a share of their total employed. However, this is not the case for Portugal, Finland, France, the Netherlands and Greece, each of which have relatively high shares of nationals as a percentage of the total labour force compared to cross-border workers and EU-28 movers.

2.3. Return mobility

Like other types of migration, labour mobility in the EU should not be seen as a one-way street. While many movers envisage a long-term or even indefinite stay abroad, and even integrate permanently into the country of destination, many also return to their country of origin. Furthermore, many movers also move back and forth several times between their country of origin and other Member States ('circular migration'). As mentioned above, a recent study looked at migration in Europe in recent decades and found that intra-EU mobility, in general, has become increasingly short-term¹²³. According to OECD figures from 2008, 20-50% of movers return to their home countries within five years. Among EU-13 movers, these returned movers are more likely to leave their home country again than those who have never left their country¹²⁴.

Policies on free movement, labour market integration and the coordination of social security require a detailed understanding of the numbers of movers returning to their countries of origin, their motivation to return and the effects of their stay abroad on their activity back home. A crucial question is whether or not movers can apply the skills they have learned while working abroad and whether return migration can, therefore, make up for skills shortages created by the emigration of young and/or well-educated people¹²⁵. In addition,

122 Apart from a handful of EU-13 Member States for which figures are below reliability limits.

123 Verwiebe et al. (2014) 'New forms of intra-European migration, labour market dynamics and social inequality in Europe in: Migration Letters, Volume 11, No.2, p.131.

124 Zaiceva and Zimmermann, (2016), pp. 400 and 414.

125 As shown in the [2014 Annual Report on Labour Mobility](#) (Chapter 2.3), several Eastern European countries (RO, LT, SK, LV, PL, BG) have the highest emigration rates among highly educated persons EU-wide, despite the fact that emigration among persons with low education levels is even higher. These countries – especially LT and LV – see a very high emigration rate among young persons.

short-term and circular movers are in particular need of easy access to their rights to the social security benefits accrued while working in two or more Member States.

This section presents an estimate of the scale and trends in return mobility over the past five years (Section 2.3.1). It examines the reasons for return, and certain characteristics of return movers compared to nationals (Sections 2.3.2 and 2.3.3). Finally, the chapter presents some findings on the situation of returnees within the labour market directly after their return (Section 2.3.4).

'Returnees' in this report are defined as nationals of a certain EU-28 Member State or EFTA country who have resided in another EU-28 Member State or EFTA country for some time, but who have subsequently returned to their country of nationality.

Eurostat data on EU-wide mobility flows are only available since 2008/2009 when these data were harmonised¹²⁶. The migration statistics provide a picture of the scale of inflows of nationals to a country (return mobility from the country of origin's perspective) and the outflows of movers of a certain nationality from a country or to a certain country (return mobility from the destination country's perspective). These flow figures can be broken down either by citizenship of the movers or by previous/next country of residence, but not both together.

Due to the lack of comparable data over a longer period, national data from important origin and destination countries were also used to provide insights into the trends of the past decade. In particular, data from Germany (an important host country) on inflows from and outflows to important countries of origin were used to approximate mobility to Germany (inflows) and return mobility from Germany (outflows). Similarly, data from the UK were used to approximate return mobility to Poland and data from Poland on immigration for the purpose of permanent residence were used to approximate return mobility to Poland from the UK, Ireland and Germany.

To compensate for the limitations in data, trends since 2008/2009 were examined more closely, especially for return mobility to the EU-13 Member States and the potential impact of the economic crisis and transitional restrictions to the labour market for EU-13 citizens.

When looking at the employment situation of returnees (Section 2.3.4), figures are approximated using the concept of those that have returned to their country of nationality within the year prior to the reference date (*recent returnees*) because these are the only data available that can be compared across all Member States (the data is taken from the EU-LFS). Unless stated otherwise, all figures refer to the same age group (20-64 years) as in the chapters above.

126 This harmonisation changed the figures reported by Member States thus most figures show breaks in series in 2008 or 2009.

2.3.1 Trends of return mobility

In brief, return mobility to the EU-13 Member States has increased overall in the past 10 years, with some countries showing more significant increases (Hungary, Lithuania, Bulgaria, Romania), which mainly reflects the outflows from these countries. Return mobility to Poland increased considerably between 2004 and 2007, and then again until 2009 (based on UK figures) before decreasing or stagnating between 2009 and 2014 (based on figures on return from both the UK and Germany).

The economic crisis had only a short-term effect on return mobility, which increased briefly in 2007-2009 when looking at return flows to the EU-13 from Germany and the UK. However, in Spain (and to a lesser extent, Italy), it seems to have sparked a stronger, longer-term increase in return mobility, given that the country has not recovered from the crisis as quickly as the other two.

Return mobility to the EU-15 countries saw very little change between 2009 and 2014. Exceptions are Ireland, Portugal and Italy, where return mobility decreased during this period, possibly as a result of the lasting economic crisis.

EU-13 Member States Trends over the past 10 years

Figures show that return mobility - to the EU-13 Member States, in particular - has actually increased compared to pre-crisis levels (2004-2007 compared to 2014-2015). For example, permanent return mobility to Poland from the UK and Ireland was much higher in 2014 than in 2004 (nine times and 40 times as high, respectively) although this increase largely took place between 2004 and 2008 (**Figure 32**). Return mobility to Romania¹²⁷ from Germany was almost five times as high in 2015 as in 2007 (**Figure 34**) and return mobility to Romania from Spain and Italy¹²⁸, was almost twice as high in 2014 as in 2008. Return mobility from Germany to the remaining Eastern European¹²⁹ and Baltic¹³⁰ Member States has also increased considerably compared to 2007, particularly to Bulgaria, Slovenia, Hungary and Latvia (**Figure 34**).

Despite this overall increase in return mobility to EU-13 Member States, there was a temporary decrease to several Eastern European countries in the early years of the economic crisis (see section 'trends since 2008/2009', below).

127 Figures specifying the citizenship of the moving persons AND country of destination are not available; however, as shown in Figure 4 in Section 2.1.2., 92% of immigrants to Romania in 2014 were Romanians. It thus seems safe to assume that the large majority of flows from Germany, Spain and Italy to Romania are returning Romanians.

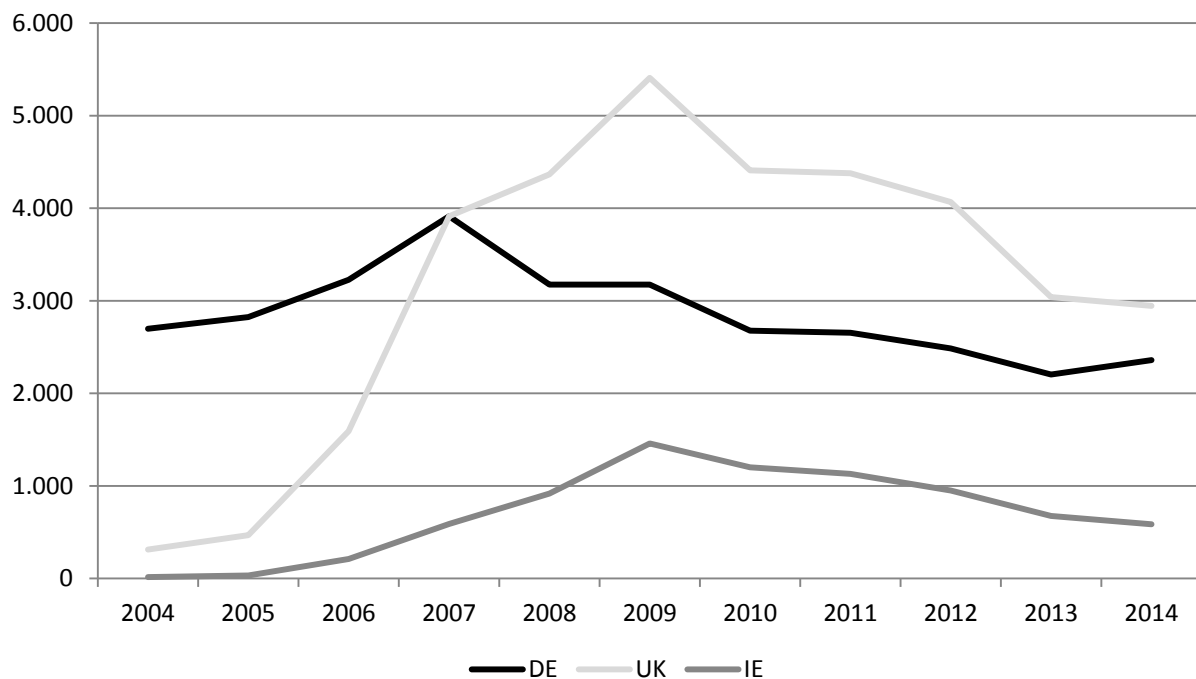
128 Eurostat migration statistics 'Emigration by five year age group, sex and country of next usual residence (migr_emi3nxt)'.

129 HU, BG, SK, SI, CZ.

130 LV, LT, EE.

Return mobility to Italy from Germany decreased during the crisis but has increased again since 2012, reaching pre-crisis levels by 2015, with return mobility from Germany to Spain increasing slightly between 2007 and 2015 (**Figure 33**).

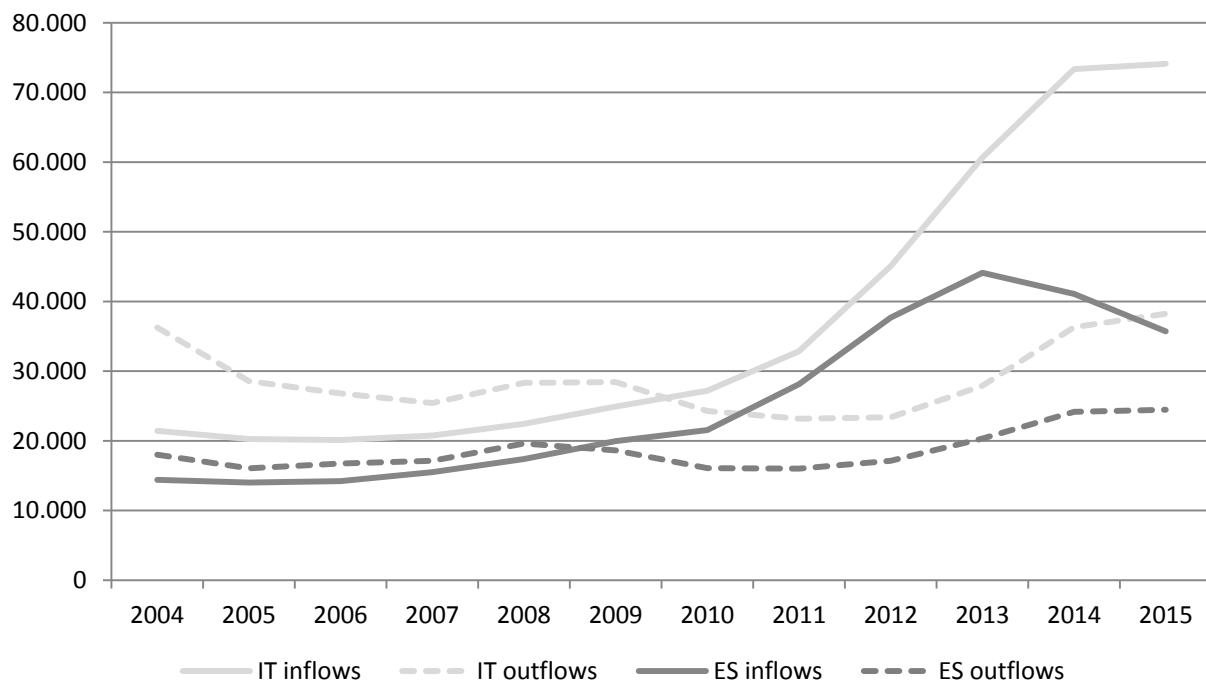
Figure 32 Permanent return mobility to Poland from Germany, UK and Ireland (as previous countries of residence), all ages, 2004-2014¹³¹



FIGURES SHOW IMMIGRATION TO POLAND FOR PERMANENT RESIDENCE, BY PREVIOUS COUNTRIES OF RESIDENCE, ALL AGES.

SOURCE: CENTRAL STATISTICAL OFFICE OF POLAND 'MAIN DIRECTIONS OF EMIGRATION AND IMMIGRATION FOR PERMANENT RESIDENCE IN YEARS 1966-2014', AVAILABLE AT: [HTTP://STAT.GOV.PL/EN/TOPICS/POPULATION/INTERNATIONAL-MIGRATION/MAIN-DIRECTIONS-OF-EMIGRATION-AND-IMMIGRATION-IN-THE-YEARS-1966-2014-MIGRATION-FOR-PERMANENT-RESIDENCE,2,2.HTML](http://stat.gov.pl/en/topics/population/international-migration/main-directions-of-emigration-and-immigration-in-the-years-1966-2014-migration-for-permanent-residence,2,2.html)

131 The figures do not specify the citizenship of the moving persons; it is possible, therefore, that these flows also include, for example, UK citizens moving to Poland for permanent residence. However as shown in Figure 4 in Section 2.1.2, only 12% of inflows to Poland are EU-28 movers so it seems reasonable to assume that the majority of these flows are return mobility.

Figure 33 Inflows and outflows to and from Germany, by partnering country, all ages, 2007-2015¹³²

Figures show inflows and outflows to and from Germany with the partnering countries indicated. Partnering countries are countries of previous residence (inflows to Germany) and countries of next residence (outflows from Germany).

Figures include persons of all nationalities and all ages; figures also include any registrations and de-registrations of residence in Germany and therefore also include temporary flows (less than 12 months). Therefore, absolute figures are not comparable with Eurostat migration statistics.

Source: German National Statistical Institute Destatis, statistics on temporary migration flows between Germany and foreign countries 'Wanderungen zwischen Deutschland und dem Ausland: Jahre, Staaten der Europäischen Union', GENESIS database, Code 12711-0001.

The increase in return mobility to several EU-13 Member States over the past 10 years seems to be linked to an increase in emigration from these Member States (among other factors, such as the economic crisis, ending of transitional arrangements, etc.). This is evident, firstly, in the example of mobility between Germany and Eastern European and Baltic Member States ([Figure 34](#)). The graphs show inflows from Eastern European Member

¹³² Figures for the flows include persons of all citizenships who move between Germany and the partnering countries. However, figures on mobility by citizenship (for Polish, Romanian and Bulgarian citizens) suggest that these flows are mostly made up of citizens of the partnering countries (so, Polish moving between Germany and Poland, Romanians moving between Germany and Romania, etc.). Figures may also include legal TCNs with a right to reside and register or deregister in Germany (such as family members of EU citizens).

States to Germany and outflows from Germany to the same Member States (the latter indicating return mobility to these countries)¹³³. As can be seen, the two lines (inflows and outflows) mostly run in parallel, except for the early years of the crisis, 2008/2009. This indicates that return mobility (outflows) is, in general, slightly lower than inflows, but increases and decreases at more or less the same rate. Exceptions include the years 2008 and 2009 for the Eastern European Member States and 2011/2012 for the Baltic countries. In 2008 and 2009, return mobility towards many Eastern European Member States (Czech Republic, Slovakia, Poland, Hungary) was at the same level or higher as inflows from these countries to Germany, while for Romania and Bulgaria return mobility was only slightly lower than immigration. After the initial years of the economic crisis, however, although return mobility continued to increase, so too did immigration, making the difference greater again. A similar trend can be seen in the Baltic countries, from which immigration to Germany increased very strongly in 2011 and only slowly recovered, whereas return mobility increased at a much lower pace, causing immigration to be much higher than return mobility. It is only since 2013 that this gap is slowly closing once more.

A similar pattern is evident in figures from the Eastern European and Baltic countries. Here, return mobility (inflows of nationals to their country, [Figure 35](#)) follows a similar trend as outflows of nationals from their country ([Table 29](#) in the Annex). In Hungary, for example, the emigration of nationals increased strongly between 2009 and 2012 (from 4,000 to 13,000 persons) and then still more strongly to 2014 (to 30,000 persons). However, during the same time span, the return mobility of Hungarians (inflows of nationals to Hungary) also increased considerably (500 in 2009 to 12,000 in 2012 and then to almost 25,000 in 2015). Similar patterns can be observed when looking at Latvia and Lithuania, where the emigration of nationals increased, particularly in 2011/2012 and after, but at the same time return mobility also increased. For Poland, the slight decrease in emigration of nationals after 2012 (from 155,000 in 2012 to 146,000 in 2014) is also reflected in a decrease in return mobility (some 110,000 in 2012 to around 95,000 in 2014).

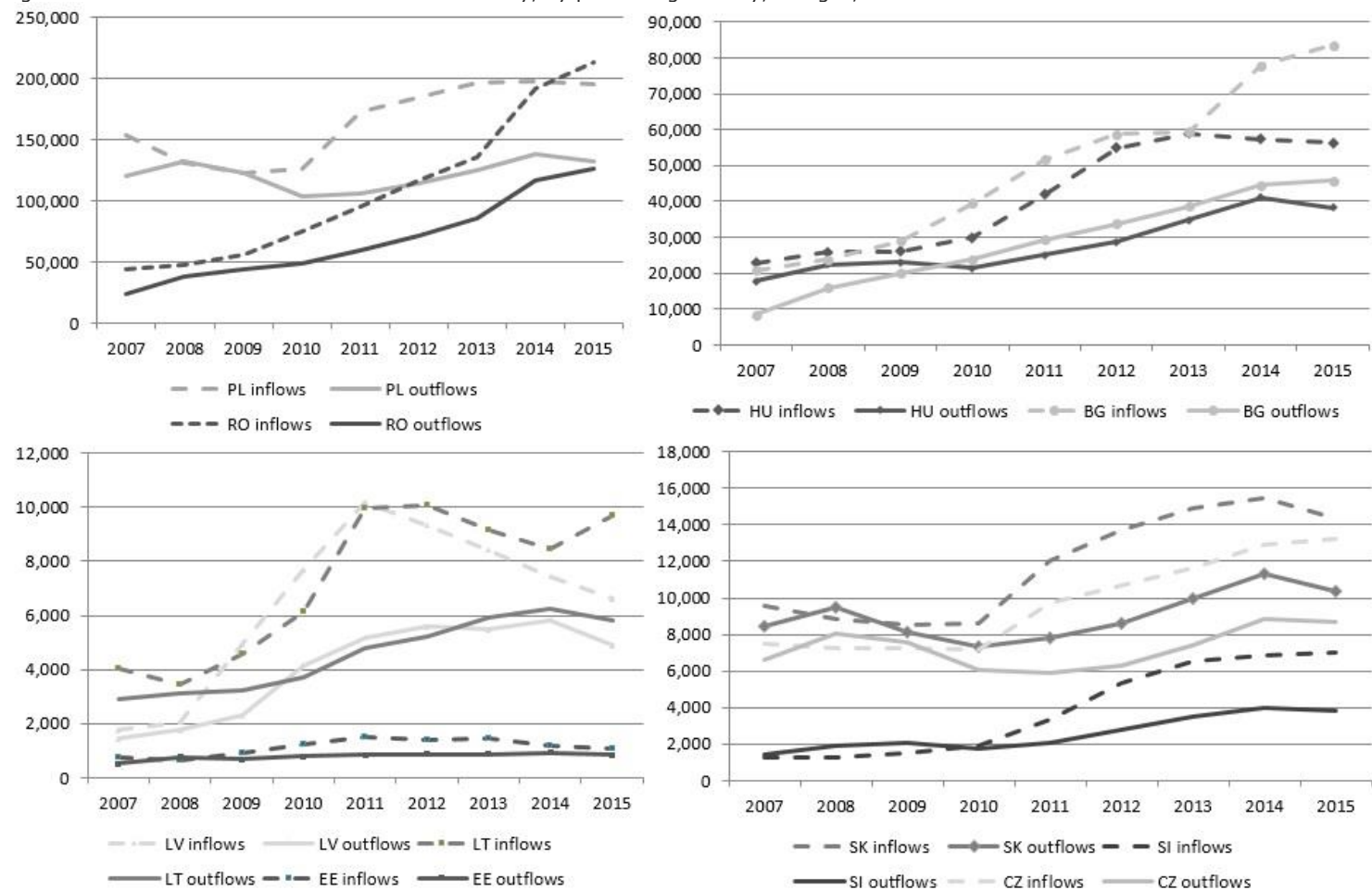
One slight exception to this pattern is Romania, where emigration of nationals decreased markedly between 2009 and 2012, yet return mobility nonetheless increased, peaking in 2012 (likely due to the re-introduction of restrictions to accessing the labour market in Spain).

Apart from the impact of the economic crisis on return mobility (discussed in greater detail later in this section), the increase of emigration from several Eastern European and Baltic Member States has run in parallel with return mobility over the past five to eight years. On the other hand, in Poland, the slight decrease in emigration of nationals after 2012 went hand-in-hand with a slight decrease in return mobility. Possible explanations are the short-

¹³³ Figures show inflows and outflows to and from Germany of citizens of all nationalities; however it can be assumed that these flows consist mainly of citizens of the respective Eastern European and Baltic Member States.

term nature of intra-EU mobility (with movers moving back to their country of citizenship after one year or more) or circular mobility (with movers moving back and forth between their country of citizenship and host countries). German figures include temporary movements (people who stay in the country for two months or more) and potentially point to the significant influence of short-term mobility on these data. However, the increase in return mobility is also likely to reflect the improving economic situation in many Eastern European and Baltic countries compared to 10 years ago. There is not necessarily a causal linkage between the increase in emigration of nationals and the increase in return mobility.

Figure 34 Inflows and outflows to and from Germany, by partnering country, all ages, 2007-2015¹³⁴



¹³⁴ Figures include persons of all citizenship, however 90% or more are non-Germans. Therefore, it seems safe to assume that in most cases they constitute mobility of citizens from

FIGURES SHOW INFLOWS AND OUTFLOWS TO AND FROM GERMANY WITH THE PARTNERING COUNTRIES INDICATED. PARTNERING COUNTRIES ARE COUNTRIES OF PREVIOUS RESIDENCE (INFLOWS TO GERMANY) AND COUNTRIES OF NEXT RESIDENCE (OUTFLOWS FROM GERMANY).

FIGURES INCLUDE PERSONS OF ALL NATIONALITIES AND ALL AGES. THEY INCLUDE ANY REGISTRATIONS AND DEREGISTRATIONS OF RESIDENCE IN GERMANY AND THEREFORE ALSO INCLUDE TEMPORARY FLOWS (LESS THAN 12 MONTHS). THEREFORE, ABSOLUTE FIGURES ARE NOT COMPARABLE WITH EUROSTAT MIGRATION STATISTICS.

SOURCE: GERMAN NATIONAL STATISTICAL INSTITUTE DESTATIS, STATISTICS ON TEMPORARY MIGRATION FLOWS BETWEEN GERMANY AND FOREIGN COUNTRIES 'WANDERUNGEN ZWISCHEN DEUTSCHLAND UND DEM AUSLAND: JAHRE, STAATEN DER EUROPÄISCHEN UNION'.

the partnering countries (for example, Polish citizens moving to or from Germany). Statistics only capture registrations in individual households and therefore would not include most asylum seekers or TCNs without a right to reside (since they would not be allowed to register). Figures may, however, include TCNs who do have a right to reside and register or deregister in Germany.

Trends since 2008/2009

At the EU level, return mobility has varied only slightly in the period 2009 to 2014. In 2014, the number of returning movers was slightly less than in 2009 (603,288 persons in 2014 compared to 622,027 in 2009). This slightly decreasing trend can also be seen in data on return mobility to EU-13 countries and to EU-15 countries.

Table 11 return mobility (inflows of nationals), age group 20-64, 2009-2014

		2009	2010	2011	2012	2013	2014
EU -28*	Total	622,027	591,795	578,816	615,888	585,959	603,288
	Annual Δ		-5%	-2%	6%	-5%	3%
EU-13**	Total	261,016	232,693	229,639	276,520	256,696	249,241
	Annual Δ		-11%	-1%	20%	-7%	-3%
EU-15	Total	361,011	359,102	349,177	339,368	329,263	354,047
	Annual Δ		-1%	-3%	-3%	-3%	8%

ANNUAL INFLOWS OF NATIONALS AGED 20-64 YEARS.

INFLOWS REFER TO PERSONS WHO ESTABLISH THEIR USUAL RESIDENCE IN THE TERRITORY OF A MEMBER STATE FOR A PERIOD THAT IS, OR IS EXPECTED TO BE, OF AT LEAST 12 MONTHS¹³⁵.

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

*AGGREGATE DOES NOT INCLUDE BE, BG, HR, LV, SK, AS NO FIGURES FOR THE WHOLE SERIES WERE AVAILABLE. NOTE THAT THE NUMBER OF RETURNEES IN 2014 WAS 630,763 AS INDICATED IN TABLE 1 (STILL EXCLUDING SLOVAKIA, FOR WHICH NO FIGURE IS AVAILABLE)

** AGGREGATE DOES NOT INCLUDE BG, HR, LV AND SK, AS NO FIGURES FOR THE SERIES WERE AVAILABLE.

SOURCE: EUROSTAT MIGRATION STATISTICS (MIGR_IMM1CTZ).

FIGURES FROM IE, EL, AT, RO, SI AND UK REFER TO 'AGE IN COMPLETED YEARS'.

BREAKS IN SERIES: SK (2011), HU (2010), DE (2009), BE (2009).

FIGURES FOR HR AND SI ARE NOT AVAILABLE FOR THIS TIME SERIES.

SOURCE: EUROSTAT DATA ON IMMIGRATION BY AGE GROUP AND CITIZENSHIP [MIGR_IMM1CTZ], EXTRACTED ON 25 MAY 2016, MILIEU CALCULATIONS.

135 Eurostat Immigration Statistics, reference metadata, available at:
http://ec.europa.eu/eurostat/cache/metadata/en/migr_immi_esms.htm

Return mobility to the EU-13 Member States has decreased annually since 2009, with the exception of an increase in 2012 (see explanation below). Overall, the number of returnees was slightly lower in 2014 than in 2009 ([Table 11](#)). This overall stagnation or slight decrease between 2009 and 2014 may seem to contradict the findings above (that return mobility increased compared to 2004/2007). However, the stagnating trend between 2009 and 2014 mainly reflects the situation in Poland and Romania, due to their high weights in the aggregate. Indeed, return mobility to Poland from both the UK and Germany stagnated between 2009 and 2014, as shown above. On the other hand, return mobility to Romania from Germany increased substantially, while return mobility to Romania in general remained at about the same level in 2014 as in 2009. This is likely due to the fact that the latter figures include return mobility from Spain and Italy, and that figures increased until 2012, before decreasing quite a bit.

Given that they have much higher numbers of returnees, the stagnating trend between 2009 and 2014 can be mainly attributed to developments in Poland and Romania. However, it cannot be overlooked that there are other EU-13 Member States in which return mobility did not vary to this extent during that time span (EE, SI, SK) ([Figure 35](#)).

On the other hand, there are EU-13 Member States with stronger changes in return mobility between 2009 and 2014. Hungary and Lithuania saw return mobility strongly increase (which is also shown in the German figures above), while the Czech Republic saw a strong decrease in return mobility during that period. Both Hungary and Lithuania also experienced substantial increase in their unemployment rates between 2008 and 2010¹³⁶. In Hungary, the unemployment rate has only gone back to pre-crisis levels since 2014. Its strong increase in return mobility before 2014 may thus be explained by significant uplift in emigration during the crisis followed by the return of short-term movers. In Lithuania, on the other hand, the unemployment rate had already begun to decrease in 2011 (despite the fact that the increase had been much larger and the unemployment rate has not yet dropped to pre-crisis levels); however, this may have provided an incentive for movers to return. Return mobility to the Czech Republic decreased considerably during this period, as was also the case in Latvia, which saw a large increase in 2012 and consistent decreases thereafter.

In 2012, there was quite a notable increase in return mobility, reflecting peaks in return mobility in Poland, Romania and, to a lesser extent, Latvia.

The peak of return mobility among Romanians was clearly due to the re-introduction of restrictions to free movement by Spain in 2011, after it had opened the labour market in 2009. Under a 'safeguard clause' on the accession of Romania and Bulgaria, Spain restricted access to the labour market to Romanian citizens until the end of 2013, in light of the

¹³⁶ Source: Eurostat, LFS, Unemployment rates by sex, age and nationality (%) for all citizens aged 15 to 74 years, 2006-2015.

economic slowdown and high unemployment¹³⁷. Outflow figures of Romanians from Spain confirm that they peaked in 2012, increasing by around 20,000 people compared to 2011, a figure similar to the increase in inflows of nationals into Romania in the same year¹³⁸.

No clear explanation can be found for the 2012 peak for Poland. Neither Polish figures on permanent return from the UK, Germany and Ireland nor German outflow figures to Poland show a peak in 2012 (**Figure 32** and **Figure 34**). Nevertheless, outflows to Poland from the UK peaked slightly in 2011¹³⁹, which may be reflected in the Polish inflow figures of 2012. In addition, return mobility from Germany to Poland increased continuously and strongly between 2011 and 2014 (by around 50,000 people). Since the recording of emigration may take place with a delay (due to lack of de-registration), this trend may explain the 2012 peak. This would also be in line with a recent report on return migration to the EU-13 Member States, which suggests that restrictions on the transitional arrangements may have kept movers from returning home because of the uncertainty about the feasibility of repeated migration¹⁴⁰. Indeed, the restrictions that had been put in place on workers from the EU-8 in Germany and Austria (as well as the need for registration in the UK) ended in 2011. Thus, movers may also have returned once their situation had become legally clearer following the end of the transitional arrangements.

As mentioned earlier, outflows of Latvia nationals into Germany increased very strongly until 2011 and also triggered an increase in return mobility. In the Baltic countries, unemployment rates had increased steadily between 2007 and 2010, when they reached their peak¹⁴¹. 2011 was the first year to show an improvement in unemployment figures and this may have prompted movers to return home.

137 European Commission, 2012a.

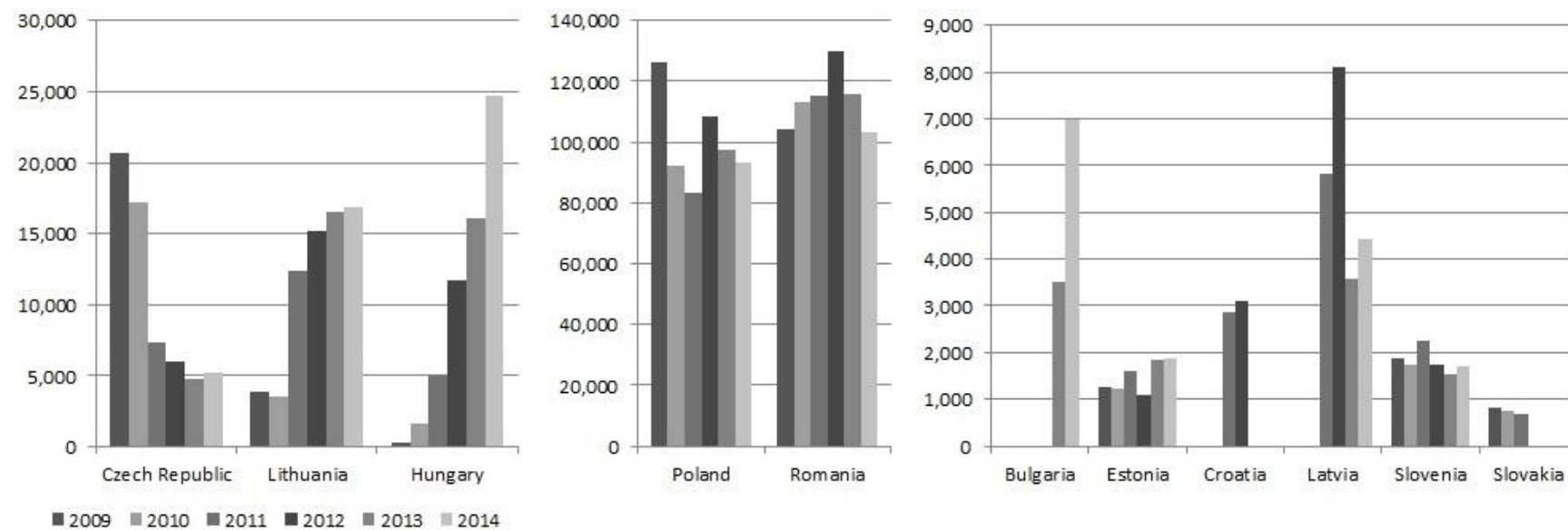
138 Eurostat migration statistics 'Emigration by five year age group, sex and country of next usual residence (migr_emi3nxt)'.

139 International Passenger Survey 4.03 (Long-Term International Migration, Country of birth by country of last or next residence. UK, 2014 - Underlying datasheet 3).

140 Zaiceva and Zimmermann (2016), p. 399.

141 Eurostat, EU-LFS, Unemployment rates by sex, age and nationality (%) for all citizens aged 15 to 74 years, 2006-2015.

Figure 35 Return mobility of nationals to EU-13 countries, 20-64 year olds, 2009-2014



ANNUAL INFLOWS OF NATIONALS AGED 20-64 YEARS OLD; DATA FOR MT AND CY IS MISSING FOR THE TIMESPAN.

BREAKS IN SERIES: SK (2011, 2012), HU (2010), LV (2011), PL (2009).

FIGURES FROM SI REFER TO 'AGE IN COMPLETED YEARS'.

SOURCE: EUROSTAT MIGRATION STATISTICS (MIGR_IMM1CTZ), EXTRACTED ON 25 MAY 2016, MILIEU CALCULATIONS.

Effect of the economic crisis on return mobility to EU-13 Member States

Overall, the economic crisis did not create overwhelming return migration to the EU-13 Member States, reflecting the results of other cross-national research¹⁴². Nevertheless, it did have a short-term impact on return mobility, prompting increases during the years 2007-2009.

Many of the EU-13 Member States also experienced an economic downturn during the crisis. Each saw employment rates decrease between 2008 and 2009/2010. While most subsequently recovered, for some the downward trend lasted longer. Unemployment rates indicate similar negative trends during that same period, with the exception of Poland and Romania. In Poland, unemployment rates increased between 2008 and 2010, chiefly because there were more jobseekers overall¹⁴³. The number of employed persons actually increased in 2009 and decreased by around 3% between 2009 and 2010. Romania, on the other hand, saw only very small variations to its already comparatively low unemployment rates during the crisis, with employment continuing its slow and steady increase.

While this partly explains the lack of a 'huge return migration', the situations in the destination countries also played a role, as evident when comparing return mobility trends from Germany, the UK and Spain.

Employment in Germany was only slightly affected in 2008/2009, before continuing to increase, with rates above 70%, higher than any new Member State. It is unsurprising that return mobility from Germany only increased very briefly in 2008 (and immigration decreased) and then decreased or stagnated again. **Figure 34** shows an increase in return mobility in 2008 to all Member States. For Poland, Slovakia and the Czech Republic, return mobility was even higher than inflows from these countries in this year. As explained above, the increase in return mobility continued in the following years, mainly after 2010, mirroring the increase in immigration after 2010¹⁴⁴ (**Figure 34**).

In the UK, the situation was slightly different, given that unemployment actually rose quite strongly between 2008 and 2009 (by 2 p.p.) and then slightly further until 2011 before beginning to slowly decrease. Return mobility to Poland increased sharply in 2008 (UK figures claim 174%¹⁴⁵) and 2009 (according to registrations, permanent return mobility increased by 40% between 2007 and 2009¹⁴⁶). Since then, decreases have been slow and, in 2014, was still higher than during pre-crisis times. Contrary to Germany, the

142 Zaiceva and Zimmermann (2016), p. 401; also Holland et al. (2011) and Koehler et al. (2010); Martin and Radu (2012), p. 210.

143 It is likely that this increase in the total number of jobseekers is partly linked to the increase in return mobility in 2008/2009 from the UK and Germany.

144 German National Statistical Institute Destatis, statistics on temporary migration flows between Germany and foreign countries 'Wanderungen zwischen Deutschland und dem Ausland: Jahre, Staaten der Europäischen Union'.

145 ONS, International Passenger Survey 4.03 'outflows of persons born in Poland 2004-2014 by destination country', available at:

<http://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/internationalmigration/datasets/ipscountryofbirthbycountryoflastornextresidence>

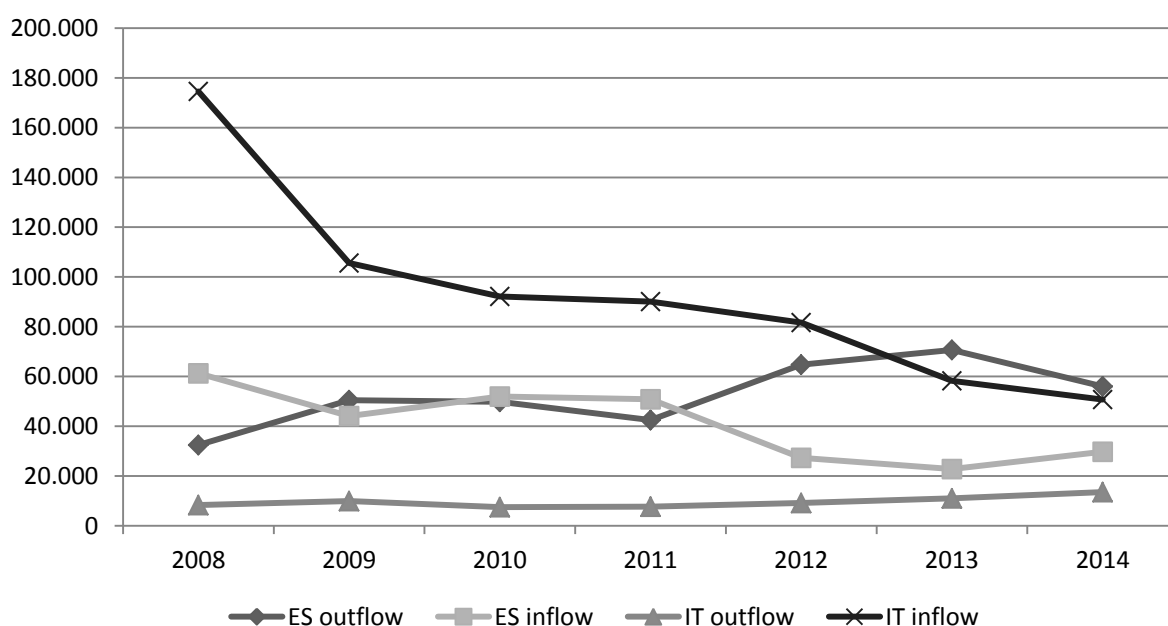
146 Poland National Statistical Office 'Emigration to United Kingdom and immigration from United Kingdom in years 1973-2014 (migration for permanent residence).

inflows into the UK also declined strongly in 2009 for a longer period, and only picked up again in 2014¹⁴⁷.

In Spain, the unemployment rate increased sharply as of 2007, and in 2009 was almost three times as high as that of Romania¹⁴⁸. This was reflected in the annual return mobility to Romania, which had already increased by 50% between 2008 and 2009, but which, in 2013, was more than double the 2008 figure¹⁴⁹ (Figure 36). There are also indications that most of the outflows of Romanians from Spain were return mobility to Romania, with only a small share moving directly to other EU-15 countries (see below).

Italy was also affected by an increase in the unemployment rate, which, like Spain, continued more strongly after 2011. Unemployment rates in Italy were about 50% higher than those in Spain. As a result, emigration of Romanians did not increase as much as in Spain (in 2013 it was 1.3 times higher than in 2008) (Figure 36). At the same time, immigration to Italy from Romania was three times lower in 2014 than in 2008¹⁵⁰. Some of the Romanians leaving Italy may have moved on to Germany, as inflow figures to Germany suggest¹⁵¹.

Figure 36 Outflows and inflows of Romanian citizens from and to Spain and Italy, all ages, 2008-2014



147 Eurostat migration statistics, Immigration by five year age group, sex and citizenship [migr_imm1ctz].

148 Eurostat EU-LFS.

149 Eurostat migration statistics 'Emigration by five year age group, sex and country of next usual residence (migr_emi3nxt)'.

150 2015 Labour mobility report, p. 29.

151 Around 2-3% of the Romanians immigrating to Germany in 2011 and 2014, respectively, did not come from Romania; at the same time 15% of immigrants from Italy to Germany in 2011 were not Italians. This is an indication - not evidence - of Romanians moving from Italy to Germany. Source: German National Statistical Institute Destatis, statistics on temporary migration flows between Germany and foreign countries 'Wanderungen zwischen Deutschland und dem Ausland: Jahre, Staaten der Europäischen Union'.

SOURCE: EUROSTAT, EMIGRATION BY FIVE YEAR AGE GROUP, SEX AND CITIZENSHIP [MIGR_EMI1CTZ], EXTRACTED ON 26 MAY 2016, MILIEU CALCULATIONS.

It is clear that the crisis hit important sectors of employment for movers¹⁵² and it had some effect on intra-EU labour mobility. However, the impact on return mobility depended both on the extent of its impact on the country of destination and on the country of origin. While in Germany and the UK it mainly led to a short-term increase in return mobility, in Spain and Italy its effects were of a longer-term nature.

The economic crisis, however, had a long-term, indirect effect on return mobility from Germany. As explained above, return mobility from Germany to the Eastern European and Baltic Member States closely followed the trends of inflows to Germany from these countries. This link was briefly interrupted in 2008/2009 (when return mobility from Germany was the same or higher than inflows to Germany) after which the trend of return mobility came more or less in line with inflows again, although at a consistently lower level. The increase in return mobility from Germany between 2009 and 2015 to many Eastern European Member States thus seems to be – at least to some extent – linked to the strong increase in inflows to Germany from these countries, especially from Romania and Bulgaria. Several studies have found that while prior to the crisis Bulgarian and Romanian movers emigrated mainly to Italy and Spain, they subsequently chose Germany as an important country of destination¹⁵³. In this respect, the crisis has had an indirect longer-term effect on return mobility from Germany.

The introduction of transitional restrictions to accessing the labour market, particularly their suspension, also played a role in defining trends of return mobility, although to a lesser extent. Figures from Germany and Spain indicate that restriction to access to the labour market had some effect. In Germany, return mobility (again, following general immigration trends) to the 2004 accession countries increased mostly in 2011 and after, when the transitional arrangements ended. In the case of Romania, there was also a slightly stronger increase in return mobility between 2013 and 2014 compared to previous years.

Return mobility to EU-15

Return mobility to the EU-15 countries saw little change between 2009 and 2014. While there was a slight annual decrease between 2010 and 2013, an increase of 8% brought figures back to 2009 levels. This very low change in return mobility between 2009 and 2014 can be observed in most of the individual EU-15 Member States ([Figure 37](#)).

The exceptions to this are Ireland and Portugal, in which return mobility decreased more significantly than in the other countries after 2011 and 2010, respectively (around -40% in both countries). This constitutes a stronger decline in return mobility than in Italy, where return mobility declined by around 24% between 2008 and 2014.

Return mobility to the UK also declined more notably than towards other EU-15 countries (-13% between 2009 and 2014), although to a far more limited extent than in Ireland

¹⁵² Kaczmarczyk, P. et al. (2016), p.221.

¹⁵³ This was also found in Baas, T. (2014) and Bertoli et al (2013), Holland&Paluchowski (2013).

and Portugal. As indicated by national figures on the return of persons born in the UK by country of previous residence, around 40% of returnees are from within the EU, of whom around 90% are returnees from another EU-15 country. These figures confirm the general decreasing trend in return mobility to the UK since 2013¹⁵⁴.

On the other hand, return mobility of Greek and Spanish citizens increased slightly between 2009 and 2014. Figures from Germany confirm this increasing trend of return mobility towards Spain, which in 2014 was higher even than in 2004¹⁵⁵. As mentioned before, this may be linked to the increased migration from Spain towards Germany.

In Italy, overall figures on return mobility decreased by about 20% between 2009 and 2013, before increasing slightly. Outflows figures from Germany towards Italy show a similar trend (**Figure 33**): in 2008/2009, outflows towards Italy remained higher than inflows to Germany (as had been the case since 2004). However, in 2010, this trend inverted and inflows increased strongly, accompanied by an increase in outflows, albeit at a much lower level than the inflows to Germany¹⁵⁶.

The comparatively strong overall increase of 8% in 2014 is due in part to a slight increase in return mobility to Spain compared to previous years (**Figure 37**). However, the largest factor is the return mobility of French and UK citizens. Figures from the UK do not confirm a strong increase of return mobility in 2014 and this annual change should thus be treated cautiously.

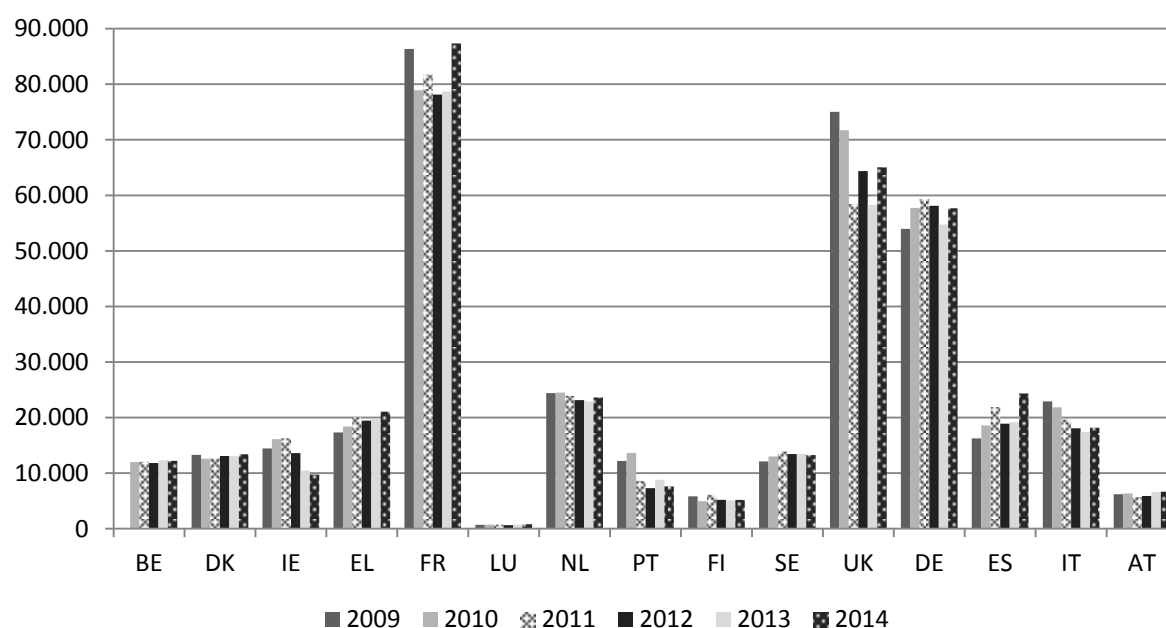
154 ONS 'International Passenger Survey 3.18, Country of birth by country of last or next residence, UK (Table 3.18b)', available at:

<https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/internationalmigration/datasets/internationalpassengersurveycountryofbirthbycountryoflastornextresidencetable318>

155 German National Statistical Institute Destatis, statistics on temporary migration flows between Germany and foreign countries 'Wanderungen zwischen Deutschland und dem Ausland: Jahre, Staaten der Europäischen Union'.

156 Ibid.

Figure 37 Return mobility of nationals to EU-15 Member States, 20-64 year olds, 2009-2014



ANNUAL INFLOWS OF NATIONALS AGED 20-64 YEARS OLD.

BREAKS IN SERIES: BE (2010), NL (2009), DE (2009).

FOR IE, EL, AT AND UK THE AGE GROUP REFERS TO 'AGE IN COMPLETED YEARS'.

SOURCE: EUROSTAT MIGRATION STATISTICS (MIGR_IMM1CTZ), EXTRACTED ON 25 MAY 2016, MILIEU CALCULATIONS.

The developments described above are reflected, to a certain extent, in the shares of returnees from all immigrants in the countries of origin ([Figure 38](#)). In Latvia and Lithuania, for example, the share of returnees from total immigrants increased between 2009 and 2012, before decreasing again in 2014. This corresponds to the peak in return mobility to Latvia in 2012 and may also be due to a decrease in immigration (mainly of TCNs) as a result of the economic crisis.

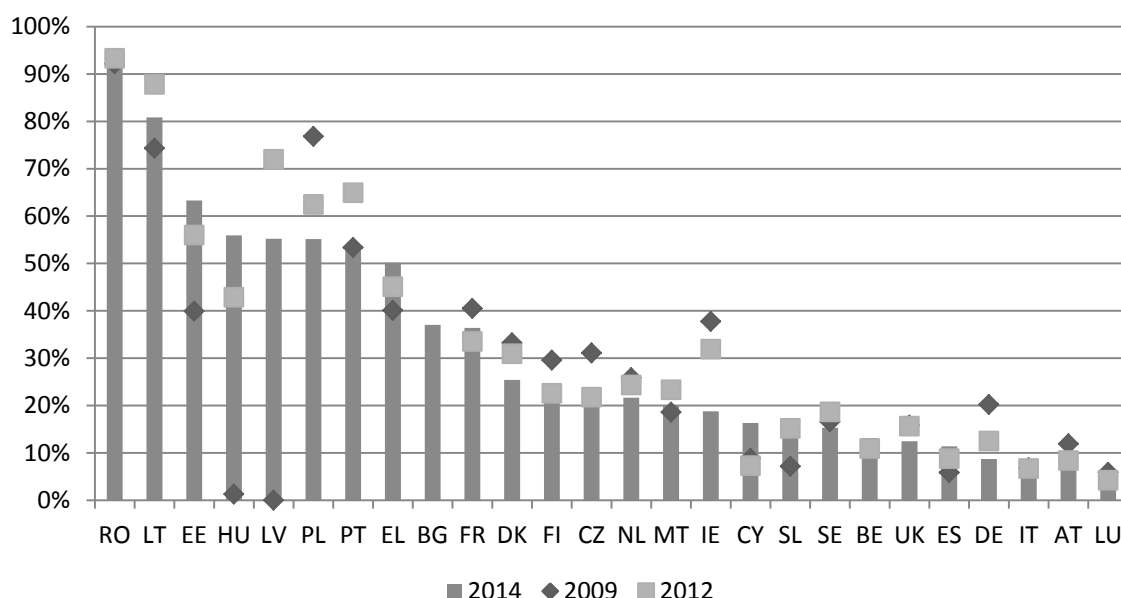
In the Czech Republic and Poland, the share of returnees has decreased since 2009 and 2012, respectively, which also reflects increased overall immigration towards these Member States. In Poland, immigration of EU-28 movers (non-Polish nationals) increased by 200% between 2009 and 2014.

In Portugal and Ireland, two countries hard hit by the economic crisis, return mobility also decreased compared to overall immigration, indicating that movers from these countries chose to remain abroad. For these two countries, it also reflects the increase in inflows of EU-28 movers between 2012 and 2014 (+18% for Ireland, +200% for Portugal¹⁵⁷).

¹⁵⁷ Total figures of immigration of EU-28 movers to Portugal are comparatively small, at 1,000 and 3,000 in 2012 and 2014, respectively.

Overall, it can be seen that mobility still constitutes the largest share of immigration in most of the EU-13 Member States returnees (see also Section 2.1.2). However, there are some exceptions, like Bulgaria, the Czech Republic, Cyprus and Malta.

Figure 38 Shares of returnees from total immigrants, 20-64 year olds, 2009, 2012 and 2014



Shares of nationals from all immigrants, aged 20-64 years.

FIGURES FROM IE, EL, AT, RO, SI AND UK REFER TO 'AGE IN COMPLETED YEARS'.

SOURCE: EUROSTAT MIGRATION STATISTICS [MIGR_IMM2CTZ] EXTRACTED ON 25 MAY 2016, MILIEU CALCULATIONS.

2.3.2 Reasons for return among EU-28 movers

Cross-national literature posits various reasons for movers to return. One reason is family and social ties, which cannot be under-estimated as a driver for return¹⁵⁸. With respect to economic reasons, there are several possibilities: having earned enough to have a higher purchasing power at home; having achieved previously set goals, such as savings or completing education; having higher chances of employment at home¹⁵⁹. Over-qualification also seems to play a role in return migration in the sense that highly skilled movers may find jobs more easily that match their skills level when returning home¹⁶⁰. A survey among CEE movers in the Netherlands, for example, found that higher-educated CEE labour migrants intend to stay for shorter periods of time than lower-educated migrants, which the authors attribute to the frequent over-qualification of highly

¹⁵⁸ Zaiceva and Zimmermann (2016), p. 401.

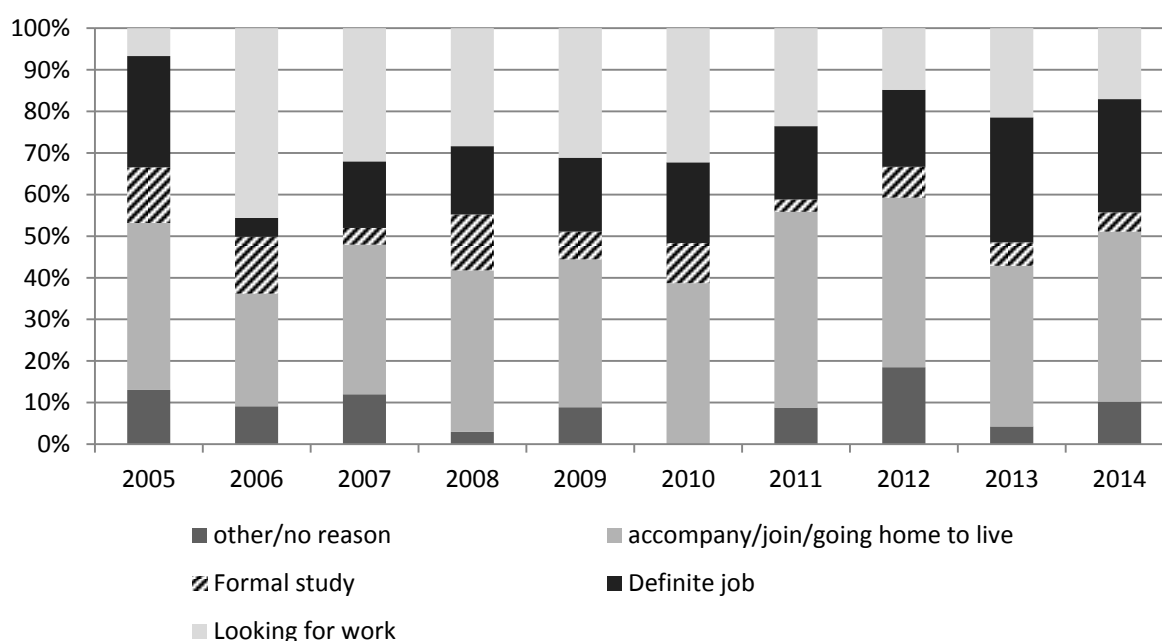
¹⁵⁹ Ibid., p.399.

¹⁶⁰ Ibid., pp.399, 401.

educated CEE movers in their countries of destination¹⁶¹. They also found that free movement - without restrictions to labour market access - make it easier for movers to return, as they have the option to emigrate again if they wish to do so¹⁶². Lastly, access to social benefits – in particular in times of difficulty in the labour market – plays a crucial role in the decision to return¹⁶³.

As data from the UK show, EU-8 citizens leaving the UK do so only partly for labour-related reasons (**Figure 39**). At most, 50% of those leaving the UK do so for work-related reasons. These reasons became slightly less prominent during the crisis (in 2007-2009) and in 2011/2012, compared to other reasons, such as taking up formal studies, family or social ties (accompanying or joining someone) or other reasons (**Figure 39**). Results show that, in 2014, most of the EU-8 movers leaving the UK for work-related reasons already had a job in the destination country. This has changed since 2006, with the share of those already having a job at the point of return becoming steadily larger. This is in line with the findings on the employment chances of returnees compared to nationals, which show improvements over time (**Figure 43**).

Figure 39 Reasons for leaving the UK, among EU-8 citizens, 2005-2014



MAIN REASON FOR MIGRATION, EU-8 CITIZENS.

FOR 2005, NO DATA IS AVAILABLE FOR 'OTHER', THEREFORE MISSING DATA WAS REPLACED MANUALLY BY REMAINING SUM TO 100% - NOTE THAT THIS VALUE DOES NOT ACTUALLY REFLECT VALID DATA.

FOR 2006, NO DATA IS AVAILABLE FOR 'ACCOMPANY/JOIN', THEREFORE MISSING DATA WAS REPLACED MANUALLY BY REMAINING SUM TO 100% - NOTE THAT THIS VALUE DOES NOT ACTUALLY REFLECT VALID DATA.

161 Snel, Erik et al. (2015) 'To Stay or Return? Explaining return intentions of central and Eastern European Labour Migrants' in: Central and Eastern European Migration Review, vol.4 no.2, December 2015, available at: <http://www.ceemr.uw.edu.pl/vol-4-no-2-december-2015/articles/stay-or-return-explaining-return-intentions-central-and-eastern>

162 Ibid.

163 Kaczmarczyk, P. et al. (2016), p.228.

SOURCE: ONS, LONG-TERM INTERNATIONAL MIGRATION, ESTIMATES FROM THE INTERNATIONAL PASSENGER SURVEY: ANNUAL DATA, 2014, CITIZENSHIP BY MAIN REASON FOR MIGRATION (NEW COUNTRY GROUPINGS) (TABLE 3.08B), AVAILABLE AT: [HTTPS://WWW.ONS.GOV.UK/PEOPLEPOPULATIONANDCOMMUNITY/POPULATIONANDMIGRATION/INTERNATIONALMIGRATION/DATASETS/INTERNATIONALPASSENGERSURVEYCITIZENSHIPBYMAINREASONFORMIGRATIONTABLE308](https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/internationalmigration/datasets/internationalpassengersurveycitizenshipbymainreasonformigrationtable308)

The above-mentioned survey among CEE movers in the Netherlands (654 Polish, Romanian and Bulgarian labour migrants) on their return intentions also showed that socio-economic factors (i.e. the labour market position and occupational status of migrants) were close to negligible as a motivator to return when compared with socio-cultural factors: transnational activities of movers were found to be positively connected, while socio-cultural integration was negatively connected with return intentions¹⁶⁴.

The trends during the economic crisis suggest that many movers stayed abroad even though the situation in their host countries must have become more difficult, with the crisis hitting particular sectors more harshly than others, among them industries which are important to movers in terms of employment (such as the construction sector). One such example is Poland, in which it was found that 'even though some of the destination countries were hit hard by the crisis, the market conditions remained better than those in Poland'¹⁶⁵. This further underlines the finding that poor economic conditions or performance do not necessarily lead to return but, rather, create a complex set of parameters, many of which might be relative in nature (i.e. a comparison between country of origin and destination).

The exact reasons for return mobility are likely to vary across different types of movers, depending on their personal situation. Further cross-national research, ideally in the form of surveys or analysis of biographies, is necessary if more robust general conclusions are to be drawn.

2.3.3 Characteristics of returnees

Most of the returnees in 2014 were of working age (20-64 years old) and particularly of younger working age (20-34 years old) (**Figure 40**). Persons of 20-34 years make up the largest group of returnees across the EU-28 (38%) and also among both EU-15 (37%) and EU-13 (41%) returnees. The second largest group are 35-54 year olds. The age distribution is similar among EU-13 and EU-15 returnees, with the former having slightly higher shares of persons of working-age and lower shares of persons over 65 years of age.

Compared to nationals, returnees have much higher shares of these younger working age persons, as well as much lower shares of persons of retirement age. Across the EU-28, 38% of returnees and only 18% of nationals are aged 20-34 years, while only 6% of returnees are over 65 years of age (compared to 20% of nationals) and 7% of returnees are aged 55-64 years (compared to 13% of nationals). The remaining age groups

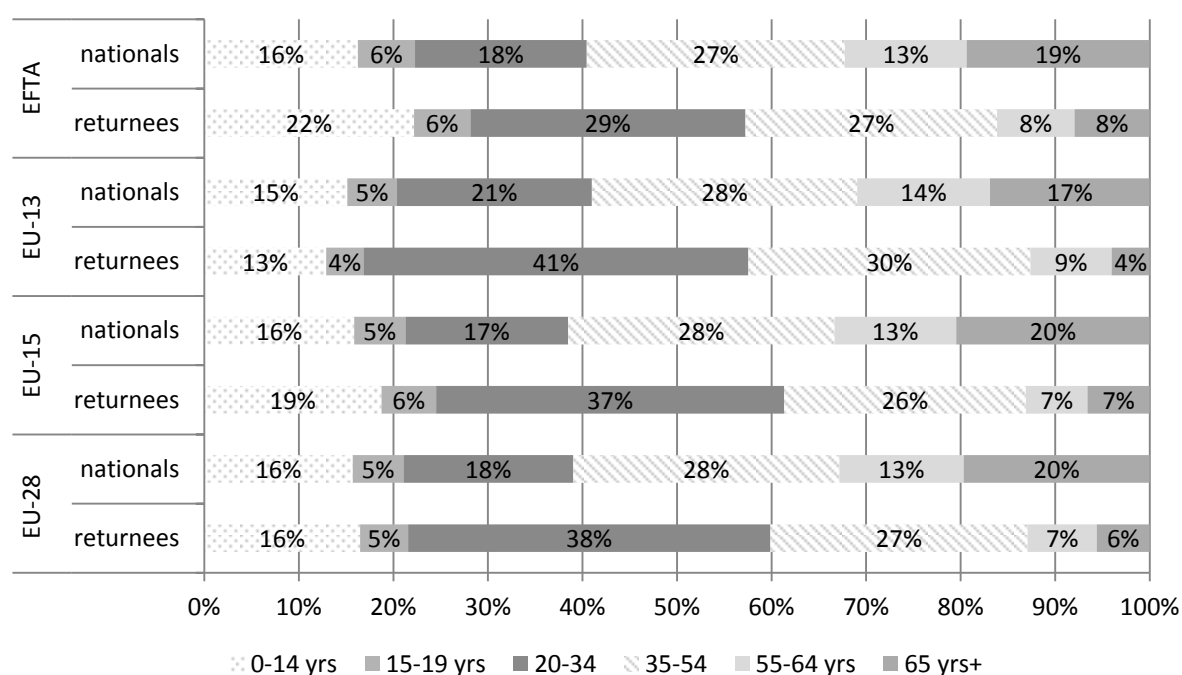
¹⁶⁴ Snel, Erik et al. (2015) 'To Stay or Return? Explaining return intentions of central and Eastern European Labour Migrants' in: Central and Eastern European Migration Review, vol.4 no.2, December 2015, available at: <http://www.ceemr.uw.edu.pl/vol-4-no-2-december-2015/articles/stay-or-return-explaining-return-intentions-central-and-eastern>

¹⁶⁵ Kaczmarczyk, P. et al. (2016), pp.221-223.

(children, young persons below 20 and persons aged 35-54 years) are almost equally prominent among returnees and nationals.

The young age structure of returnees compared to nationals corresponds to the age structure of movers, who are also mostly of working age. However, the age distribution of returnees also shows that movers do not only return to their home countries after retirement but (long) before. Previous research has shown that returnees are not only younger than non-movers but also younger than movers who live abroad¹⁶⁶. The fact that return mobility occurs mainly at an age at which returnees are still likely to work or seek work upon return raises the question of if and how they apply the skills developed abroad when returning to work in their country of origin. It also raises the question of whether movers return because they could not find a job or became unemployed in the host country and expect to have better employment chances in the country of origin, or whether they return for other reasons. The high share of returnees aged 20-34 years suggests that many returnees are students or young workers who return after finishing their studies or gaining their first years of work experience.

Figure 40 Age structure of returned movers compared to the national population, EU-28, EU-15, EU-13 and EFTA aggregates (as countries of residence and origin), 2014



EU-13 AGGREGATE EXCLUDES SK

SOURCE: EUROSTAT MIGRATION STATISTICS (MIGR_IMM1CTZ), EXTRACTED ON 25 MAY 2016, MILIEU CALCULATIONS.

Another very important characteristic is the educational level of returnees. This may also be seen as one indication of whether or not return mobility alleviates so-called 'brain drain'. The EU-LFS measures the educational level of respondents in different levels of the International Standard Classification of Education (ISCED). Since this measurement

166 Kaczmarczyk, P. et al. (2016), p.116.

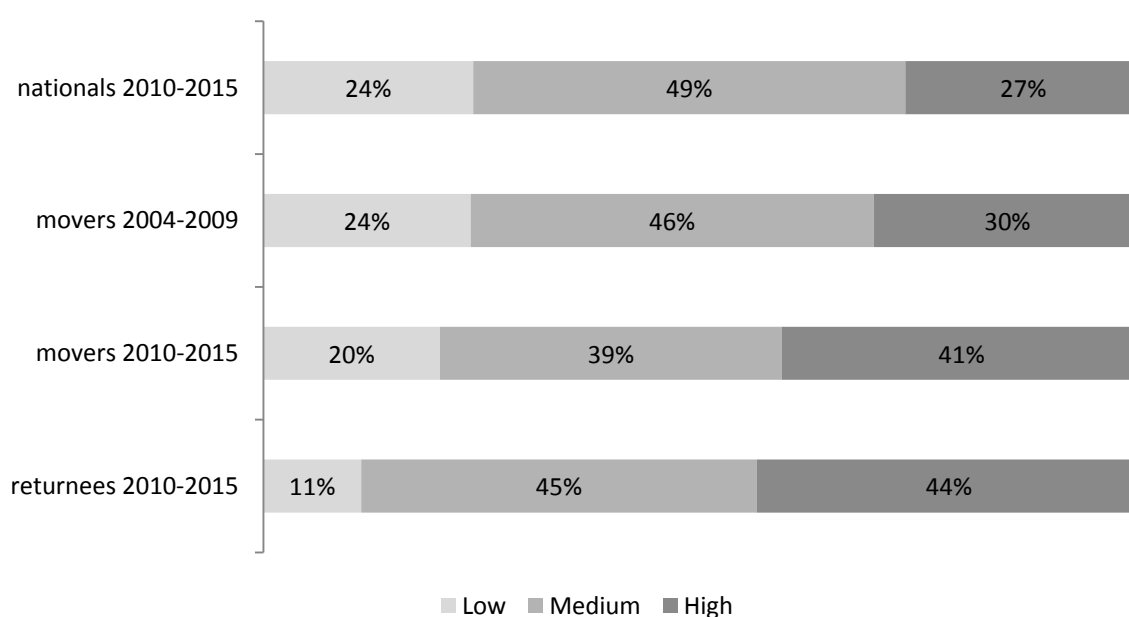
mainly refers to formal education and qualifications obtained, it is only one part of the skillset that returnees may acquire during a stay abroad. Training on the job or the acquisition of language skills in everyday life, for example, are important skills not captured by this measurement. The ISCED records the formal education that younger persons acquire before gathering work experience, as well as vocational training programmes which may be completed while employed. University degrees, for example, may be completed by movers while they are working. With this in mind, the measurement used here (formal education levels) can be considered a likely underestimate of skills that returnees bring back to their home countries.

Education levels were compared across four groups: recent returnees 2010 to 2015, EU-28 movers 2010-2015, EU-28 movers 2004-2009, and nationals.

Recent returnees between 2010 to 2015 have higher shares of highly educated persons (44%) than EU-28 citizens who moved in this period (41%), those who moved between 2004 and 2009 (30%), and nationals (27%) ([Figure 41](#)). It can also be seen that the education level of movers increased after 2010, as highlighted by previous reports. Despite this increase, returnees still have higher educational attainment levels than movers. The data do not show whether these highly educated returnees actually acquired the higher education abroad, or whether it is simply that return is more frequent among highly educated movers. It is also possible that the greater share of returnees with higher education levels is due to the fact that movers are often over-qualified for the work they carry out abroad (see Section 2.3.2 above).

While recent returnees have a much higher share of highly educated persons than nationals (44% and 27%, respectively), there are regional differences ([Figure 42](#)). Among EU-15 citizens, recent returnees have a 21 p.p. higher share of highly educated persons than nationals, while among EU-13 citizens the share is 9 p.p. higher.

Figure 41 Education levels among nationals, movers and returnees in the EU, 20-64 year olds, 2004-2015



'MOVERS 2004-2009' ARE EU-28 CITIZENS AGED 20-64 YEARS WHO RESIDED IN ANOTHER EU-28 OR EFTA COUNTRY IN 2009 AND WHO HAD MOVED THERE BETWEEN 2004-2009.

'MOVERS 2010-2015' ARE EU-28 CITIZENS AGED 20-64 YEARS WHO RESIDED IN ANOTHER EU-28 OR EFTA COUNTRY IN 2009 AND WHO HAD MOVED THERE BETWEEN 2010-2015.

'RETURNEES 2010-2015' REFERS TO THE SUM OF THE ANNUAL NUMBER OF EU-28 MOVERS WHO HAD RETURNED IN THE PREVIOUS YEAR TO THEIR COUNTRY OF ORIGIN, 2010 TO 2015.

'NATIONALS 2010-2015' REFERS TO THE SUM OF THE ANNUAL NUMBER OF NATIONALS OF THE RESPECTIVE COUNTRY WHO ALSO LIVED IN THAT COUNTRY, 2010 TO 2015.

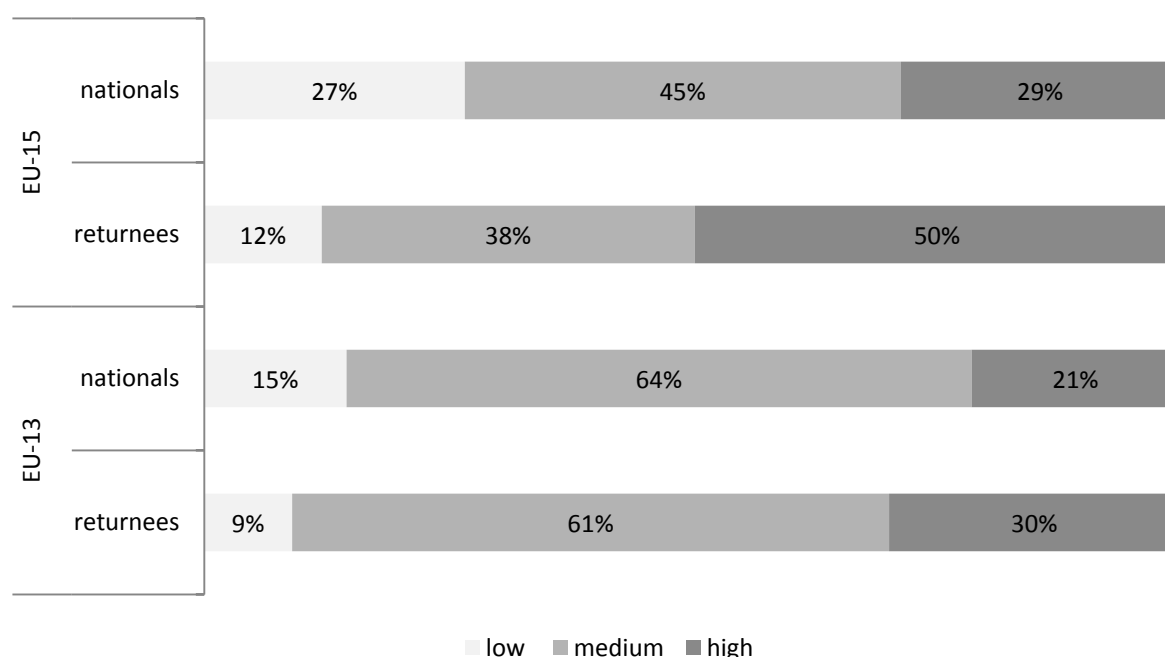
EDUCATION LEVELS¹⁶⁷: LOW = PRIMARY AND LOWER SECONDARY EDUCATION; MEDIUM = UPPER SECONDARY, POST-SECONDARY NON-TERTIARY (E.G. VOCATIONAL TRAINING); HIGH = TERTIARY EDUCATION (ACADEMIC OR ADVANCED VOCATIONAL/PROFESSIONAL).

EU-15 AGGREGATE EXCLUDES NL AND SE FOR LOW LEVEL FIGURES, IT EXCLUDES NL FOR MEDIUM LEVEL FIGURES)

EU-13 AGGREGATE EXCLUDES MT FOR LOW LEVEL FIGURES.

SOURCE: EU-LFS 2009 TO 2015, MILIEU CALCULATIONS.

Figure 42 Education levels among nationals and recent returnees, 20-64 year olds, EU-13 and EU-15, 2010-2015



'RETURNEES' REFERS TO THE SUM OF THE ANNUAL NUMBER OF EU-28 MOVERS WHO HAD RETURNED IN THE PREVIOUS YEAR TO THEIR COUNTRY OF ORIGIN, 2010 TO 2015.

'NATIONALS' REFERS TO THE SUM OF THE ANNUAL NUMBER OF NATIONALS OF THE RESPECTIVE COUNTRY WHO ALSO LIVED IN THAT COUNTRY, 2010 TO 2015.

EDUCATION LEVELS¹⁶⁸: LOW = PRIMARY AND LOWER SECONDARY EDUCATION; MEDIUM = UPPER SECONDARY, POST-SECONDARY NON-TERTIARY (E.G. VOCATIONAL TRAINING); HIGH = TERTIARY EDUCATION (ACADEMIC OR ADVANCED VOCATIONAL/PROFESSIONAL).

¹⁶⁷ UNESCO Institute for Statistics 'ISCED-2011 Operational Manual', available at:

<http://www.uis.unesco.org/Education/Pages/international-standard-classification-of-education.aspx>; EU-LFS User Guide.

SOURCE: EU-LFS 2009 TO 2015, MILIEU CALCULATIONS.

The figures clearly show that many highly educated persons return back to their country of origin at a certain point, thus improving the skills and education level in their home countries. At EU level, the annual number of returnees (603,288 in 2014) is around three-quarters that of the annual number of nationals leaving their country (870,000 in 2014). Given that there are a lot more persons with medium and high education levels among returnees than among those who leave, the indications are that return mobility may alleviate brain drain to a certain extent.

Returnees were also more likely to be men, less likely to be married and more likely to have a medium or high educational level than non-migrants¹⁶⁹. This would match the assumption that men without family ties and potentially lower social integration in the country of destination are more prone to return, while movers whose families live in the destination country may be less likely to move back again, as a result of the ties they already built abroad.

2.3.4 Labour market situation of returnees

In the light of findings that intra-EU mobility has become more and more short-term, and that many movers return to their country of origin while still at working age, it is important to examine their situation on the labour market upon their return. For the mover, as well as their country of origin, it is important to know if movers can use their experience abroad on the labour market at home, and if the new skills they have gathered can be useful when working again in their country of origin.

The question of whether or not mobility is beneficial to the mover on his/her return has different dimensions, e.g. returnees' employment chances in general, the types of jobs returnees carry out compared to those who stayed, the educational level of returnees and its impact on their labour market prospects (if one assumes that highly educated people find jobs more easily than lower educated people), the evidence for income difference between returnees and stayers and, finally, whether or not returnees actually apply the skills they have acquired abroad in the jobs they occupy upon their return.

Since comparable EU-wide data addresses only some of these questions, the aspects covered here concern only returnees' education levels (see Section 2.3.3), their chances of employment and economic activity, and the skill levels of their occupations. The data analysed stems from the EU-LFS, as this is the most reliable source for cross-national comparable data on this question, and it covers all of the aspects described above. Due to data limitations, however, results are only valid for returnees that returned to the country of origin within the year prior to the reference years (here termed *recent returnees*). As the EU-LFS does not accurately capture persons who have not been living in a country for long, it is likely to underestimate the number of returnees. Results can thus only be looked at in relative terms and absolute numbers, and can only be

168 UNESCO Institute for Statistics 'ISCED-2011 Operational Manual', available at:

<http://www.uis.unesco.org/Education/Pages/international-standard-classification-of-education.aspx>; EU-LFS User Guide.

169 Martin and Radu (2012), p.116.

interpreted as trends within a country or within a group of countries. The results below are presented solely in relative terms. This method has already been used in previous studies with similar data limitations¹⁷⁰.

In addition to the data analysis, a literature review sought broader answers and put the data findings into context. The main findings are presented in the following paragraph, together with the results of the data analysis.

The potential for returnees to have a positive effect on the country of origin is widely acknowledged. As early as 2002, it was found that the new societal perspective, together with the new skills and connections, can be beneficial for the sending country as a means of addressing and reversing the effects of brain drain. Upon their return, returnees can enhance the productivity of the home country, especially if they have acquired new assets in a more advanced economy¹⁷¹. Martin and Radu, who conducted the first cross-country study on characteristics of returnees in 10 CEE countries in 2012, found that 'all available empirical studies find a positive impact of work experience abroad on the performance of migrants upon return'¹⁷². The most recent literature on return mobility finds that it has the potential to counteract the effects of brain drain for the origin country, as the returnees come back with new skills and competences¹⁷³. There is empirical evidence (i.e. two studies based on EU-LFS data from 2005 to 2009) that recent returnees are positively selected in terms of education compared to stayers and migrants (a finding replicated in this study, see [Figure 41](#)) and that there is a higher probability of return among migrants with higher educational attainments¹⁷⁴. Most studies on return migration to CEE countries prior to 2012, found a significant income premium for work experience abroad. An income premium on foot of the time spent abroad was also found in a study on Latvia¹⁷⁵.

The above-mentioned studies also found indications that integration into the labour market upon return may not be easy for returnees, and that skills transfer may not be as straightforward as might be assumed.

Firstly, it seems to be the case that working abroad is mainly profitable for returnees with higher education levels. In the case of Poland, for example, highly educated returnees report having profited from working abroad to a greater extent than other returnees¹⁷⁶. The type of employment they undertook during their stay abroad might also affect their chances upon return. For instance, in the case of Lithuania, returnees benefit more from their time abroad if they were employed according to their qualifications¹⁷⁷.

170 Martin and Radu (2012), p. 8, Kaczmarczyk et al. (2016), p.239.

171 Lowell, B. L. and A. M. Findlay. 2002. Migration of highly skilled persons from developing countries: impact and policy responses – synthesis report, ILO International Migration Paper No 44.

172 Martin and Radu, p. 110.

173 Zaiceva and Zimmermann (2016), p.398.

174 Zaiceva and Zimmermann (2016), pp.401 and 412, referring to their own data analysis and to the report Re-Turn (2012)

'Comparative report on re-migration trends in Central Europe', Leipzig: Re-Turn

Consortium, Leibniz Institute for Regional Geography.

175 Zaiceva and Zimmermann (2016), p.402.

176 Zaiceva and Zimmermann (2016) ,p.402; Kaczmarczyk et al. (2016), p.234.

177 Zaiceva and Zimmermann, (2016), p. 401.

Secondly, a study on Irish returnees - and the example of Latvian returnees - showed that the economic advantages of working abroad, in terms of wage potential, were higher for men than for women¹⁷⁸.

Thirdly, external factors should be taken into consideration as well. The state of the labour market, for instance, affects the extent to which the returnee can apply his/her newly learned skills¹⁷⁹. The improvement in the chances of employment among Polish returnees compared to nationals over the last decade may, for example, also be due to the increase in employment chances in Poland in general.

Fourthly, the business environment and culture in which returnees work upon return was considered to have an effect on transferability of skills. For instance, a 2013 review of the impact of return migration on business development (in particular SMEs) suggests that returnees can transfer knowledge and skills through informal learning, although this transfer of knowledge depends significantly on the business environment in the home country. If the established businesses have the capacity for absorption, 'enhancing the ability to incorporate new information from external sources' and human resources policies designed to enhance this ability, then the transfer of knowledge might be more successful¹⁸⁰. Similarly, a study analysing the impact of migration and the return mobility of health professionals from Romania since 2015 suggests that the decision to return and the subsequent application of skills to the home country, depends on the level of technological development in that home country¹⁸¹.

Results of the data analysis conducted specifically for this report (based on EU-LFS data) show that working abroad may not always be immediately rewarding upon return to the country of origin. A comparison of employment and activity rates among recent returnees and non-mobile nationals from 2004 to 2009 and again from 2010 to 2015 show that recent returnees tend to be employed to a lower extent than nationals who had not moved (13 p.p. lower employment rate for 2010-2015) and they are, on average, also less likely to be active (4 p.p. lower activity rate). Considerable differences exist between Member States, however.

Recent returnees seem to have better chances of employment than non-mobile nationals in several Eastern European Member States (Hungary, Croatia, Romania, Slovenia and Slovakia). In Hungary, Croatia and Romania these differences are quite pronounced (+10 p.p. or more). These improvements have only developed since 2010, as they were not as evident for the recent returnees from 2004 to 2009. During this time in Romania, in fact, recent returnees were much worse off than non-mobile nationals (**Figure 43**).

In the remaining Eastern European Member States, the Baltic countries and EU-15 countries, recent returnees' employment rates are generally much lower than that of non-mobile nationals. This negative gap seems to have increased in several countries

178 Kaczmarczyk et al. (2016), p.232.

179 Kaczmarczyk, P., et al., (2016) p.234.

180 Gittins, T., (2013) Return migration, informal learning, human capital development and SME internationalization in the CEE region: A systematic literature review.

181 Boncea, I., (2015) Turning brain drain into brain gain: evidence from Romania's medical sector, *Procedia Economics and Finance* 20 (2015), pp.80 – 87.

since 2010, indicating that it might have become more difficult to find a job immediately upon return (**Figure 43**).

A comparison of the *activity rates* of recent returnees and non-mobile nationals paints a slightly better picture (**Figure 44**). Activity is much more frequent among recent returnees than among non-mobile nationals in the Eastern European Member States mentioned above (where employment is also more frequent), i.e. Hungary, Romania, Croatia, Slovakia and Slovenia, as well as in Czech Republic, Poland and Belgium. This indicates that recent returnees in these countries are more frequently searching for a job and the low nature of their chances may be solely linked to the short time since their return.

Higher activity rates have emerged or increased since 2010, especially in Hungary, Croatia and Romania. In Romania particularly, the picture was completely different for recent returnees between 2004 and 2009, whose activity rate was 27 p.p. below that of non-mobile nationals.

Previous studies using pre-2008 data, confirm the difficulties faced by recent returnees in respect of the labour market upon their return. An analysis of recent returnees (those who had returned to their country of origin in the previous year) to five EU-13 Member States¹⁸² between 2001 to 2007 found migrants almost three times more likely not to participate in the labour market (to be inactive) than non-migrants¹⁸³. These results are most likely due to a high influence of the situation of Romanian returnees, given the dominant size of this group of returnees. A 2008 analysis of Polish returnees showed that short-term migrants who return are more likely to be unemployed and more likely to be inactive than non-migrants¹⁸⁴. Since the Polish figures here for activity rates were already positive for the recent returnees from 2004 to 2009, it is possible that the situation had already changed in 2009, or that 2008 was simply a particularly bad year for recent returnees.

Several countries report that the negative gap in activity rates has actually increased, or the gap has become negative when compared with recent returnees from 2004 to 2009. This was the case for recent returnees in the Baltic countries; in Estonia, for example, recent returnees were more frequently active than non-mobile nationals before 2009, whereas after 2010 they were less frequently active. This development can also be found in Italy and Spain, and potentially reflects the difficulties experienced within the labour markets on foot of the economic crisis which hit the Baltic countries after 2010, and in Spain and Italy where it had longer-term effects on employment. However, a negative development can also be seen for recent returnees in Germany, Austria and France.

In conclusion, at the EU level, recent returnees are a lot less likely to be employed and slightly less likely to be active. This situation has not changed over the past 10 years.

Nevertheless, in several Eastern European Member States, recent returnees have better chances of employment than non-mobile nationals, since 2010. In several Eastern

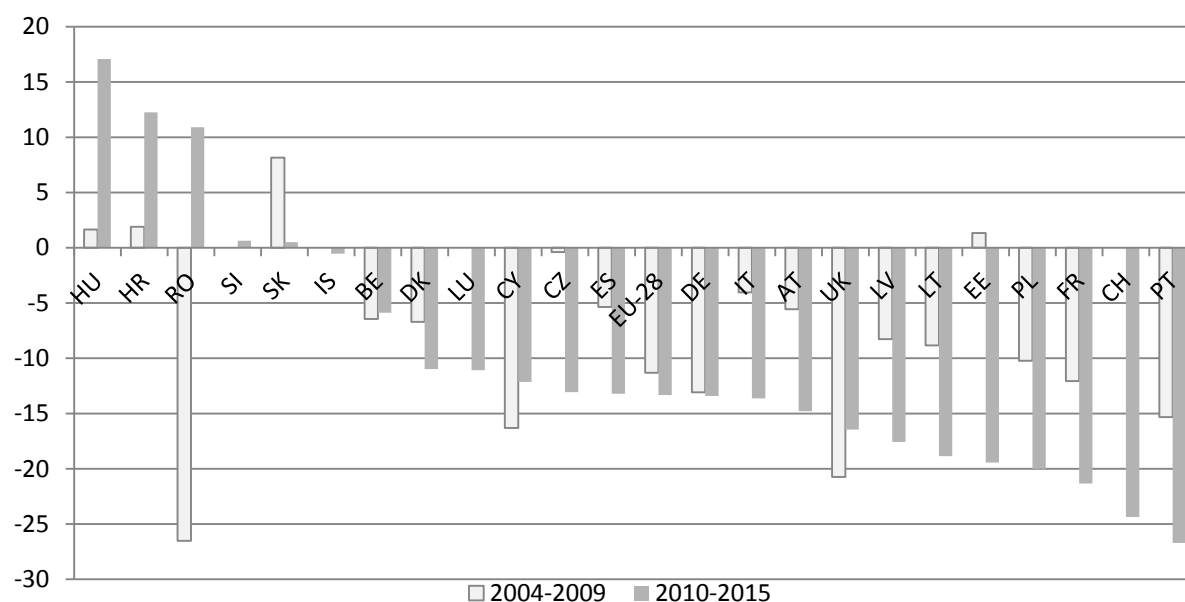
182 CZ, HU, LT, PL, RO

183 Martin and Radu (2012), p.117

184 Kaczmarczyk et al. (2016), p.239

European Member States, and Belgium, recent returnees are more frequently active than their non-mobile national counterparts.

Figure 43 Differences in employment rates of returnees and non-mobile nationals aged 20-64 years, 2004-2009 and 2010-2015, by country of residence, in p.p.



FIGURES ARE BASED ON AGGREGATES OF RESPONDENTS FROM THE YEARS 2004-2009 AND FROM 2010-2015.

RETURNEES ARE APPROXIMATED BY THOSE NATIONALS THAT HAD BEEN RESIDING IN A FOREIGN EU-28/ EFTA COUNTRY ONE YEAR BEFORE THE SURVEY; NON-MOBILE NATIONALS ARE APPROXIMATED BY NATIONALS WHO HAD BEEN RESIDING IN THE COUNTRY OF RESIDENCE ONE YEAR BEFORE THE SURVEY.

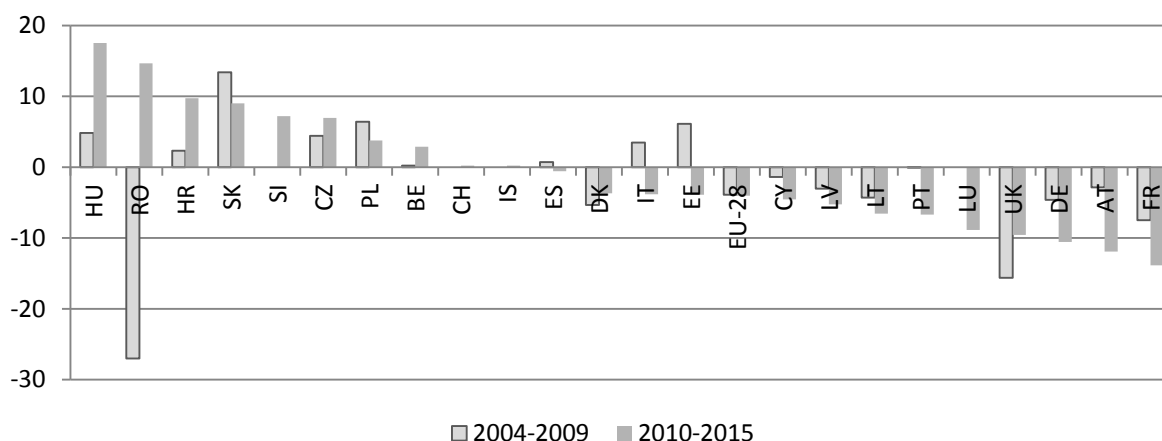
FIGURES FOR BOTH GROUPS REFER TO THE AGE GROUP OF 20-64 YEARS.

GERMANY HAS A RELATIVELY HIGH NON-RESPONSE RATE (10%) AND, THEREFORE, RESULTS SHOULD BE INTERPRETED WITH CAUTION.

EU-28 AGGREGATE FOR 2004-2009 EXCLUDES BG, IE, LU, SL, MT, NL; EU-28 AGGREGATE FOR 2010-2015 EXCLUDES BG, IE, EL, MT, NL, SE.

SOURCE: EU-LFS 2015, MILIEU CALCULATIONS.

Figure 44 Differences in activity rates of returnees and non-mobile nationals aged 20-64 years, 2004-2009 and 2010-2015, by country of residence



FIGURES ARE BASED ON AGGREGATES OF RESPONDENTS FROM THE YEARS 2004-2009 AND FROM 2010-2015.

RETURNEES ARE APPROXIMATED BY THOSE NATIONALS THAT HAD BEEN RESIDING IN A FOREIGN EU-28/ EFTA COUNTRY ONE YEAR BEFORE THE SURVEY; NON-MOBILE NATIONALS ARE APPROXIMATED BY NATIONALS WHO HAD BEEN RESIDING IN THE COUNTRY OF RESIDENCE ONE YEAR BEFORE THE SURVEY.

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EU-28 AGGREGATE FOR 2004-2009 EXCLUDES BG, IE, LU, SI, MT, NL; EU-28 AGGREGATE FOR 2010-2015 EXCLUDES BG, IE, EL, MT, NL, SE.

SOURCE: EU-LFS 2015, MILIEU CALCULATIONS.

In addition to the above, recent returnees' activity status upon their return was compared to their activity status before return. Again, figures represent values for the group of recent returnees from 2010 to 2015.

Figures show that although recent returnees have higher chances of employment and activity compared to non-mobile nationals in several Eastern European countries, overall employment rates of recent returnees are very similar in EU-15 and EU-13 countries, with 56% of recent returnees to EU-15 countries and 57% of recent returnees to EU-13 countries employed in the year of their return ([Table 12](#)). Among those already employed before their return, the share is even higher (72% at EU level), although there are differences between the regions. While 74% of all EU-15 recent returnees employed in their destination country abroad are again employed upon their return, this share falls to 67% among EU-13 returnees ([Table 13](#)).

This indicates that EU-13 returnees may face more difficulties in the labour market than their EU-15 counterparts. This is underlined by the fact that the share of those who were previously employed and who look for a job upon return is higher among EU-13 returnees (20%) than among EU-15 returnees (13%), demonstrating that those EU-13 returnees who are not employed do not retire, but actually want to continue working ([Table 12](#)). Among those previously unemployed or inactive, over 50% take up employment upon return, both in the EU-15 and the EU-13 ([Table 13](#)).

It is clear that the majority of recent returnees are employed upon return, especially those who had been in employment before their return. At EU level, return mobility seems to be beneficial in economic terms, with the total number of those who were not employed before return but were employed after return almost twice as high (183,000) as those previously employed but who remain unemployed upon return (105,000). However, the reverse is true for EU-13 returnees, among whom the number of those who 'move into unemployment' upon return is higher than the number of those who 'move into employment' upon return (**Table 14**). These differences are likely due to the fact that employment rates are, on average, slightly higher in the EU-15 than in the EU-13, and in the UK and Germany in particular (which have a large weight in the aggregates). Previous studies have found that 'prospects of recent returnees depend also highly on the circumstances of the labour market in the country of origin'¹⁸⁵ and these prospects remain better in at least several EU-15 Member States, it seems.

Table 12 Labour status of EU-28, EU-15 and EU-13 movers in the first year upon their return, 2010-2015

	Any labour status before return		
	Employed	Unemployed	Inactive
EU-28	672,998	196,929	332,526
	56%	16%	28%
EU-15	470,860	119,231	257,916
	56%	14%	30%
EU-13	202,138	(77,698)	(74,609)
	57%	22%	21%

LABOUR STATUS OF MOVERS AGED 20-64 YEARS WHO RETURNED TO THEIR COUNTRY OF ORIGIN WITHIN ONE YEAR PRIOR TO THE SURVEY (2014-2015).

FIGURES ARE BASED ON AGGREGATES OF RESPONDENTS FROM THE YEARS 2010-2015.

FIGURES IN BRACKETS ARE OF LOW RELIABILITY.

EU-28 AGGREGATE EXCLUDES BG (ALL CATEGORIES), IE (ALL CATEGORIES), FI (ALL CATEGORIES), MT (UNEMPLOYED) AND NL (EMPLOYED AND UNEMPLOYED); EU-13 AGGREGATE EXCLUDES BG (ALL CATEGORIES) AND MT (UNEMPLOYED); EU-15 AGGREGATE EXCLUDES NL (EMPLOYED AND UNEMPLOYED), FI (ALL CATEGORIES) AND IE (ALL CATEGORIES).

SOURCE: EU-LFS 2015, MILIEU CALCULATIONS.

Table 13 Labour status of previously employed EU-28, EU-15 and EU-13 movers in the first year upon their return, aged 20-64, 2010-2015

Previously employed

185 Kaczmarczyk et al. (2016), p.234.

	Employed	Unemployed	Inactive
EU-28	487,620	105,326	88,163
	72%	15%	13%
EU-15	322,215	(54,728)	(55,819)
	74%	13%	13%
EU-13	165,405	(50,599)	(32,344)
	67%	20%	13%

LABOUR STATUS OF MOVERS AGED 20-64 YEARS WHO RETURNED TO THEIR COUNTRY OF ORIGIN WITHIN ONE YEAR PRIOR TO THE SURVEY (2014-2015) AND WHO WERE EMPLOYED BEFORE THEIR RETURN

FIGURES ARE BASED ON AGGREGATES OF RESPONDENTS FROM THE YEARS 2010-2015.

FIGURES IN BRACKETS ARE OF LOW RELIABILITY.

EU-28 AGGREGATE EXCLUDES BG (ALL CATEGORIES), FI (ALL CATEGORIES), IE (ALL CATEGORIES), LU (UNEMPLOYED), NL (ALL CATEGORIES), MT (UNEMPLOYED) AND SE (EMPLOYED AND UNEMPLOYED); EU-13 AGGREGATE EXCLUDES BG (ALL CATEGORIES) AND MT (UNEMPLOYED); EU-15 AGGREGATE EXCLUDES FI (ALL CATEGORIES), IE (ALL CATEGORIES), LU (UNEMPLOYED), NL (ALL CATEGORIES) AND SE (UNEMPLOYED AND INACTIVE)

SOURCE: EU-LFS 2015, MILIEU CALCULATIONS.

Table 14 Comparison of recent returnees 'moving into employment' and those 'moving into unemployment', 2010-2015

	No. of those who were employed, but unemployed upon return	No. of those who were not employed, but employed upon return
EU-28	105,326	182,780
EU-15	(54,728)	146,512
EU-13	(50,599)	:

FIGURES ARE BASED ON AGGREGATES OF RESPONDENTS FROM THE YEARS 2010-2015.

FIGURES IN BRACKETS ARE OF LOW RELIABILITY.

FIGURE FOR EU-13 RETURNEES MOVING INTO EMPLOYMENT IS NOT DISPLAYED, DUE TO RELIABILITY LIMITS.

FOR THOSE 'MOVING INTO UNEMPLOYMENT': EU-28 AGGREGATE EXCLUDES BG, IE, FI, LU, MT AND SE; EU-13 AGGREGATE EXCLUDES BG AND MT; EU-15 AGGREGATE EXCLUDES IE, FI, LU AND SE.

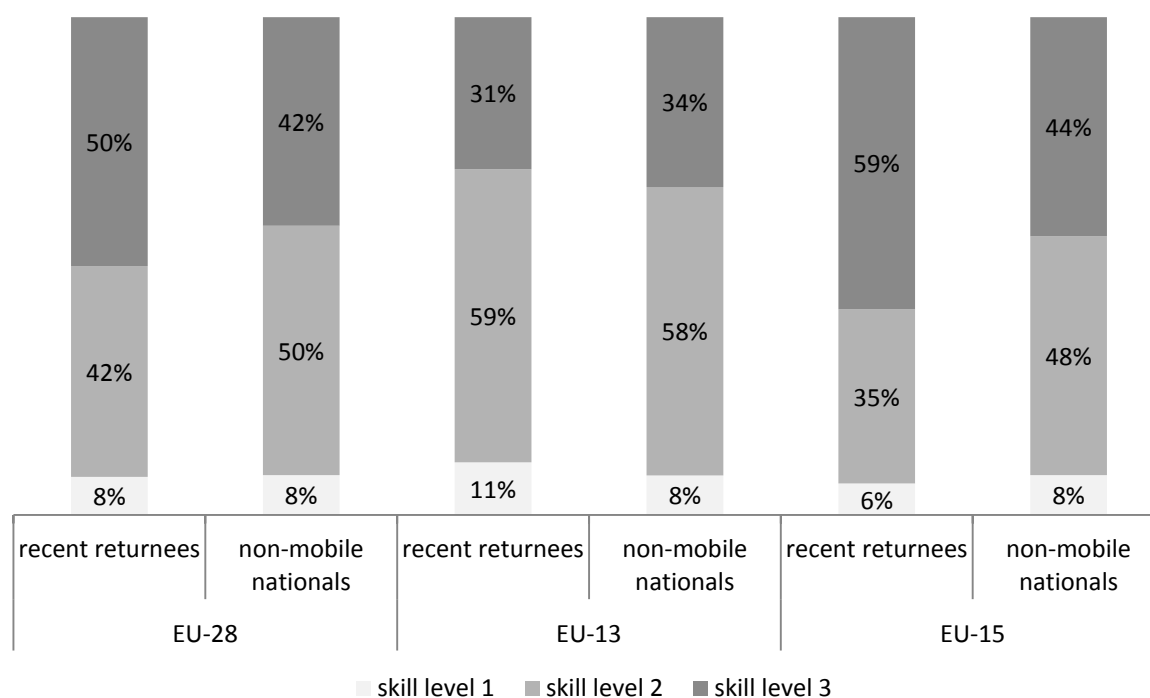
FOR THOSE 'MOVING INTO EMPLOYMENT': EU-28 AGGREGATE EXCLUDES BG, FI, IE, MT AND NL; EU-13 AGGREGATE EXCLUDES BG AND MT; EU-15 AGGREGATE EXCLUDES FI, IE AND NL.

SOURCE: EU-LFS 2015, MILIEU CALCULATIONS.

A comparison of occupations between recent returnees and non-mobile nationals shows that mobility seems to have a generally positive effect on the skill level of the occupations undertaken by recent returnees (**Figure 45**). Among recent returnees, 50% are employed in high-skilled jobs, whereas among non-mobile nationals this share is only 42%. However, this positive effect can only be seen among EU-15 recent returnees. In EU-13 Member States, recent returnees are employed to a slightly lower degree (31%) than non-mobile nationals (34%) in highly skilled jobs. This is despite the fact that, as in

the EU-15 countries, recent returnees have a higher share of highly educated persons than non-mobile nationals in the EU-13 Member States (Figure 42, Section 2.3.3). As discussed in Section 2.3.3, the share of highly skilled persons is much higher among EU-15 returnees (both compared to EU-13 returnees and to EU-15 nationals).

Figure 45 Types of occupations according to skill levels among recent returnees and non-mobile nationals, EU-28, EU-15 and EU-13 aggregates, 20-64 year olds, 2010-2015 aggregates



DISTRIBUTION OF NATIONALS AND RECENT RETURNEES AGED 20-64 YEARS ACROSS DIFFERENT TYPES OF OCCUPATIONS

LABELS:

SKILL LEVEL 1: ELEMENTARY OCCUPATIONS.

SKILL LEVEL 2: CLERICAL SUPPORT WORKERS, SERVICES AND SALES WORKERS, SKILLED AGRICULTURAL, FORESTRY AND FISHERY WORKERS, CRAFT AND RELATED TRADES WORKERS, PLANT AND MACHINE OPERATORS, AND ASSEMBLERS.

SKILL LEVEL 3/4: PROFESSIONALS, TECHNICIANS AND ASSOCIATE PROFESSIONALS, LEGISLATORS, SENIOR OFFICIALS AND MANAGERS.

CODING ACCORDING TO ISCO CATEGORISATION, FOR FURTHER EXPLANATION ON CATEGORISATION AND SKILL LEVELS SEE: [HTTP://WWW.ILO.ORG/PUBLIC/ENGLISH/BUREAU/STAT/ISCO/ISCO08/INDEX.HTM](http://www.ilo.org/public/english/bureau/stat/isco/isco08/index.htm)

SOURCE: EU-LFS 2015, MILIEU CALCULATIONS.

Pursuing self-employment as a means of re-integrating into the country of origin's labour market upon return does not seem to be a common strategy among recent returnees, as can be seen in Table 15 below. On the contrary, recent returnees are less likely to be self-employed than nationals who have not moved in the previous year, especially in the EU-13. Literature suggests that social ties may weaken during the phase of emigration¹⁸⁶.

186 Kaczmarczyk, P., et al., (2016) p.234 ; Mobility in Europe, 2012.

This may explain why self-employment, which often depends on a good social network, is not the first choice for returnees immediately upon their return.

Table 15 Self-employment among returnees and nationals with medium level education, aged 20-64 years, 2010-2015 cohorts

		Employed	Self-employed
EU-28	Nationals	86%	14%
	Returnees	88%	12%
EU-15	Nationals	87%	13%
	Returnees	88%	12%
EU-13	Nationals	83%	17%
	Returnees	87%	13%

SHARES OF SELF-EMPLOYED AMONG RETURNEES AND NATIONALS AGED 20-64 YEARS.

SOURCE: EU-LFS 2015, MILIEU CALCULATIONS.

Overall, EU level mobility does not necessarily mean that returnees have an advantage on the labour market immediately upon their return home. In fact, in most Member States, returnees have lower activity and lower employment rates than non-mobile nationals following their return.

Most recent returnees that had been employed before returning found employment again after their return (72%). Only 15% of this group of recent returnees were looking for a job in the year after their return, with a further 13% becoming inactive. In addition, 35% of those recent returnees who had been inactive before their return find a job upon coming home. Among EU-15 returnees, mobility seems to have an effect on the type of occupation carried out after return, since recent returnees are employed in highly skilled occupations to a far greater degree than non-mobile nationals.

Considerable differences may be seen between Member States: in several Eastern European Member States (including Poland and Romania), returnees have higher chances of employment or of activity than non-mobile nationals. This is not the case in EU-15 Member States (with the exception of Belgium) and the Baltic countries. On the other hand, returnees to the EU-13 find employment, although to a lesser extent than returnees to the EU-15, thus reflecting the overall lower employment rates in EU-13 countries. In spite of having a higher share of highly skilled persons than non-mobile nationals, this is not reflected in the types of occupations EU-13 returnees carry out, and they are slightly under-represented in highly skilled occupations.

Inverse effects seem to be more prevalent for recent returnees to EU-15 and to EU-13 countries: while recent returnees to EU-15 countries have lower chances of being employed upon return than non-mobile nationals, they have a better chance of being

employed in a high-skilled occupation if they do eventually find employment. By contrast, returnees to some EU-13 countries have higher chances of finding employment directly upon their return than non-mobile nationals, but their chances of undertaking high-skilled occupations are not improved.

Literature suggests that many factors underpin whether or not mobility experience have a positive influence on employment chances, as well as on the applicability of skills. These factors range from individual characteristics (such as level of education, type of work carried out abroad and even gender) to context factors (such as the general employment situation in the country of origin), but they also concern the business culture in which the returnees find work upon their return. As these factors differ between groups of movers, Member States, regions and business sectors, it is not possible to draw general conclusions on their influence at this point. Further cross-national research is needed to assess skill transfer, in particular, given that the data available is not sufficient to allow reliable estimates of the extent of transfer of skills among returnees or on the brain gain for countries of origin.

2.4. Mobility at a higher age: retired EU-28 movers

EU movers of an older age may reside in a different Member State than the one in which they are insured or from which they receive their pension. In some cases, they may have worked in several Member States and thus receive pensions from several of these. Their eligibility for a pension, together with their previous work status in one or more Member States, may be decisive for their right to reside in a given Member State. Retired EU-28 movers thus become subject to EU regulation on free movement and social security coordination. It is important to have an overview of the size of these groups making use of these regulations.

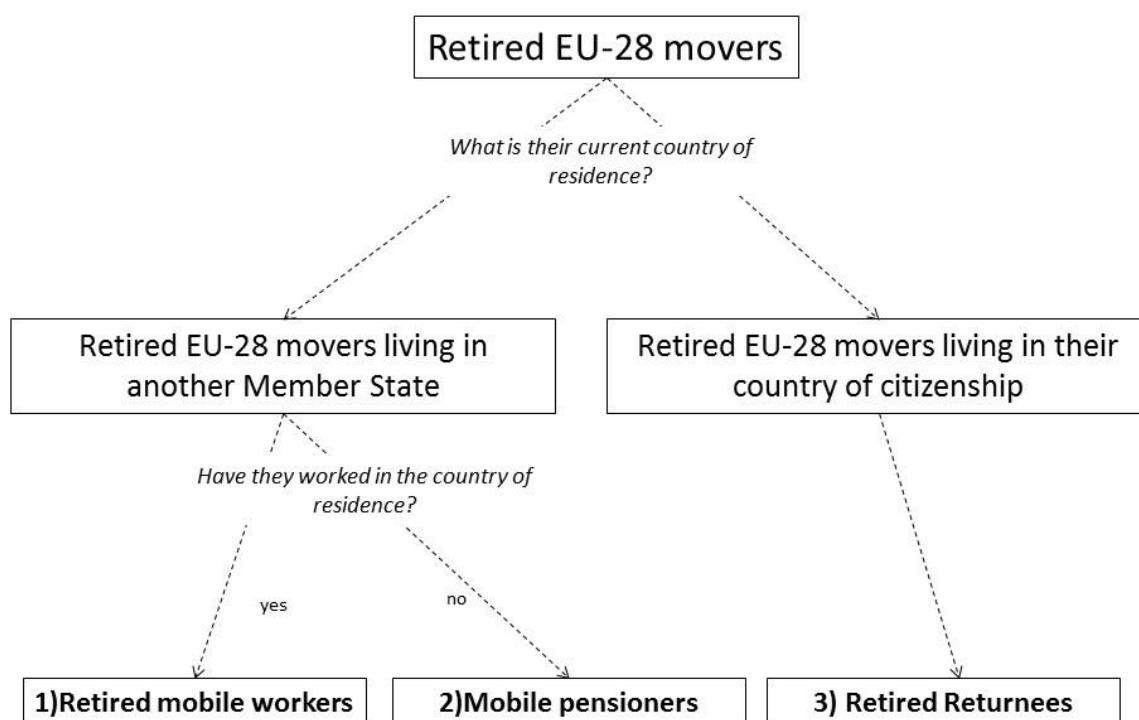
In this chapter, we look at three groups of retired EU movers:

- Retired EU citizens who live in a Member State other than their country of citizenship (retired EU-28 movers living abroad) (Sections 2.4.1 to 2.4.3), including:
 - 1) *Retired mobile workers*: retired EU-28 movers who previously worked in their current country of residence (which is NOT their country of citizenship). The share of those who previously worked in this country is estimated by the sum of those retired EU-28 movers who have lived in the country since their last employment (years of residence > years since last employed) and thus also includes retired EU-28 movers who worked in the country before becoming unemployed/inactive and who then retired (because they worked in the country at some point). This excludes retired EU-28 movers who worked in the country, left, then returned but did not work there upon their return, and then retired in the same country. It also excludes retired EU-28 movers who returned to their country of origin (i.e. nationals of the country who had been living abroad but who then returned).
 - 2) *Mobile pensioners*: retired EU-28 movers who have not worked in their current country of residence (which is NOT their country of citizenship). The numbers

of this group are estimated using the concept above (years of residence < years since last employed). They are also calculated from the number of retired persons claiming sickness benefits from a Member State other than their country of residence. The latter could, however, include retired nationals of the country of residence who worked abroad but never worked in their country of citizenship, as they would also claim sickness benefits from another Member State.

- Retired EU citizens who live in their country of citizenship (Section 2.4.4):
 - 3) *Retired returnees*: retired EU-28 citizens who live in their country of citizenship but who previously lived or worked and then retired in another EU Member State. The EU-LFS and migration statistics only allow for estimates of the figures of 'recent retired returnees', i.e. those who returned in the year prior to the survey, or those who immigrated to their country of citizenship or left their host country in a particular year (migration statistics). Therefore, only approximations of annual 'inflows' of retired returnees can be made. These figures, of course, include persons who may have already spent several years in retirement in the host country and also those people who may never have worked in the host country, but who retired there and then returned to their host country. Given the data limitations and the low figures of annual returnees aged 65 years and above, this is the best approximation than can be made.

Figure 46 Groups of retired EU-28 movers described in this chapter



The terms used were developed specifically for this report, based on the data available and the groups of interest, and they are empirically measurable concepts.

Definition of retired EU-28 movers and approximations

The concept of 'retired persons' is used interchangeably with that of 'pensioners'. To estimate the number of this group of persons (movers and returned nationals), the following approximations are used:

- 'Retired' as self-reported main labour status: this is asked in the core EU-LFS, thus figures are available for every year and for all age groups. However, figures from Germany and the UK are not available.
- 'Inactive' as self-reported activity status AND 'age above 65 years'; this is used for retired movers from Germany and the UK.
- 'Receiving a pension' as self-reported status: this was asked in the ad-hoc module of the EU-LFS 2012 only, and solely to persons aged 50 to 69 years. This concept is used in Section 2.4.3 because it allows more precise estimates of pensioners who are still working, as well as an assessment of their reasons for continuing to work.
- Persons 'aged 65 years and above' and 'aged 60 years and above': this is used when looking at inflows to approximate the yearly amount of return mobility among

retired people and to approximate annual inflows of EU-28 movers who have never worked in the country. These numbers are based on migration figures that do not measure labour status or other indicators on retirement, other than age.

- 'Retired persons claiming sickness benefit from a Member State other than their country of residence'.

Overview of results

In 2015, 1.4 million retired EU-28 citizens were living in an EU-28 Member State other than their country of citizenship. At EU level, retired EU-28 movers make up 11% of all EU-28 movers, while, among nationals, the share of retired nationals is higher, at 23%. This is the case in most Member States, except for Spain and Cyprus.

Of these retired EU citizens, some 14% have been living in their country of residence for 10 years or less. Around one-third¹⁸⁷ have never worked in the country before, thus they are likely to be 'mobile pensioners', i.e. EU citizens who move to another country specifically for retirement, or other movers who had previously been inactive in the country of residence (for example, inactive partners of mobile workers).

This means that the majority of retired EU-28 movers living in a country other than their country of citizenship, had previously come to work in that country (retired mobile workers), with only a minority moving to another country after retirement.

Figures show that these groups of *mobile pensioners* are concentrated in a few Southern European countries. Several indicators show that Spain, Portugal, Malta, Cyprus and, possibly, France are the main destinations of *mobile pensioners*, many of whom come from the UK (in particular to Malta and Cyprus).

Spain is the country with the largest number of pensioners entitled to receive sickness benefits at the expense of another Member State (around 140,000)¹⁸⁸. Other countries with fairly large numbers include Belgium, Germany, Greece, France (between 20,000 and 40,000 each) and even Croatia, Austria and Cyprus (between 10,000 and 20,000 each). These figures include both nationals and other EU citizens who had been working ONLY in an EU Member State other than their current country of residence. Therefore, they may include former cross-border workers (as is likely to be the case in Belgium, Germany, France and Austria), but also mobile pensioners (which is more likely to be the case in Southern countries). They also include mobile workers who had worked abroad during their working life, but who then returned back to their country of citizenship, where they never worked.

Several different estimates indicate that previously mobile workers do not return to their country of citizenship directly upon retirement, but may return at a later point. Annually, some 36,000 to 52,000 EU-28 citizens retired in a Member State other than their country

187 At EU level, this share is 20% among the movers that retired in 2007 or later (2015 figures) and 36% according to more precise estimates from 2011.

188 J. Pacolet and F. De Wispelaere (2016), The entitlement to, and use of, sickness benefits by persons residing in a Member State other than the competent Member State. Report on S1 portable documents, Network Statistics FMSSFE, European Commission .

of citizenship ¹⁸⁹between 2010 and 2015, but the annual numbers of outflows of movers aged 60 years and above were lower than that in each of the corresponding years. Given that outflows of movers older than 60 years also include non-retired persons as well as those who have been retired for longer, this indicates that movers probably do not return immediately (since the outflow figures also include those that had retired longer ago), but many do in fact return at some point.

With respect to transition into retirement, there are only minor differences between EU-28 movers and nationals in their activity status for example. EU-wide, around 20% of EU-28 movers and nationals aged 50-69 years who receive a pension, continue to work. Similarly, among both EU-28 movers and nationals, the majority of persons (around 60%) who continue working do so for financial reasons.

Around 60% of both EU-28 movers and nationals are younger than 65 years when they retire. EU-28 movers are slightly more likely than nationals to give 'early retirement' as a reason (21% and 18%, respectively), although cross-country differences can be seen here.

Portability of old-age pension rights

Regulation (EC) No. 883/2004 on the coordination of social security systems lays down rules for the coordination of old-age pensions in cross-border situations for persons moving within Europe (EU-28 + Iceland, Liechtenstein, Norway and Switzerland). The rules can be summarised as follows:

- A citizen's insurance record is preserved until retirement age in all Member States. In other words, the contributions that a citizen has paid are not transferred to another Member State or paid to the citizen if he/she is no longer insured in that Member State.
- All Member States in which a citizen has been insured will have to pay him/her a retirement pension when he/she reaches retirement age. For example, if the citizen has worked in three Member States, he/she should receive three separate old-age pensions when reaching retirement age. These pensions will be calculated according to the length of insurance record completed in each Member State. The regulation provides that, as a rule, Member States are not obliged to award benefits in respect of periods of less than one year completed under their legislation.
- The minimum period of insurance (or the minimum period of residence or work) required for entitlement to old-age pension varies from Member State to Member State. Where necessary, the Member State applying its national legislation must take into account, in situations where the person does not meet the minimum insurance period, periods completed in other Member States. Taking into account periods completed in other Member States only concerns the entitlement to pension and has no direct impact on the amount of the pension.

¹⁸⁹ Excludes BG, LT, PL, RO

In the area of supplementary social security schemes (pensions, invalidity, survivors' benefits) there are still several gaps concerning portability, and the EU legislation is limited by the complexity and diversity of these schemes across Europe. Directive 98/49/EC relating to the safeguarding of supplementary pension rights of persons moving within the European Union provides equal treatment for the following: the preservation of rights of scheme leavers to another Member State by comparison with those moving within the same Member State, the payment of benefits to another Member State, and the possibility of posted workers to remain affiliated with the supplementary pension scheme in their home Member State. Recently, some very important steps have been taken to remove obstacles relating to the portability of supplementary pensions. The adoption of Directive 2014/50/EU, in particular, which provides, inter alia, the preservation and adjustment of dormant rights for scheme leavers, as well as the reduction of long vesting periods for the acquisition of rights. This will also have an important impact for persons changing jobs within the same country, since Member States are invited to apply the same rules for internal movements.

2.4.1. Extent of retired EU-28 movers

In 2015, 1.4 million retired EU-28 citizens were living in a Member State other than their country of citizenship, with another 131,000 living in an EFTA country, almost all in Switzerland. The Member States with the largest number of retired EU-28 movers – by a considerable margin - are France and Germany (each with over 300,000), the UK (around 200,000), Spain, Switzerland and Belgium (each with over 100,000). This reflects the fact that these countries are also those with the largest numbers of EU-28 movers in general.

Table 16 Main countries of residence of retired EU-28 movers, all ages, 2015

	Retired EU-28 movers	% of all EU-28 movers
FR	337,815	29%
DE*	334,634	11%
UK*	199,579	7%
ES	196,383	14%
CH	125,870	11%
BE	120,443	18%
EU-28	1,408,795	11%
EFTA	130,785	10%

EU MEMBER STATES WITH THE HIGHEST NUMBERS OF EU-28 MOVERS WHO ARE SELF-DECLARED 'RETIRED', ALL AGES, IN TOTAL NUMBERS AND AS SHARE FROM ALL EU-28 MOVERS.

THE NUMBER OF 'RETIRED' WAS CALCULATED USING THE MAINSTAT VARIABLE IN THE EU-LFS.

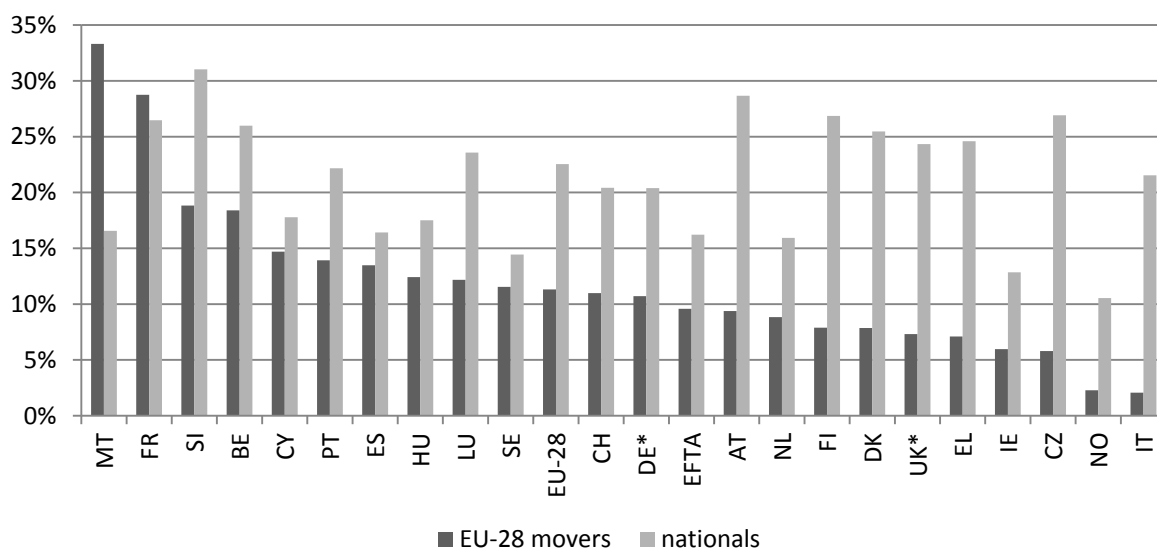
*BECAUSE FIGURES FOR THE MAINSTAT VARIABLE ARE NOT AVAILABLE FOR DE AND THE UK, THE NUMBER OF 'RETIRED' FOR DE AND UK WAS APPROXIMATED USING THE FIGURES OF INACTIVE PERSONS AGED 65 YEARS AND ABOVE.

SOURCE: EU-LFS 2015, MILIEU CALCULATIONS.

As can be seen in **Figure 47**, the share of retired persons is higher among nationals than among EU-28 movers in most countries of residence. In several countries, nationals have a much higher share of pensioners (around 20 p.p.) than EU-28 movers (in particular in Italy, Czech Republic, Greece, Denmark, Finland, the UK and Austria). This aligns with the fact that movers are usually of working age and tend to move to take up employment. It may also reflect the fact that retired movers may eventually move back to their country of citizenship.

There are exceptions, however; in Cyprus, Spain and Sweden, EU-28 movers have almost the same shares of retired persons as nationals, while in Malta and France the shares of retired people are even higher among movers than among nationals. This could, on the one hand, be due to the high numbers of mobile workers who immigrated a long time ago, have already reached a higher age and did not return to their country of citizenship upon retirement (this is likely to be the case in France, for example, a more traditional country of immigration). On the other hand, the high share of retired movers also indicates that these countries may be destinations for persons who move after retirement without having previously worked in the country (which is likely to be the case for the Southern European countries). The latter phenomenon will be further explored in the next section.

Figure 47 Shares of pensioners among EU-28 movers and among nationals, all ages*, 2015



SHARES OF SELF-DECLARED RETIRED PERSONS, ALL AGES, AMONG EU-28 MOVERS AND NATIONALS.

* FIGURES FOR DE AND UK WERE ESTIMATED FROM INACTIVE PERSONS (ILOSTAT) AGED 65 YEARS AND ABOVE.

FIGURES FOR BG, EE, HR, IS, LT, LV, PL, RO AND SK WERE EXCLUDED BECAUSE OF LOW RELIABILITY.

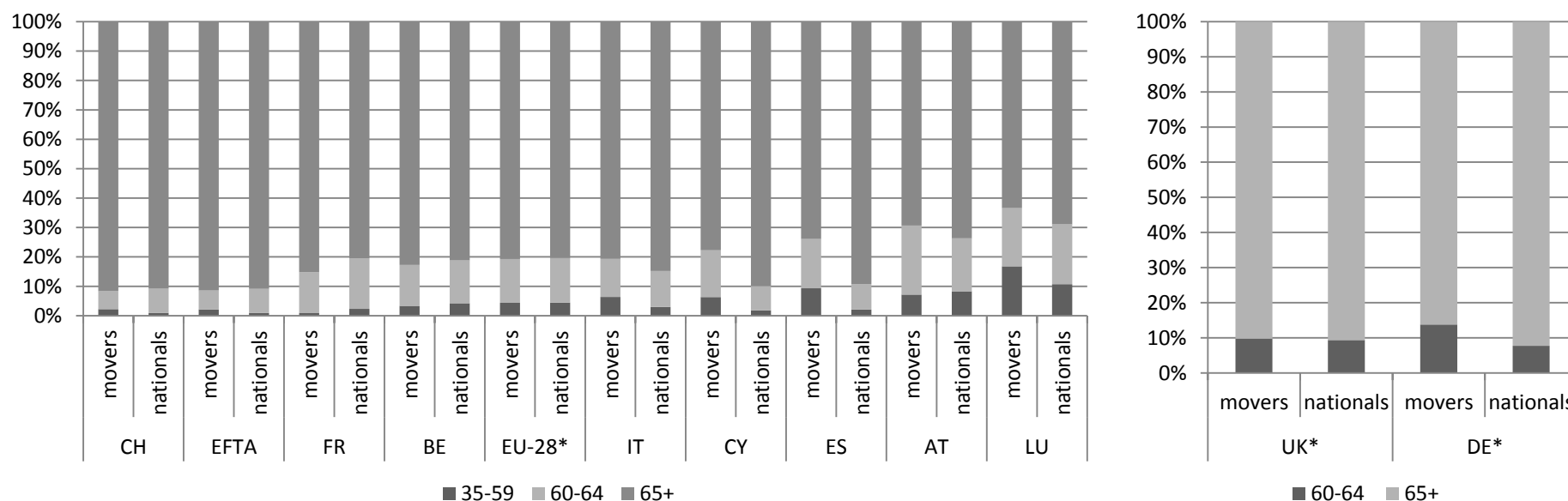
SI, HU: FIGURES FOR EU-28 MOVERS ARE OF LOW RELIABILITY. EU-28 AGGREGATE EXCLUDES DE AND UK FOR BOTH EU-28 MOVERS AND NATIONALS

SOURCE: EU-LFS 2015, MILIEU CALCULATIONS (MAINSTAT VARIABLE).

Retired EU-28 movers are, for the most part, aged 65 years and above ([Figure 48](#)). This age group comprises 80% of all retired EU-28 movers across the EU Member States (except Germany and the UK). In most of the major countries of residence of EU-28 movers, this share is similar or higher, i.e. in France, Belgium, Italy and Switzerland. In Germany and the UK, figures also show that around 90% of inactive above 60 years are actually 65 years and above. By contrast, in Spain, Austria and Luxembourg more movers retired at a younger age. For most Member States, however, the figures of retired movers below 65 years are so low as to be unreliable and are thus not presented here.

While this distribution across ages is natural, given that the age span 'above 65 years' is broader than that of 60 to 64 years, it is interesting to look at the differences between movers and nationals. The age structure of retired persons is quite similar among EU-28 movers and nationals, at both the EU aggregate level and in the most important countries of residence of movers. Exceptions are Spain and Cyprus, in which the shares of younger retired people are considerably higher among movers than among nationals (15 p.p. and 12 p.p., respectively).

Figure 48 Age structure of retired EU-28 movers and among nationals, 2015



RETIRED EU-28 MOVERS AND NATIONALS, BY AGE GROUP AND COUNTRY OF RESIDENCE.

* THE EU-28 AGGREGATE EXCLUDES DE AND UK, BECAUSE AN APPROXIMATION BASED ON AGE AND ILOSTAT COULD NOT BE MADE FOR THIS GRAPH. THE GRAPH FOR DE AND THE UK, HOWEVER, SHOWS THE SHARES OF ELDERLY INACTIVE EU-28 MOVERS AGED 60-64 YEARS AND THOSE AGED 65 YEARS AND ABOVE.

FIGURES FOR THE REMAINING EU MEMBER STATES AND EFTA COUNTRIES ARE NOT DISPLAYED, BECAUSE THEY ARE BELOW RELIABILITY LIMITS.

EU-28 AGGREGATE FOR 35-59 AGE GROUP EXCLUDES BG, CZ, FI, EE, HR, LT, LV, MT, NL, NO, PL, RO, SK

IT EXCLUDES BG, HR, LT AND RO FOR 60-64 AGE GROUP

THE NUMBER OF 'RETIRED' WAS CALCULATED USING THE MAINSTAT VARIABLE IN THE EU-LFS.

SOURCE: EU-LFS 2015, MILIEU CALCULATIONS.

2.4.2. Who are the retired EU-28 movers living abroad: mobile pensioners or retired mobile workers?

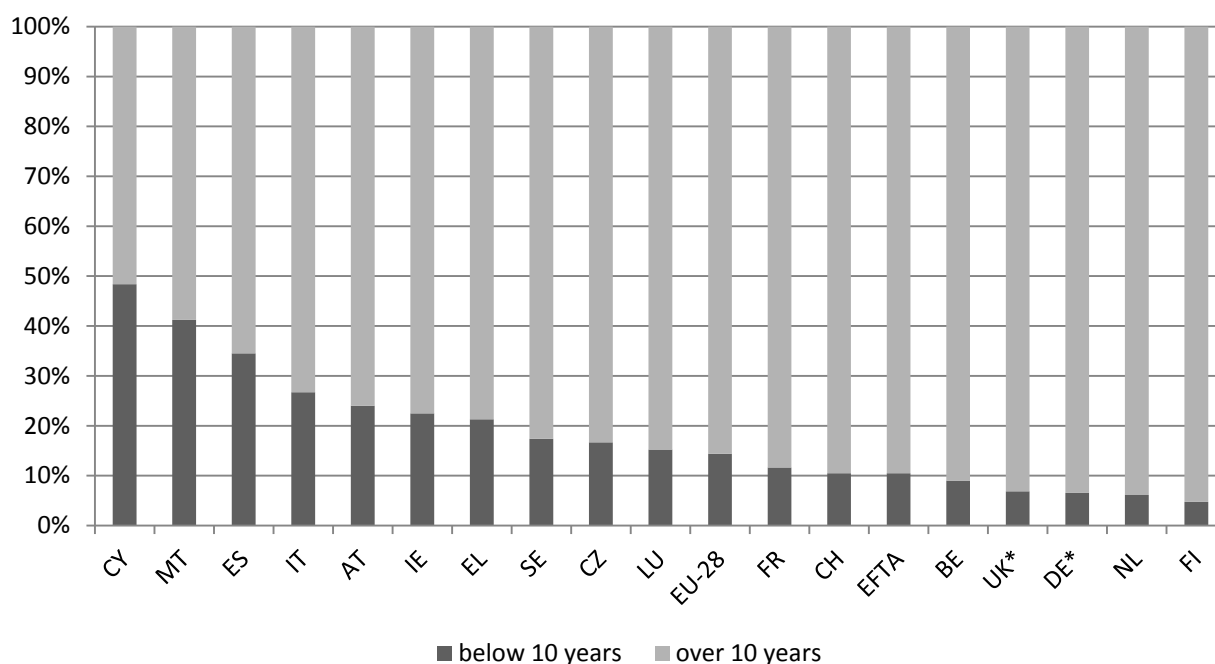
As explained in the introduction, 'retired EU-28 movers' comprises two groups: those who move specifically to spend their retirement in another country ('**mobile pensioners**') and those who had already moved for work and who then retired but have not yet moved back to their country of origin, although they might do so ('**retired mobile workers**'). Both mobile pensioners and retired mobile workers are subject to social security coordination, because they potentially have the right to claim their pension and/or healthcare benefits from a Member State other than the one in which they reside. Furthermore, retired mobile workers may claim their pension from two or more Member States, depending on where they have worked.

This section provides an overview of the proportion of mobile pensioners and retired mobile workers among the retired EU-28 movers. To this end, it first looks at how long retired EU-28 movers had been living in their country of residence, before providing estimates on the proportion of retired movers who worked in the country, based on EU-LFS data and administrative data.

Most retired EU-28 movers have already been living abroad in their current country of residence for over 10 years, thus making it likely that they previously worked in this country ([Figure 49](#)). The shares of those who have lived in the country for less than 10 years are generally low, ranging from 26% in Italy to 3% in Finland.

Exceptions are Spain, Malta and Cyprus, where shares of those who arrived more recently are above 30%, going as high as 50% in Cyprus. This again suggests that these countries are popular destinations for mobile pensioners, a category which includes EU citizens who move there specifically for their retirement.

Figure 49 Retired EU-28 movers, by years of residence, all ages, 2015



RETIRED EU-28 MOVERS, ALL AGES, WHO HAVE MOVED TO THEIR CURRENT COUNTRY OF RESIDENCE WITHIN THE LAST 10 YEARS OR MORE THAN 10 YEARS AGO, BY COUNTRY OF RESIDENCE.

* THE NUMBERS OF 'RETIRED' FOR DE AND UK WAS APPROXIMATED USING THE FIGURES OF INACTIVE PERSONS AGED 65 YEARS AND ABOVE BECAUSE FIGURES FOR THE MAINSTAT VARIABLE ARE NOT AVAILABLE FOR DE AND THE UK.

EL, NL: FIGURES FOR BOTH CATEGORIES ARE OF LOW RELIABILITY.

BG, CZ, FI, HR, MT, LT, LV, NL, PL, RO, SE, SI, SK, UK : MISSING FIGURES IN THE 5-10 YEARS CATEGORY

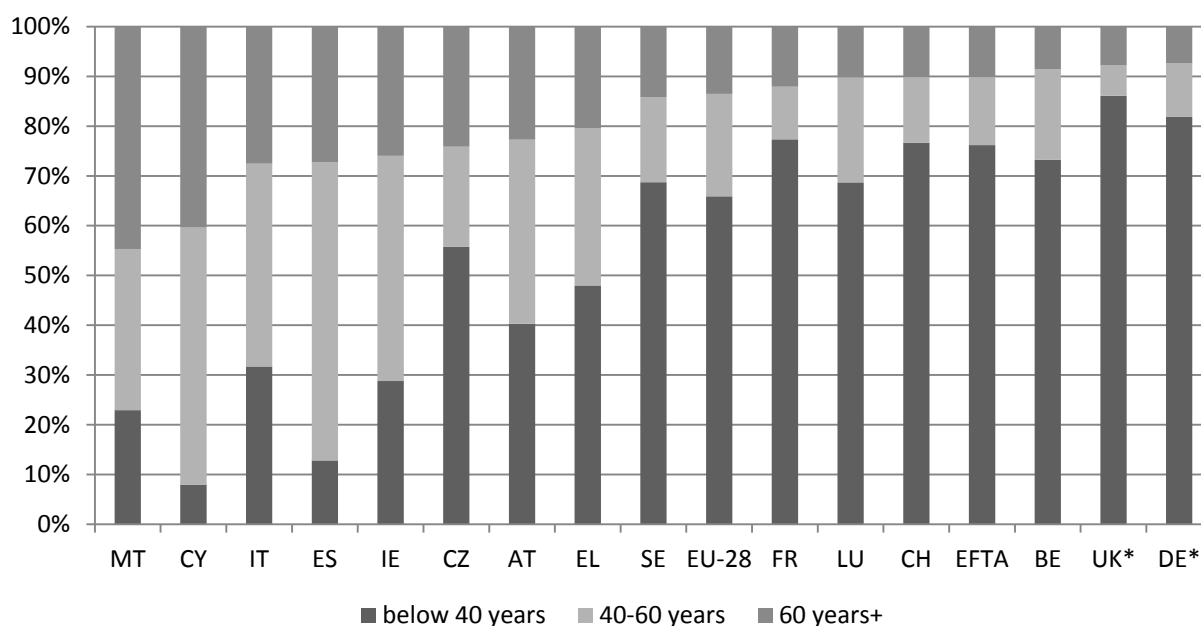
LT: MISSING FIGURES IN THE 10+ YEARS CATEGORY

SOURCE: EU-LFS 2015, MILIEU CALCULATIONS (MAINSTAT VARIABLE).

This is also reflected when looking at the age of retired EU-28 movers when they arrived in their country of residence. At EU level, 66% of retired EU-28 movers were less than 40 years old (this figure includes those born in the country) when they moved there, with 21% between 40 and 60 years old. Only 14% were aged 60 years or older upon arrival. This suggests that the vast majority of retired movers have taken up employment at some point in their host country, unless they were unemployed or inactive for a very long time.

Again, Malta, Cyprus and Spain have the highest shares of retired EU-28 movers coming at an older age ([Figure 50](#)). In Malta and Cyprus, over 40% of retired EU-28 movers were older than 60 years when they arrived, and this share is 27% in Spain. However, Italy, Ireland, the Czech Republic, Austria, Greece also have quite high shares (over 20%) of elderly incoming EU-28 movers.

Figure 50 Retired EU-28 movers, by age at arrival, 2015



RETIRED EU-28 MOVERS AGED 15 YEARS AND ABOVE, BY COUNTRY OF RESIDENCE AND AGE AT ARRIVAL.

THE CATEGORY 'BELOW 40 YEARS' INCLUDES EU-28 MOVERS BORN IN THE COUNTRY.

* THE NUMBERS OF 'RETIRED' FOR DE AND UK WAS ESTIMATED FROM THE FIGURES OF INACTIVE PERSONS AGED 65 YEARS AND ABOVE, BECAUSE FIGURES FOR THE MAINSTAT VARIABLE ARE NOT AVAILABLE FOR DE AND THE UK.

MT, CY: FIGURES FOR 'BELOW 40 YEARS' ARE OF LOW RELIABILITY; CZ AND EL: FIGURES FOR ALL CATEGORIES ARE OF LOW RELIABILITY.

BG, LT, PL, RO, SK: EXCLUDED FROM EU-28 AGGREGATE FOR 40-60 AGE GROUP

LV AND RO: EXCLUDED FROM EU-28 AGGREGATE FOR 60+ AGE GROUP

SOURCE: EU-LFS 2015, MILIEU CALCULATIONS (MAINSTAT VARIABLE).

Inflow figures show that Malta, Spain and Cyprus are among those with the highest shares of EU-28 movers arriving at an age above 65 years ([Figure 64](#)). In 2014, 10% of newly arriving EU-28 movers to Spain were 65 years or older, while in Malta this share was 8% and in Cyprus it was 6%. By comparison, at the EU level this share was only 3%. Very high shares of EU-28 movers arriving at an older age (65+) can also be found in Croatia (21%), Portugal and France ([Figure 64](#)), which are also countries likely to be important destinations for mobile pensioners.

The other countries found to have high shares of retired movers who immigrated aged 60 and above (i.e. Italy, Ireland, the Czech Republic, Austria and Greece) show only low inflows of elderly movers in 2014. It is possible, therefore, that the number of retired people immigrating at an older age had already resided there for a while and the high shares are due to previous inflows (or indeed return movers who acquired the host country's citizenship). Italy, Ireland and Austria, in particular, have seen large numbers of incoming EU-28 movers recently. This may also explain the lower shares of inflows of

over-65s (as it is compared to the total number of incoming EU-28 movers, while the above shares in Figure 50 refer only to retired EU-28 movers).

Among the countries with the highest shares of incoming EU-28 movers aged 65 years and above were Bulgaria (17%), Poland (15%) and Romania (11%). The total numbers of elderly EU-28 movers coming to Bulgaria and Romania are quite small (214 and 111, respectively) reflecting the overall low mobility of EU-28 citizens towards these countries. Poland, however, shows comparatively large numbers of incoming EU-28 movers above 65 years. In 2014, these amounted to 3,703 which is twice as high as the same inflows to the UK. Given that Poland and Romania are the most important countries of origin of EU-28 movers, and that Bulgaria also has a high rank in this regard, it is likely that the high shares of elderly citizens to these countries are nationals who had emigrated, acquired a different citizenship (for example, Spanish, British, Italian or German) and who returned to their country of origin for retirement. This would not be surprising, given the lower living costs in these countries. In Romania, for example, 81% of elderly EU-28 citizens arriving in 2014 were Italians. It is also possible, of course, that a proportion of the immigrating elderly are simply citizens from neighbouring countries who come to retire in these countries. This pattern – where several Member States seem to be the preferred destinations of mobile pensioners – also emerges when looking at previous work experience in the country.

Data from the EU-LFS does not allow for measurement of the exact number of years that a mover has worked in the country of residence before retirement. It does, however, allow for estimates of whether or not movers have previously worked in the country at all. **Figure 51** shows EU-28 movers who were retired in 2015 in a country other than their country of citizenship and who had retired there in 2007¹⁹⁰ or later. The graph then shows the shares of these movers from those who had worked in the country since they last moved there (and those who had not). On average, the large majority of retired EU-28 movers had previously worked in the country for two years or more (80% at EU level). This is true for most of the Member States for which figures are available (as well as Switzerland and Norway). This includes important countries of residence of EU-28 movers, such as the UK, Germany, Italy, France, Switzerland, Belgium and Austria, in which 70% or more of the movers are retired mobile workers. This general finding has been confirmed by figures from 2011, which took all retired people into account (not alone those who have retired since 2007), according to which 64% of retired EU-28 movers had previously worked in the country of residence (**Figure 65** in the Annex).

In some countries, however, the majority of retired EU-28 movers seem not to have worked in that country previously; in Spain, Malta and Cyprus, the share of those who had not worked in the country make up 50% or more of retired movers. Figures from 2011 confirm this finding for Spain and Cyprus, as well as for Portugal (**Figure 65** in the Annex).

190 This time span was chosen for methodological reasons in order to estimate the difference between years of residence and year in which a person last worked.

These findings support the assumption that Spain, Malta, Cyprus and Portugal are destinations where larger numbers of EU citizens move specifically for retirement, whereas in other Member States the majority of retired EU-28 movers had previously come to the country for employment reasons.

Figure 51 Share of retired EU-28 movers who worked in the country of residence for at least two years in all EU-28 movers who retired since 2007 in the host country, all ages*, 2015



THE REFERENCE POPULATION OF THE FIGURES ARE EU-28 MOVERS OF ALL AGES WHO WERE RETIRED IN 2015 AND WHO HAD RETIRED IN 2007 OR LATER (YEAR IN WHICH PERSON LAST WORKED = 2007 OR LATER); THE SHARE 'WORKED IN CTRY MIN. 2 YEARS' SHOWS THOSE PEOPLE WHO HAD RESIDED IN THE COUNTRY FOR AT LEAST TWO YEARS BEFORE THEY STOPPED WORKING WHICH SUGGESTS THAT THEY HAD BEEN WORKING IN THE COUNTRY OF RESIDENCE FOR AT LEAST TWO YEARS BEFORE THEY ENTERED RETIREMENT.

THE SHARE OF 'WORKED IN CTRY MIN. 2YRS' EXCLUDES THOSE EU-28 MOVERS WHO HAD WORKED IN THE COUNTRY, EMIGRATED, AND THEN RETURNED TO BECOME UNEMPLOYED OR INACTIVE. THEY WOULD HAVE WORKED IN THE HOST COUNTRY, BUT NOT SINCE THEIR LAST ENTRY INTO THAT COUNTRY.

NUMBERS OF RETIRED MOVERS WERE CALCULATED USING THE MAINSTAT VARIABLE.

DATA FOR COUNTRIES NOT DISPLAYED IS BELOW RELIABILITY LIMITS OR MISSING.

DE, SI, IT, FR, IE, CZ: FIGURES FOR 'WORKED IN COUNTRY MIN. 2 YEARS' ARE OF LOW RELIABILITY.

* THE NUMBER OF 'RETIRED' FOR DE AND UK WAS ESTIMATED FROM THE FIGURES OF INACTIVE PERSONS AGED 65 YEARS AND ABOVE, BECAUSE FIGURES FOR THE MAINSTAT VARIABLE ARE NOT AVAILABLE FOR DE AND THE UK.

EU AGGR. INCLUDES ONLY THE COUNTRIES DISPLAYED IN THE GRAPH: NL, DE, UK, SI, CH, EL, BE, NO, LU, IT, SE, DK, FR, AT, IE, CZ, ES, MT, CY; OTHER COUNTRIES WERE EXCLUDED BECAUSE OF THE LACK OF FIGURES FOR CERTAIN YEARS.

SOURCE: EU-LFS 2015, MILIEU CALCULATIONS.

The number of retired EU citizens who live in a country other than their country of citizenship, and who have never worked there can also be approximated from administrative data, through the so-called portable documents¹⁹¹. EU citizens need to use these documents when claiming pensions or sickness benefits from a Member State other than the one in which they are residing.

Figures on EU pensioners who claim sickness benefits in a Member State other than the one in which they reside are presented below. The PD S1 document certifies the right to sickness benefits in cash and in kind in the Member State of residence when insured in another Member State. The form is issued mainly to cross-border workers and mobile pensioners (and to both sets of family members). This document is used by those pensioners who receive their pension from another Member State and, hence, have not worked in the country of residence (otherwise they would be eligible for sickness benefits from the country of residence). It will thus be used either by those EU citizens who move to another Member State only after having retired or by those who return to their country of citizenship having worked only in a different country. However, even cross-border workers who have never worked in their country of residence are covered by the PD S1 document¹⁹².

Most EU mobile pensioners who claim sickness benefits from a Member State other than the one in which they reside live in Spain (around 138,000). Of these, around 64,000 are insured in the UK, 22,000 in France and 15,000 in Germany¹⁹³. This number (138,000) may also include Spanish citizens who have worked abroad and, therefore, receive their sickness benefits from another Member State. The number is slightly higher than the number of retired EU-28 movers who never worked in the country or who worked there for just one year (around 116,000). Other Member States with high numbers of persons claiming sickness benefits in another Member State are Belgium (41,000), Germany (39,000), Greece (33,000) and France (21,000). These figures are likely to include former cross-border workers who were working in another country and, therefore, have the right to claim sickness benefits. For example, around 2,600 former cross-border workers from Belgium, Germany and France were reportedly affiliated with a pension scheme in Luxembourg¹⁹⁴.

Again, the figures show that even the smaller Southern European countries like Croatia, Cyprus and Malta have comparatively high numbers of pensioners receiving their sickness benefits from another Member State (from around 3,000 in Malta to 11,000 in

191 In some cases the information required by a citizen will be issued in the form of a portable document.

192 For more detailed information on the benefit and more detailed figures, see Pacolet, J. , De Wispelaere, F. (2016) 'The entitlement to and use of sickness benefits by persons residing in a Member State other than the competent Member State. Report on S1 portable documents'.

193 Number of PD S1 documents (pensioners) received by Spain, as reported by Spain, see: Pacolet, J. , De Wispelaere, F. (2016) 'The entitlement to and use of sickness benefits by persons residing in a Member State other than the competent Member State. Report on S1 portable documents', table 10, p.22.

194 From email enquiry to the Ministry of Social Security of Luxembourg (Ministère de la Sécurité Sociale du Grand-Duché du Luxembourg).

Cyprus and 19,000 in Croatia). These figures become more significant when compared with the much larger Member States, of which several have similar or lower numbers, such as Italy (around 5,000) and the UK (around 2,000).

When comparing the figures of retired EU-28 movers who worked in the country for one year or less, significant differences can be seen between countries. Figures from the EU-LFS are higher in some countries, while in other countries they are lower than the figures on PDs S1 received. This is due to differences in reference population, i.e. as explained above for the case of Spain, the PDs S1 figures may include nationals of the respective Member State¹⁹⁵ who are not included in the EU-LFS figures on EU-28 movers¹⁹⁶. On the other hand, the EU-LFS figures may include EU-28 movers who do not claim sickness benefits in another Member State since they have worked in their new country of residence and thus have an entitlement there.

Table 17 Retired persons claiming sickness benefits from another Member State compared to retired EU-28 movers, all ages, 2015

	PDs S1 received	Retired EU-28 movers who never worked in the country
ES	137,987	115,866
BE	41,367	56,608
DE	38,595	15,355
EL	33,415	868
FR	21,353	81,076
HR	19,352	n.a.
AT	13,519	18,556
CY	10,960	6,831
HU	9,890	n.a.
PT	8,502	3,946
CH	5,410	16,363
IT	5,340	9,622

¹⁹⁵ Former cross-border workers or nationals who never worked in their country of citizenship.

¹⁹⁶ These figures do not include nationals of the country of residence.

	PDs S1 received	Retired EU-28 movers who never worked in the country
PL	4,436	n.a.
SI	3,434	145
NL	3,163	4,103
MT	3,090	1,352
LU	2,807	7,968
UK	2,319	5,271
BG	1,463	n.a.
RO	1,343	n.a.
CZ	974	1,205
SK	715	n.a.
FI	614	n.a.
IE	499	8,153
EE	493	n.a.
LT	414	n.a.
LV	71	n.a.
IS	28	n.a.
LI	0	n.a.
DK	n.a.	2,956
SE	N/A	6,639
NO	N/A	761
Total	371,553	N/A

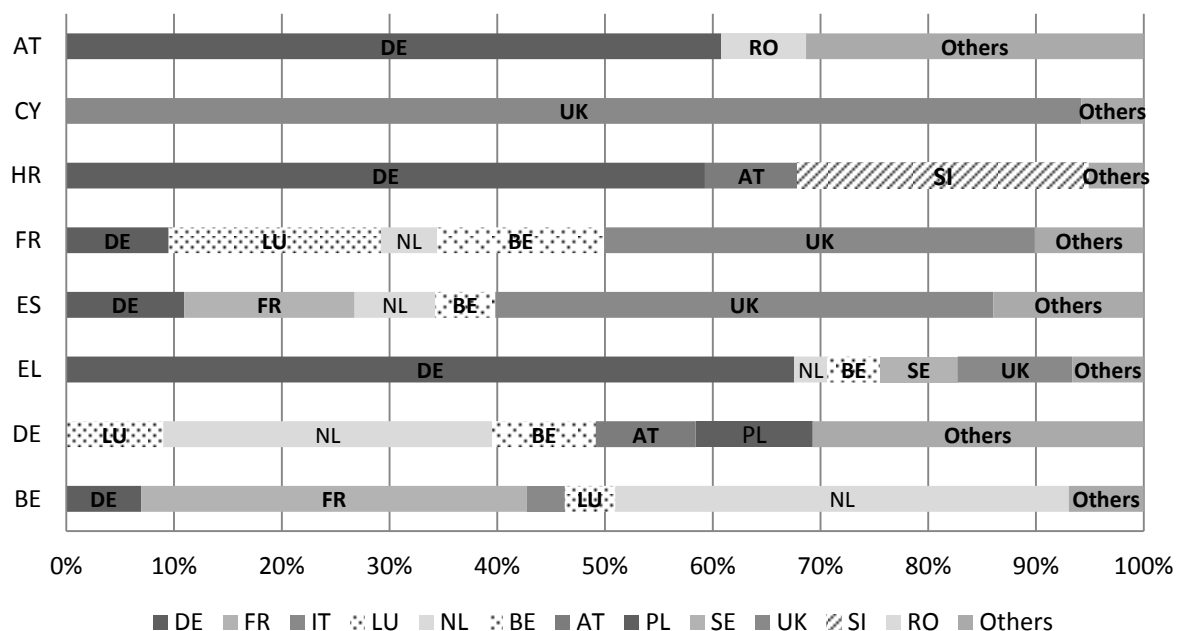
IMPUTED DATA FOR CZ, DE, CY, PT, IE, LV AND LI.

FIGURES ON RETIRED EU-28 MOVERS WHO NEVER WORKED IN THE COUNTRY WERE BASED ON SHARES FROM 2011 (FIGURE 65) FOR THE FOLLOWING COUNTRIES: BE, CZ, DK, IE, ES, IT, LU, NL, AT, SE, BECAUSE THESE SHARES ARE MORE PRECISE; FOR THE REMAINING COUNTRIES, FIGURES WERE CALCULATED BASED ON THE SHARES FROM 2015 (FIGURE 51). FOR THE DESCRIPTION OF THE CAVEATS IN THESE FIGURES, PLEASE SEE CAPTIONS IN FIGURE 65 AND FIGURE 51, RESPECTIVELY.

SOURCES: PD S1 QUESTIONNAIRE, EU-LFS 2015, MILIEU CALCULATIONS.

The distribution of PD S1 documents by the issuing Member State (thus the Member State in which the person is insured) (**Figure 52**) shows that in Spain, almost half of those are issued by a UK authority (around 63,000). The other Member States issuing large numbers of PD S1 in Spain are France (around 21,000) and Germany (around 15,000). In Belgium, the two Member States issuing most of the PD S1 documents are the Netherlands (around 17,000) and France (around 14,000). PD S1 for benefits claimed in Germany are mainly issued by the Netherlands (around 12,000), Poland, Belgium and Luxembourg (roughly around 4,000 each). In Greece, almost two-thirds of all PD S1 documents are issued by Germany (around 23,000). For France, the biggest group constitutes documents issued by the UK (around 8,500), Luxembourg (around 4,000) and Belgium (around 3,300). Two other notable groups are the documents issued by Germany and claimed in Croatia (around 11,000) which constitutes half of the total, and those issued by the UK and claimed in Cyprus (around 10,000) which makes up almost all of the documents registered in this country.

Figure 52 Retired persons claiming sickness benefits from another Member State, by issuing Member State, 2015



THE GRAPH SHOWS WHICH SHARES OF PD S1 DOCUMENTS IN EACH OF THE RECEIVING COUNTRIES WERE ISSUED BY A GIVEN MEMBER STATE.

SOURCES: PD S1 QUESTIONNAIRE, AS REPORTED BY RECEIVING MEMBER STATES¹⁹⁷.

As described above, Member States may transfer pensions to their own citizens residing in another Member State (mobile pensioners) or to retired mobile workers who previously worked in that Member State. National data show that the extent of either of these groups of beneficiaries depends considerably on the Member State concerned. Germany and Belgium, for example, pay significantly more pensions to non-German and non-Belgian citizens residing in another country: in 2014, Germany paid pensions to around 66,000 non-German citizens residing abroad, but only to around 9,800 Germans residing abroad; Belgium paid pensions to around 113,610 EU-28 citizens residing abroad, but to only 35,000 Belgian citizens residing abroad. German figures also show that payments to Germans abroad have decreased over the past 10 years, while payments to non-Germans have increased.

Table 18 Pension transfers to foreigners and nationals residing abroad, Belgium 2015 and Germany 2014, all ages

BELGIUM 2015, pensions to foreigners residing abroad (citizens of the country of payment)		BELGIUM 2015, pensions to nationals abroad		
EU-28 (except BE)	113,610	EU-28 (except BE)	35,042	
DE	6,872	FR	18,068	
ES	16,148	ES	5,286	
FR	24,620	NL	3,253	
IT	35,319	DE	2,832	
NL	17,163	LU	1,911	
		IT	1,173	
GERMANY 2004-2014, pensions to foreigners abroad		GERMANY 2004-2014, pensions to nationals abroad		
2004	87,352	2004	14,312	

¹⁹⁷ J. Pacolet and F. De Wispelaere (2016), The entitlement to, and use of, sickness benefits by persons residing in a Member State other than the competent Member State. Report on S1 portable documents, Network Statistics FMSSFE, European Commission.

2005	81,725	2005	13,151
2006	76,927	2006	13,045
2007	72,426	2007	12,098
2008	73,705	2008	12,342
2009	73,327	2009	12,393
2010	91,135	2010	10,986
2011	86,099	2011	10,547
2012	73,631	2012	9,962
2013	69,275	2013	10,402
2014	66,011	2014	9,804

SOURCES:

BELGIUM: NATIONAL PENSIONS OFFICE, ANNUAL STATISTICS ON BENEFICIARIES (OFFICE NATIONAL DE PENSIONS, STATISTIQUES ANNUELLES DES BÉNÉFICIAIRES DE PRESTATIONS) 2015, AVAILABLE AT:
[HTTP://WWW.ONPRVP.FGOV.BE/RVPONPPUBLICATIONS/FR/STATISTICS/ANNUAL2015/FR_STATISTIQUE_2015.PDF](http://www.onprvp.fgov.be/RVPONPPUBLICATIONS/FR/STATISTICS/ANNUAL2015/FR_STATISTIQUE_2015.PDF)

GERMANY: STATISTICS OF THE GERMAN PENSION INSURANCE (STATISTIK DER DEUTSCHEN RENTENVERSICHERUNG), AVAILABLE AT: [HTTP://WWW.DEUTSCHE-RENTENVERSICHERUNG.DE/ALLGEMEIN/DE/NAVIGATION/6_WIR_UEBER_UNG/02_FAKTEN_UND_ZAHLEN/03_STATISTIKEN/STATISTIKEN_INDEX_NODE.HTML](http://www.deutsche-rentenversicherung.de/ALLGEMEIN/DE/NAVIGATION/6_WIR_UEBER_UNG/02_FAKTEN_UND_ZAHLEN/03_STATISTIKEN/STATISTIKEN_INDEX_NODE.HTML)

Figures from the UK also indicate that certain numbers of pensions are paid to UK citizens abroad, although no figures provide the recipients' nationalities. Figures show that the main pension expenditures to residents in another country are paid to Ireland (around 135,000 in February 2016). However, the second largest amount of 'abroad cases' were paid to Spain (around 108,000), a country whose citizens are not one of the largest groups of EU-28 movers in the UK. Sizeable pension payments are also made to France (65,000), Germany, (43,000), Italy (37,000) and Cyprus (19,000). All of these countries (apart from Cyprus) are countries of citizenship for large groups of EU-28 movers in the UK. Even if Spanish citizens were a more important group of movers in the UK prior to 2004, they have been surpassed by Portuguese, French and Italian movers and are about the same size as German movers. However, these latter countries of citizenship receive much lower numbers of 'abroad cases' of UK pensions than Spain.

The number of payments to Poland (3,000) and Romania (160) are extremely low compared to the number of EU-28 mobile workers residing in the UK (the Polish are by far the largest group of EU-28 movers in the UK, while Romanians are the fourth largest group). The same is true for Portugal, the citizens of which make up the third largest national group of EU-28 movers in the UK, but pension payments to Portugal remain comparatively low (10,000).

The differences in the number of pension payments to certain Member States may be explained by variations in the groups of EU-28 movers, e.g. EU-28 movers from Spain, Germany, France, Italy and Ireland started moving to the UK a long time ago, making it likely that more of their previously mobile workers have already retired and returned home (**Figure 63** in the Annex). However, the same is true for Portugal, yet is not reflected in the amount of pensions paid out. By contrast, Polish and Romanians are quite 'young' groups of movers, in the sense that most of them have moved in the past five or 10 years and are unlikely to have retired yet.

The large over-proportionality, especially of pensions paid to Spain, Cyprus and Malta, indicates that a certain amount is most likely being paid to UK mobile pensioners who moved to these countries. Indeed, the figures on the main nationalities of EU-28 movers by age group (**Table 38** in the Annex) show particularly high shares of UK citizens aged 65 years and over in Spain, Malta and Cyprus.

Table 19 Number of UK pension 'abroad cases' 2016, compared to EU-28 movers in the UK 2015, by receiving country/ country of citizenship, all ages

'Abroad cases' 2016		EU-28 movers in UK 2015	
ES	108,010	PL	711,314
IE	135,040	IE	307,042
FR	65,470	PT	191,986
DE	42,680	RO	189,432
IT	37,410	IT	177,086
CY	18,840	FR	152,611
NL	12,900	LT	149,521
PT	10,460	ES	118,751
MT	6,390	DE	118,090
PL	2,700	NL	72,453
LT	0,450	CY	13,911
RO	0,160	MT	3,561
EU-28	472,510		

SOURCE: DEPARTMENT FOR WORK AND PENSIONS, STATE PENSION CASELOAD, 'COUNTRY CODE FOR ABROAD CASES', AVAILABLE AT: [HTTP://TABULATION-TOOL.DWP.GOV.UK/100PC/SP/CCCOUNTRY/CNAGE/A_CARATE_R_CCCOUNTRY_C_CNAGE_FEB16.HTML](http://TABULATION-TOOL.DWP.GOV.UK/100PC/SP/CCCOUNTRY/CNAGE/A_CARATE_R_CCCOUNTRY_C_CNAGE_FEB16.HTML)

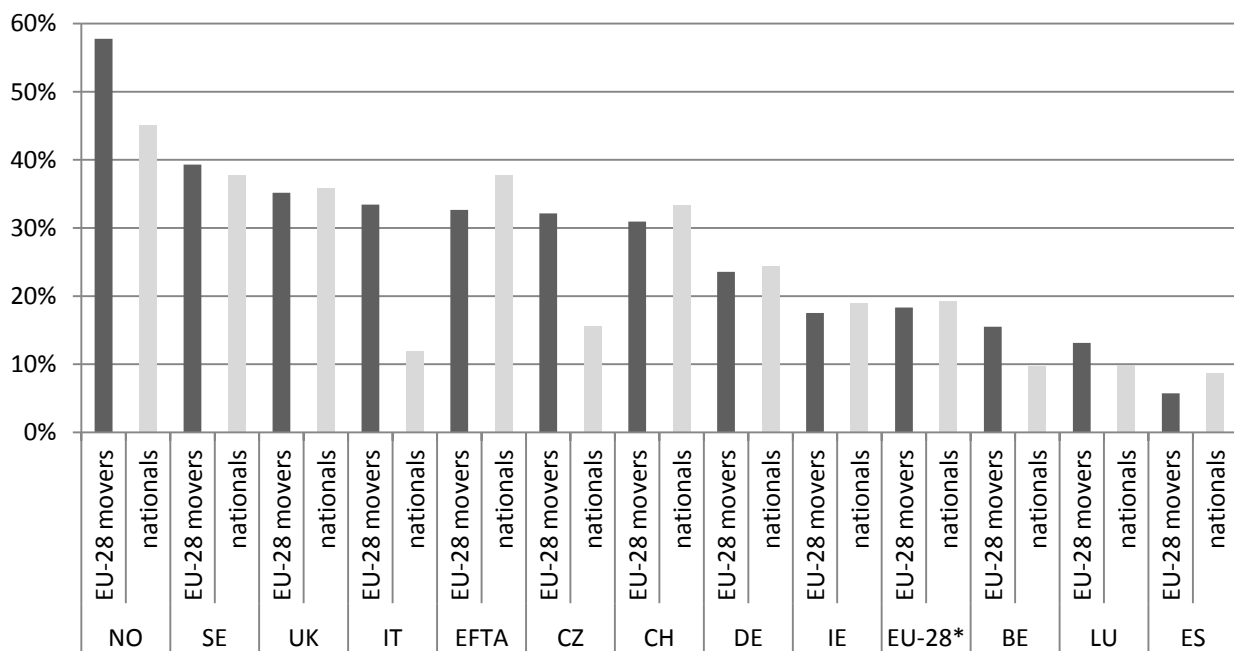
2.4.3. Employment and reasons for retirement among retired EU-28 movers living abroad

Despite already receiving an old-age pension, some people continue working part-time. A 2012 Eurofound study suggested that retired people may continue to work for different reasons, usually on a part-time basis¹⁹⁸. This chapter looks at the extent to which EU-28 movers still work, even though they are retired, and examines reasons why they continue working. It also considers the reasons for retired EU-28 movers leaving their last job. The findings are compared to those among nationals, in order to understand whether there are structural differences between these two groups in respect of the transition from work into retirement. **Figure 53** shows the shares of EU-28 movers aged 50-69 years who reportedly receive a pension but who continue working. There are no large differences in the shares of employed pensioners between EU-28 movers and nationals at the EU level. 18% of EU-28 movers and 19% of nationals are still working, even though they reportedly receive a pension.

In the UK, Sweden (30%-40%) and Norway (40%-50%), the shares of working pensioners are comparatively higher, but there are no significant differences between EU-28 movers and nationals. However, in Italy and the Czech Republic, the shares of EU-28 pensioners who work are considerably higher than those of other pensioners. In Italy, 33% of EU-28 pensioners continue to work, compared to only 12% of retired nationals, while in the Czech Republic the share of working EU-28 pensioners is twice as high as that of nationals. In Italy, this may well be related to the financial situation of EU-28 movers, as the shares of those who continue working for financial reasons is also higher than among nationals (**Figure 54**).

198 European Foundation for the Improvement of Living and Working Conditions, 2012, [Income from work after retirement in the EU](#).

Figure 53 Shares of persons aged 50-69 receiving a pension who are still working, among EU-28 movers and nationals, 2012



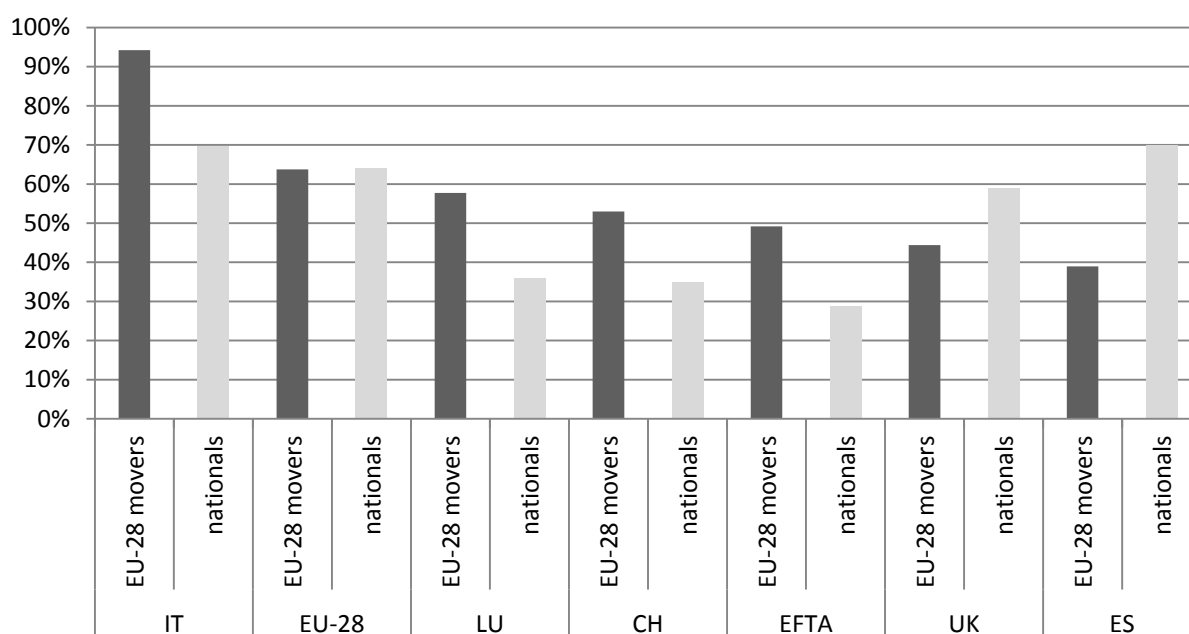
THE REFERENCE POPULATION ARE EU-28 MOVERS AND NATIONALS AGED 50-69 YEARS (AGE GROUP COVERED BY THE AD-HOC MODULE) WHO REPORTEDLY RECEIVE A PENSION, FOR EXAMPLE OLD-AGE, UNEMPLOYMENT, DISABILITY OR SURVIVOR'S PENSIONS (VARIABLE PENSION); THE NUMBERS DERIVED ARE NOT DIRECTLY COMPARABLE WITH THE NUMBER OF 'RETIRED' PERSONS MENTIONED ABOVE (BASED ON MAINSTAT VARIABLE), GIVEN THAT THE UNDERLYING CONCEPT IS DIFFERENT.

*EU-28 AGGREGATE EXCLUDES BG, HR, LT, LV, RO, SL, BECAUSE NO FIGURES ARE AVAILABLE FOR THESE COUNTRIES. NO, SE, IT, CZ, IE, BE: FIGURES FOR EU-28 MOVERS ARE OF LOW RELIABILITY.

SOURCE: EU-LFS AD-HOC MODULE 2012, MILIEU CALCULATIONS.

Empirically, it is possible to distinguish those pensioners who continue working primarily for financial reasons (to establish or to increase future retirement pension entitlements, to provide sufficient personal/household income) and those who do so for non-financial reasons, such as work satisfaction. Results show that there are no major differences between EU-28 movers and nationals at EU level. Within both groups, around 60% of those pensioners who continue to work do so for financial reasons. The situation is different in the individual Member States is different. In the UK and Spain, employed EU-28 pensioners are less likely to continue working for financial reasons than nationals, whereas in Italy, Luxembourg and Switzerland they are more likely to do so.

Figure 54 Shares of EU-28 movers and nationals who continue working for financial reasons, from all persons who receive a pension but continue working, aged 50-69 years, 2012



SHARES OF EU-28 MOVERS AND NATIONALS WHO CONTINUE WORKING FOR FINANCIAL REASONS, FROM ALL PERSONS WHO RECEIVE A PENSION BUT CONTINUE WORKING, AGED 50-69 YEARS, 2012; 'FINANCIAL REASONS' INCLUDES 'TO ESTABLISH OR INCREASE FUTURE RETIREMENT PENSION ENTITLEMENTS', 'TO PROVIDE SUFFICIENT PERSONAL/HOUSEHOLD INCOME' OR A COMBINATION OF THE TWO; THE REMAINING SHARES OF PERSONS CONTINUE WORKING FOR NON-FINANCIAL REASONS, E.G. WORK SATISFACTION.

THE REFERENCE GROUP IS THOSE PERSONS WHO ANSWERED 'YES' TO THE QUESTION OF WHETHER THEY RECEIVE A PENSION AND WHO REPORTEDLY WERE STILL WORKING (EMPLOYED OR SELF-EMPLOYED).

FIGURES FOR COUNTRIES NOT DISPLAYED ARE BELOW RELIABILITY LIMITS.

IT, EU-28, EFTA, UK AND ES: FIGURES FOR EU-28 MOVERS ARE OF LOW RELIABILITY.

THE EU-28 AGGREGATE EXCLUDES BG, HR, LT, LV, RO AND SI.

SOURCE: EU-LFS AD-HOC MODULE 2012, MILIEU CALCULATIONS.

Retirement at an age below 65 seems to be widespread, among both movers and nationals. Of those who retired between 2011 and 2015, 61% of the EU-28 movers and 62% of nationals were younger than 65 years¹⁹⁹. This corresponds to OECD figures, according to which the average effective retirement age across the EU-27 in 2014 was 61.7 years for women and 62.9 years for men²⁰⁰.

199 EU-LFS 2015, Milieu calculations; the number of those retired over the past four years was calculated approximatively by using the variable on main activity (MAINSTAT = retired) and the number of years since last employment (LEAVCLAS = 0-47 months); Figures for most individual Member States are too low to be displayed.

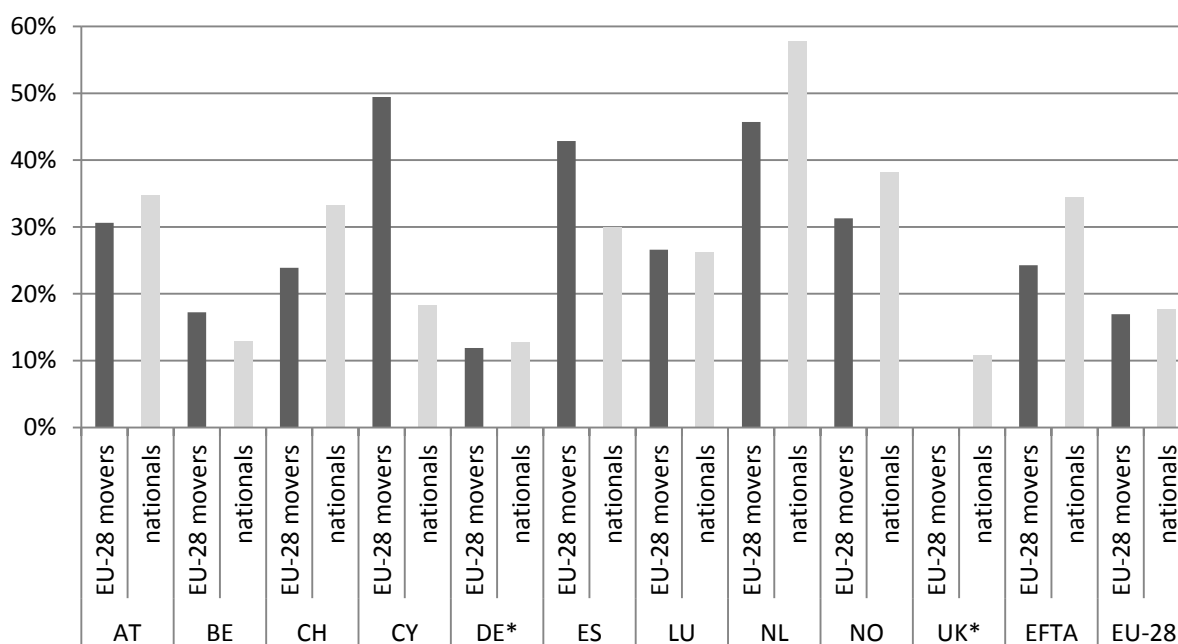
200 OECD 'Ageing and Employment Policies – Statistics on average effective age of retirement', available at:

<http://www.oecd.org/els/public-pensions/ageingandemploymentpolicies-statisticsonaverageeffectiveageofretirement.htm>

When looking at the reasons for going into retirement, EU-28 movers mention 'early retirement' slightly more often than nationals (21% versus 18% of all retired persons whose last job was up to eight years ago) (**Figure 55**). However, there are quite important differences between countries in this regard. In Cyprus and Spain, early retirement among movers is much more frequent than among nationals. On the other hand, EU-28 movers are less likely to retire early in Austria, Switzerland, the Netherlands, Norway and the EFTA countries. These figures may also refer to movers who have immigrated into their current country of residence after their retirement. Thus the different situation in Cyprus and Spain may be explained by the fact that many of these early retired movers are not actually former mobile workers, but mobile pensioners who retired early and went to live in one of these two countries.

Figures given by retired persons for reasons they had for leaving their last job can only be analysed at an EU aggregate level since they are very small. These figures show that there is almost no difference between EU-28 movers and nationals in the shares of retired who left their last job because they were 'dismissed or made redundant' (6% and 5%, respectively) or because of their 'own illness or disability' (4% and 5%, respectively)²⁰¹.

Figure 55 The share of retired EU-28 movers and nationals who left their last job due to 'early retirement', aged 50-69 years, 2015



THE REFERENCE GROUP IS EU-28 MOVERS/NATIONALS OF ALL AGES WHO ARE REPORTEDLY RETIRED AND WHOSE LAST EMPLOYMENT WAS UP TO EIGHT YEARS AGO; THE SHARES SHOW THE PERSONS WHO LEFT THEIR LAST JOB DUE TO 'EARLY RETIREMENT'.

THE NUMBERS OF RETIRED WERE CALCULATED USING THE MAINSTAT VARIABLE.

201 EU-LFS 2015, Milieu calculations using variable LEAVREAS.

*AS FIGURES FOR THE MAINSTAT VARIABLE ARE NOT AVAILABLE FOR DE AND THE UK, THE NUMBER OF 'RETIRED' FOR DE AND UK WAS APPROXIMATED USING THE FIGURES OF INACTIVE PERSONS AGED 65 YEARS AND ABOVE. AT, BE, CY AND NO: FIGURES FOR EU-28 MOVERS ARE OF LOW RELIABILITY.

UK: FIGURES FOR EU-28 MOVERS ARE NOT PRESENTED DUE TO LOW RELIABILITY.

SOURCE: EU-LFS 2015, MILIEU CALCULATIONS.

2.4.4 Return mobility of retired EU-28 mobile workers

The fact that most mobile EU-28 citizens move for employment-related reasons raises the question of whether they return to their country of origin once they retire or if they remain in the country of residence. Knowing the return behaviour of retired EU-28 movers is highly relevant for policies relating to social security coordination, given that these citizens potentially have the right to claim pensions and healthcare benefits²⁰² from a Member State in which they do not reside and, indeed, that they can possibly, claim the same from two or more Member States.

Precise results of when retired movers return cannot be obtained at a cross-national level due to the limitations in data. However, there are indications that most EU-28 movers do not return to their countries of citizenship immediately after retirement. This is revealed by a comparison between the figures of annually retiring EU-28 movers with the number of annual retired returnees and the outflow figures of persons aged 65 years and above, as presented below.

Around 36,000 to 52,000²⁰³ EU-28 citizens (of all ages) go into retirement in a Member State other than their country of citizenship each year, which was also most likely their last place of work²⁰⁴ (row 1, [Table 20](#)). On the other hand, only around 9,000 to 15,000 retired EU-28 citizens return annually from these Member States to their country of origin ('retired recent returnees', [Table 20](#)). This number potentially includes movers who have already been retired for some years before returning. It does not include movers who worked abroad and returned before they entered into retirement. However, the number of returnees aged 65 years and above (who may have only retired upon their return) is similarly low.

When looking at figures of retired recent returnees, the EU-LFS tends to underestimate figures of persons that have not been living in a certain country for long (and is also likely, therefore, to underestimate the numbers of retired recent returnees), making it useful to compare figures to the migration figures from residence registers. Retired recent returnees are therefore approximated with figures of EU-28 movers who lived in a Member State other than their country of citizenship and who emigrated from this

202 If they never worked in the Member State that is their country of citizenship.

203 Figures are likely to be higher because they exclude EU-28 movers who had gone into unemployment or another status of inactivity before retiring (since only retired EU-28 movers are included who last worked in the year prior to the survey).

204 The figures may also include former cross-border workers who had been living, but not working, in that country prior to retirement.

country at age 60 and above or 65 and above (rows 4 and 5 of [Table 20](#)). The most conservative approximation of retired recent returnees can be arrived at by using figures of those movers who emigrate from their country of residence aged 65 years (an age where the majority of persons are in retirement). However, since around 61% of EU-28 movers retire before the age of 65 years, the outflows of movers aged 60 years and above are likely to include many retired movers. It can be seen that the numbers of emigrating movers aged 65 years and above (row 5), and especially those aged 60 years and above, are quite a lot higher than the annual numbers of retired recent returnees (row 2 of [Table 20](#)). However, both the outflows of EU-28 movers older than 65 years and those older than 60 years are lower than the figures of annually retiring EU-28 movers (row 1). Furthermore, these figures also include movers who had already been retired for a while. Figures of returnees who had just retired before their return are, therefore, likely to be even lower still.

This is an indication that retired movers do not return to their country of origin immediately upon retirement, but remain in their country of destination for a while. Were things otherwise, the figures on retired recent returnees (row 2), which include returnees that retired a long time ago as well as those that retired recently, and especially the figures on outflows of EU-28 movers aged 60 years and above (which also include non-retired persons) would be greater than or equal to the number of annually retiring EU-28 movers (row 1).

Table 20, retired EU-28 movers (all ages) compared to retired returnees (all ages) and returnees aged 60 and 65 years and above, 2010 to 2015

		2010	2011	2012	2013	2014	2015
Retired EU-28 movers, all ages	EU aggr*	35,708	35,305	36,422	51,893	46,798	49,579
Retired recent returnees, all ages	EU aggr**	11,604	8,631	10,619	10,802	14,957	9,692
Returnees aged 65+	EU aggr***	10,885	9,364	8,181	9,016	13,475	8,223
Outflows of EU-28 movers 60 yrs +	EU aggr*	27,074	28,058	29,801	43,211	44,135	:
Outflows of EU-28 movers 65 yrs +	EU aggr*	16,016	17,604	18,382	28,378	27,988	:

*'RETIRED EU-28 MOVERS' ARE RETIRED EU-28 CITIZENS LIVING IN A MEMBER STATE OTHER THAN THEIR COUNTRY OF CITIZENSHIP, WHO LAST WORKED IN THE YEAR PRIOR TO THE SURVEY AND WHO HAD BEEN LIVING IN THE COUNTRY OF RESIDENCE FOR AT LEAST TWO YEARS.

'RETIRED RECENT RETURNEES' ARE INACTIVE EU-28 CITIZENS WHO RETURNED TO THEIR COUNTRY OF CITIZENSHIP WITHIN THE YEAR PRIOR TO THE SURVEY, HAVING PREVIOUSLY LIVED AS A RETIRED EU-28 MOVER IN ANOTHER MEMBER STATE (ONE THAT IS INCLUDED IN THE 'RETIRED EU-28 MOVERS' AGGREGATE); 'PREVIOUSLY RETIRED IN ANOTHER MEMBER STATE' IS CALCULATED USING THE VARIABLE 'LABOUR STATUS 1 YEAR BEFORE THE SURVEY=RETIRED'.

'RETURNEES AGED 65 YEARS AND ABOVE' ARE EU-28 CITIZENS AGED 65 YEARS AND ABOVE WHO RETURNED TO THEIR COUNTRY OF CITIZENSHIP WITHIN THE YEAR PRIOR TO THE SURVEY AND WHO HAD BEEN LIVING IN ANOTHER MEMBER STATE (ONE THAT IS INCLUDED IN THE 'RETIRED EU-28 MOVERS' AGGREGATE) BEFORE THAT.

EU AGGREGATES REFER TO THE COUNTRIES OF RESIDENCE:

*EXCLUDES BG, LT, PL, RO; THE NUMBER OF RETIRED WAS CALCULATED USING THE VARIABLE MAINSTAT; AS FIGURES FOR THE MAINSTAT VARIABLE ARE NOT AVAILABLE FOR DE AND THE UK, THE NUMBER OF 'RETIRED' EU-28 MOVERS IN DE AND UK USED FOR THE AGGREGATE IN ROW 1 WAS APPROXIMATED USING THE FIGURES OF ALL INACTIVE PERSONS AGED 65 YEARS AND ABOVE AND 14% OF THOSE INACTIVE PERSONS AGED 20-64 YEARS; THE 14% IS THE APPROXIMATIVE SHARE OF RETIRED AMONG THE INACTIVES IN THAT AGE GROUP, ACCORDING TO RESULTS FROM THE OTHER COUNTRIES FOR WHICH MAINSTAT IS AVAILABLE – THIS SHARE WAS USED TO ASSIGN FIGURES TO DE AND UK.

**EXCLUDES BG, EE, FI, IE, LT, NL, SE; THE NUMBER OF RETIRED RETURNEES WAS CALCULATED USING THE VARIABLES COUNTRY AND WSTAT1Y.

***EXCLUDES BG, EE, FI, HU, IE, LT, LV, NL, SE, SK.

SOURCE (FOR ROWS 2 TO 4): EU-LFS 2010-2015, MILIEU CALCULATIONS.

SOURCE (FOR ROWS 5 AND 6): EUROSTAT MIGRATION STATISTICS, [MIGR_EMI1CTZ], EXTRACTED ON 26/05/2016, MILIEU CALCULATIONS

2.5 EURES contribution to intra-EU labour mobility

Regulation (EU) 2016/589 lays down an EU framework for cooperation to facilitate the exercise of free movement of workers in accordance with Art. 45 TFEU and to reinforce coordination and information exchange between Member States. It establishes EURES (EUropean Employment Services) as a network designed for the benefit of workers and employers as well as any citizen wishing to benefit from the principle of the free movement of workers. The EURES network is composed of different organisations including the Public Employment Services. The EU Member States, Norway, Lichtenstein and Iceland are part of the network. Switzerland cooperates with the network.

EURES provides support services to jobseekers and employers through a human network composed by staff working in the participating organisations.

EURES organisations provide in particular information to jobseekers on individual employment opportunities. They work together to match individual jobseekers with opportunities in other countries and thus support the recruitment process of employers who are looking for workers from other countries to fill their vacancies.

The following services for jobseekers are offered:

- providing or referring to general information on living and working conditions as well as on relevant administrative procedures regarding employment in the country of destination;
- providing assistance with the drawing up of job applications and CVs to ensure conformity with the European technical standards and formats.

For employers, EURES organisations offer the following services:

- providing information on specific rules relating to recruitment from another Member State and on factors which can facilitate such recruitment;
- where appropriate, providing information on and assistance with the formulation of individual job requirements in a job vacancy and with ensuring its conformity with the European technical standards and formats.

Services at national level are complemented by information online at central level, via the EURES Job Mobility portal.

The portal provides access to job vacancies made available by the Public Employment Services.

On the other hand, it also contains online CVs of registered jobseekers as well as user friendly means of accessing information needed for employers, jobseekers and job changers willing to recruit / be recruited from abroad. The portal is run by the Commission and is free of charge for jobseekers and employers.

About 500,000 unique visitors²⁰⁵ connect to the portal every month. More than 1.5 million job vacancies were available online at 31.12.2015. More than 200,000 jobseekers and about 5,600 employers were registered end of 2015²⁰⁶. These figures could be seen in relation to **Table 27** (870,000 Nationals, 488,000 EU-28 movers and 469,000 third country nationals).

For each Member State, the following table reports the numbers of job vacancies available on the portal on 31.12.2015 compared with the total figures provided by Eurostat in the Job Vacancy Statistics and the observed inflows of EU-movers of working age.

Table 21, Number of job vacancies on the EURES portal by Member State, compared to job vacancies according to Eurostat statistics and compared to inflows of EU-28 movers in 2014 (all figures are in thousands)

Country	Job vacancies on EURES portal	Job Vacancy Statistics (Eurostat) ²⁰⁷	Inflows of EU-28 movers of working age (20-64), 2014
AT	34	61	54
BE	115	82	49
BG	4	18	1
CY	1	2	3

205 To count unique visitors among the different users connecting to the portal, IP addresses are used to avoid double counting of people visiting EURES several times in the period. Data are produced by AW STATS.

206 To avoid accumulation of out-of-date CVs and inactive (not connecting) employers, the database has been reviewed in March 2015. The counting starts from 01.03.2015

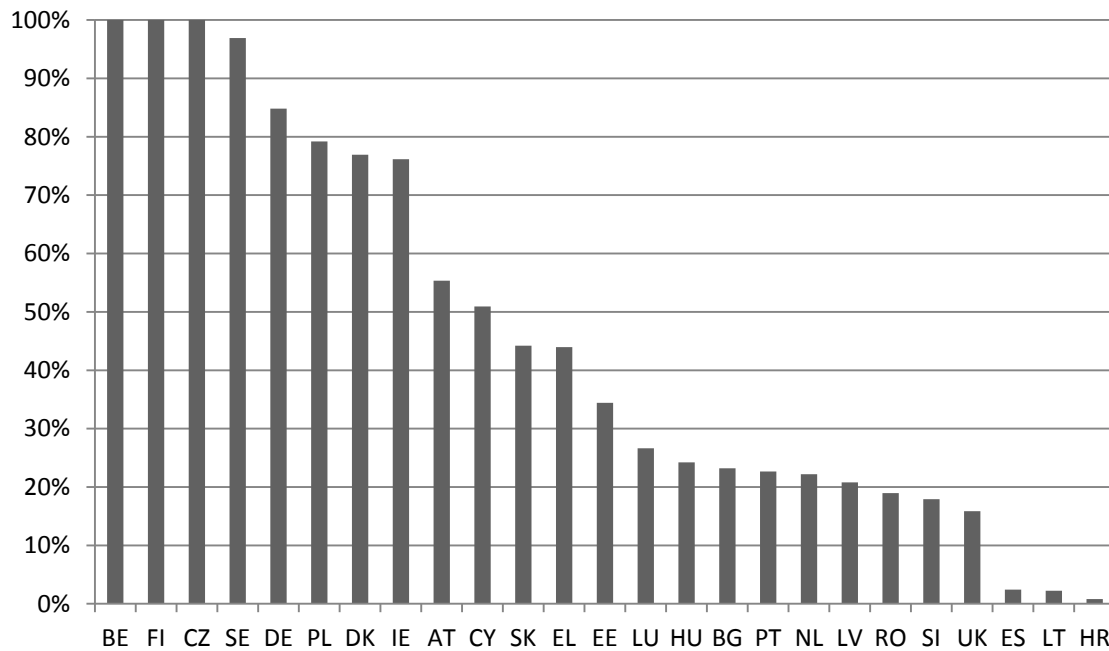
207 2015 Annual data have been extracted from Job Vacancy Statistics provided by Eurostat. When not available, quarterly data 2015Q4 at sector level been used. No data for France, Spain and Malt. In some cases, not all vacancies are considered for the statistics provided to Eurostat. When higher, number of Job vacancies on the portal are considered.

CZ	99	96	12
DE	796	939	335
DK	18	24	20
EE	2	7	0
EL	1	3	12
ES	2	84	74
FI	23	22	8
FR	70	:	59
HR	106	13	2
HU	13	52	8
IE	11	14	20
IT	16	:	55
LT	293	13	1
LU	1	5	13
LV	2	10	1
MT	520	:	4
NL	29	133	49
PL	57	72	21
PT	4	20	3
RO	9	50	1
SE	81	84	23
SI	2	9	3
SK	8	17	0
UK	119	752	218

SOURCE: EURES, EUROSTAT STATISTICS ON JOB VACANCIES, EUROSTAT IMMIGRATION STATISTICS

The graph below represents the percentage of Job Vacancies on EURES portal divided by the number of Job Vacancies provided by Eurostat. It gives an indication on the part covered by EURES inside the whole labour market and how EURES provides transparency on the labour market.

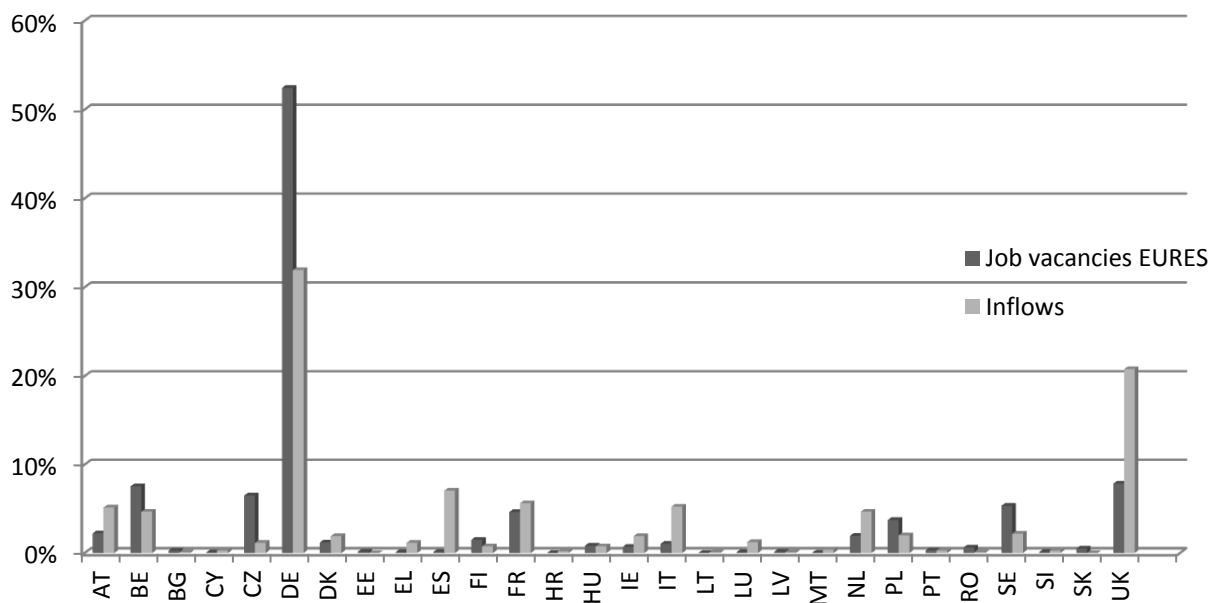
Figure 56, Job vacancies EURES as share of all job vacancies (Eurostat)



SOURCE: EURES AND EUROSTAT STATISTICS ON JOB VACANCIES

The next graph presents the national shares inside the EU of the number of job vacancies available on EURES and the corresponding shares of inflows.

Figure 57, National shares of job vacancies from all job vacancies within the EU, compared to national shares of inflows of EU-28 movers

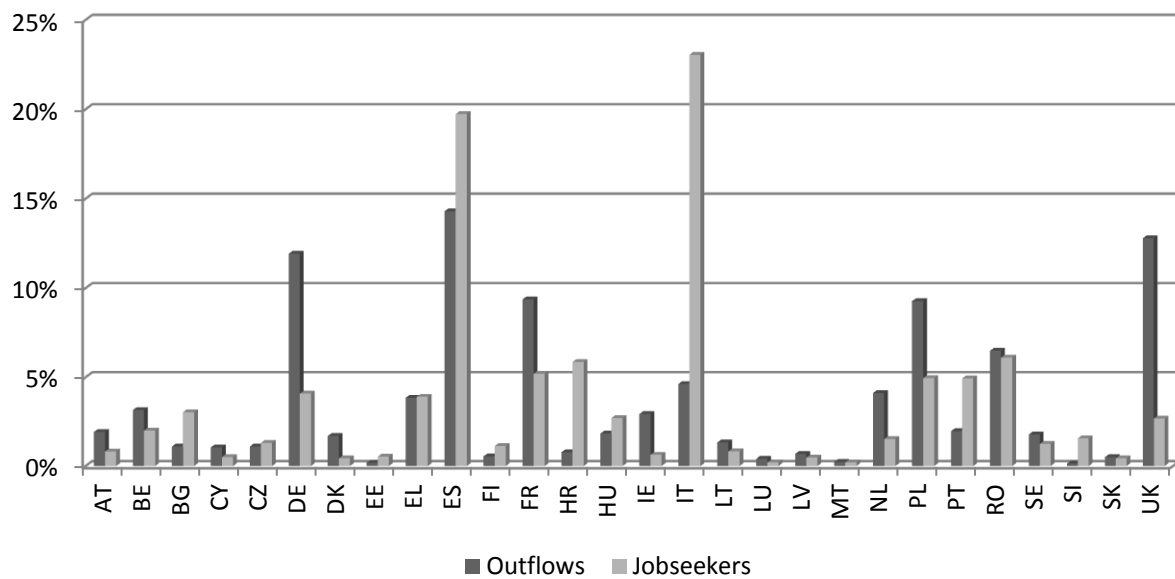


SOURCE: EURES, EUROSTAT IMMIGRATION STATISTICS

Except Germany, the countries with the highest shares of inflows have lower shares of job vacancies available on EURES. Germany, Belgium, Czech Republic, Poland and Sweden concentrate instead higher shares of job vacancies.

The following figure puts the national shares of registered jobseekers on the EURES portal in relation to the shares of outflows of movers per country as determined in this report. This allows to assess the geographical focus of EURES and compare it to real cross-border mobility.

Figure 58, National shares of registered jobseekers in EURES, compared to shares of outflows (all nationalities)



SOURCE: EURES, EUROSTAT EMIGRATION STATISTICS

Registered jobseekers concentrate in Italy and Spain where they exceed proportionally the national outflows. In some other countries (Germany, France, Poland, United Kingdom) with significant parts of outflows, the share of registered jobseekers is lower.

ANNEX

Table 22 Stocks of working age (20-64) foreigners, by EU/EFTA country of residence and broad groups of citizenship, totals in thousands and row %, 2015

	EU-28		EFTA		TCNs		Total
AT	426.7	51%	6.1	1%	397.1	48%	830.0
BE	591.6	65%	2.4	0%	321.0	35%	915.0
BG	9.1	18%	0.1	0%	40.0	81%	49.2
CH	954.5	67%	2.8	0%	476.1	33%	1433.5
CY	78.8	71%	0.2	0%	31.3	28%	110.2
CZ	158.0	42%	0.6	0%	217.1	58%	375.7
DE	2704.3	47%	32.3	1%	2965.6	52%	5702.1
DK	139.5	43%	19.0	6%	162.8	51%	321.3
EE	5.8	4%	0.1	0%	124.5	96%	130.4
EL	150.9	26%	1.0	0%	430.2	74%	582.1
ES	1424.0	44%	16.3	1%	1814.8	56%	3255.1
FI	69.5	42%	1.1	1%	96.5	58%	167.1
FR	937.8	33%	26.1	1%	1879.5	66%	2843.4
HR	7.0	28%	0.2	1%	17.6	71%	24.8
HU	62.6	56%	1.6	1%	48.2	43%	112.4
IE	277.9	67%	1.1	0%	135.3	33%	414.3
IS	15.7	81%	0.2	1%	3.4	18%	19.3
IT	1161.5	32%	5.8	0%	2515.6	68%	3682.9
LT	3.2	21%	0.1	1%	12.3	79%	15.6
LU	154.5	86%	0.8	0%	24.2	13%	179.4
LV	5.0	3%	0.2	0%	179.9	97%	185.1
MT	10.0	51%	0.1	1%	9.6	49%	19.7

	EU-28		EFTA		TCNs		Total
NL	341.1	56%	3.9	1%	261.1	43%	606.1
NO	258.3	66%	7.2	2%	127.4	32%	392.8
PL	22.1	25%	0.6	1%	64.6	74%	87.4
PT	72.8	24%	1.0	0%	233.1	76%	306.9
RO	28.8	39%	0.2	0%	44.8	61%	73.8
SE	209.7	41%	26.9	5%	274.1	54%	510.7
SI	14.0	17%	0.0	0%	67.7	83%	81.7
SK	38.1	77%	0.9	2%	10.7	22%	49.6
UK	2161.7	54%	18.9	0%	1855.3	46%	4035.9
EU-28	11265.9	44%	167.7	1%	14234.4	55%	25668.0
EFTA	1228.0	67%	10.0	1%	607.0	33%	1846.0

Numbers are expressed in thousands and as share of total foreign population.

Source: EUROSTAT data on population by citizenship and age group "migr_pop1ctz", extracted on 26/04/2016, Milieu calculations

Table 23 Stocks of working age (20-64) foreigners by broad groups of citizenship, as shares of the total population in countries of residence, by broad groups of citizenship, 2015

	EU-28	EFTA	TCNs	total foreign population
AT	8.0%	0.1%	7.5%	15.6%
BE	8.9%	0.0%	4.8%	13.7%
BG	0.2%	0.0%	0.9%	1.1%
CH	18.7%	0.1%	9.3%	28.1%
CY	14.8%	0.0%	5.9%	20.7%
CZ	2.4%	0.0%	3.3%	5.7%
DE	5.5%	0.1%	6.0%	11.6%
DK	4.2%	0.6%	4.9%	9.8%

	EU-28	EFTA	TCNs	total foreign population
EE	0.7%	0.0%	15.6%	16.3%
EL	2.3%	0.0%	6.6%	9.0%
ES	5.0%	0.1%	6.3%	11.4%
FI	2.2%	0.0%	3.0%	5.3%
FR	2.5%	0.1%	5.0%	7.5%
HR	0.3%	0.0%	0.7%	1.0%
HU	1.0%	0.0%	0.8%	1.8%
IE	10.2%	0.0%	5.0%	15.2%
IS	8.0%	0.1%	1.7%	9.9%
IT	3.2%	0.0%	6.9%	10.1%
LT	0.2%	0.0%	0.7%	0.9%
LU	43.3%	0.2%	6.8%	50.3%
LV	0.4%	0.0%	14.8%	15.2%
MT	3.8%	0.1%	3.6%	7.4%
NL	3.4%	0.0%	2.6%	6.0%
NO	8.4%	0.2%	4.1%	12.8%
PL	0.1%	0.0%	0.3%	0.4%
PT	1.2%	0.0%	3.7%	4.9%
RO	0.2%	0.0%	0.4%	0.6%
SE	3.7%	0.5%	4.9%	9.1%
SI	1.1%	0.0%	5.2%	6.3%
SK	1.1%	0.0%	0.3%	1.4%
UK	5.7%	0.0%	4.9%	10.6%
EU-28	4.0%	0.1%	4.7%	8.4%

	EU-28	EFTA	TCNs	total foreign population
EFTA	15.0%	0.1%	7.2%	22.0%

NUMBERS ARE EXPRESSED IN PERCENTAGES.

SOURCE: EUROSTAT DATA ON POPULATION BY CITIZENSHIP AND AGE GROUP "MIGR_POP1CTZ", EXTRACTED ON 26/04/2016, MILIEU CALCULATIONS

Table 24 Stocks of EU-28/EFTA movers of working age (20-64), by citizenship and by EU-28 MS/EFTA country and EU-28/EFTA aggregates, total numbers (in thousands), 2015

Country of residence																																
	Citizenship																															
	AT	BE	BG	CH	CY	CZ	DE	DK	EE	EL	ES	FI	FR	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SE	SI	SK	UK	IS	NO	Tot
AT		(3)	18	(4)	.	10	125	.		.	.	.	(6)	56	40	.	22	.	.	.		.	38	.	52	.	7	22	(5)	.	.	428
BE	.		18	.	.	.	25	.	.	10	33	.	102	.	(4)	(2)	104	(2)	(2)	.	.	72	40	29	44	(2)	.	(3)	14	.	.	519
CH	26	10	(3)			8	225	(4)	.	8	60	(2)	82	23	15	(3)	207	(2)	.	(1)	.	12	18	193	10	(4)	(2)	8	25	.	(1)	955
CY			12	.		.	(1)	.		19	.		.	.	.	.		.		(1)	.	.	(1)	.	15	.		.	8		.	58
CZ			3	.			(2)	(1)			.			.	(1)	(1)	.	(1)		(1)		(2)	7		(1)		.	38	.		58	
DE	132	18	103	26	.	36		16	.	236	111	7	89	211	122	11	444	31	14	17	.	100	473	107	215	9	14	27	66	.	.	2643
DK	.	.	6	.	.	.	19		.	.	(4)	.	5	.	(3)	.	6	11		4		8	24	.	13	10		15	9	11	162	
EE								.			.	.	.		.		.	(1)		(1)		.	.			.		.			4	
EL	.	.	28	.	5	.	(3)	.			.	.	.		.	.	(1)	.		.		(1)	10		18	.	.	.	8	.		81
ES	(2)	15	98	10		6	58	(3)	(3)	14		(1)	72	8	(4)	(3)	121	(2)				22	27	70	547	11	.	(4)	116		5	1221
FI	.	.	.			.	(3)	.	26	.	.		.		.	.	.	.		.		.	.	.	.	(4)		(2)		.	50	
FR	.	56	10	23		.	39	.	.	.	77	.		.	.	(6)	75	.	(5)	.		19	33	354	53			68		.	846	
HU	.	.	.	.		.	(3)			.	.	.	.	.			.					.	.		10	.	.	(4)	.		24	

Country of residence																																	
	Citizenship																																
	AT	BE	BG	CH	CY	CZ	DE	DK	EE	EL	ES	FI	FR	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SE	SI	SK	UK	IS	NO	Tot	
IE	.	.	.	.	.	3	4	.	.	.	5	.	4	4	6		5	29		18	.	.	92	(2)	21	.	.	7	80	.	.	289
IS			.			.	(1)	(1)	.		.		.				.	.		.		.	5	.	.	.		.		.	8	
IT		4	48	4	.	5	19	(2)	.	5	16	.	17	9	5	.		3	.	(2)		4	90	5	900	(2)	3	8	13	.	.	1171	
LU	(1)	15	1	(1)	.	1	11	1	(1)	2	4	(1)	32	.	(1)	(1)	14	.		(1)	.	3	3	56	2		1	.	(1)	4	.	.	158
LV	.						.	.	.									(2)							.			.			3	
MT		.	.				.	.	.			.	.	.	.	.	1	.				.	.		.	.			3			5
NL	4	24	3	(2)		.	44	(2)	.	5	16	.	12	.	5	6	17	3		.			43	10	6		(2)	.	4	33	.	.	251
NO	(1)	.	3	.		2	13	15	2	(1)	4	5	3	.	3	2	3	21		4		4	50	2	8	33	.	(1)	10	5		198	
PL	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	16
PT	.	.	.	.		.	.	.	.		6	.	7		.		.				.	.			11	.	.		(4)		.	37
SE	3	.	2	.	.	.	20	20	3	4	5	30	4	2	3	(1)	4	6	.	3	.	8	23	(1)	8		.	.	12	3	20	189	
SI	.	.	(1)			.	.	.						(4)	.		(1)										.	.				7	
SK	.			.		4	.								.			.					.					.				6
UK	10	14	73	(8)	11	49	98	14	12	35	108	.	133	.	82	179	142	135		82	.	58	671	168	181	33		65			(10)	2,381	

Country of residence																																
	Citizenship																															
	AT	BE	BG	CH	CY	CZ	DE	DK	EE	EL	ES	FI	FR	HR	HU	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SE	SI	SK	UK	IS	NO	Tot
EU-28	161	156	430	86	19	126	480	66	56	339	391	53	489	300	281	215	964	232	23	138	.	307	1,578	806	2,101	77	29	187	452	16	55	10,618
EFTA	27	10	(6)	.		10	239	19	(3)	10	64	(7)	86	24	18	(5)	210	23	.	(6)	.	16	73	194	18	37	(3)	9	36	(5)	.	1,161

Numbers are expressed in thousands.

Cells displaying '.' indicate values below reliability limits. Data for BG, HR, LT and RO are entirely below reliability limits. Figures between brackets have low reliability.

Source: EU LFS, milieu calculations

Table 25 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, 2014

Country of Destination	Citizenship					
	EU-28		EFTA		Total	
AT	54	1.0%	0	0.0%	54	1.0%
BE	49	0.7%	0	0.0%	49	0.7%
BG	1	0.0%	0	0.0%	1	0.0%
CH	77	1.5%	0	0.0%	77	1.5%
CY	3	0.5%	0	0.0%	3	0.5%
CZ	12	0.2%	0	0.0%	12	0.2%
DE	335	0.7%	2	0.0%	337	0.7%
DK	20	0.6%	2	0.1%	22	0.7%
EE	0	0.0%	0	0.0%	0	0.0%
EL	12	0.2%	0	0.0%	12	0.2%
ES	74	0.3%	1	0.0%	76	0.3%
FI	8	0.2%	0	0.0%	8	0.2%
FR	59	0.2%	3	0.0%	61	0.2%
HR	2	0.1%	0	0.0%	2	0.1%
HU	8	0.1%	0	0.0%	9	0.1%
IE	20	0.7%	0	0.0%	20	0.7%
IS	2	1.3%	0	0.0%	3	1.3%
IT	55	0.2%	0	0.0%	56	0.2%
LT	1	0.0%	0	0.0%	1	0.0%
LU	13	3.8%	0	0.0%	13	3.8%
LV	1	0.1%	0	0.0%	1	0.1%
MT	4	1.4%	0	0.0%	4	1.4%
NL	49	0.5%	1	0.0%	49	0.5%
NO	29	1.0%	1	0.0%	30	1.0%

Country of Destination	Citizenship					
	EU-28		EFTA		Total	
PL	21	0.1%	0	0.0%	21	0.1%
PT	3	0.0%	0	0.0%	3	0.0%
RO	1	0.0%	0	0.0%	1	0.0%
SE	23	0.4%	2	0.0%	25	0.4%
SI	3	0.2%	0	0.0%	3	0.2%
SK	:	:	:	:	:	:
UK	218	0.6%	2	0.0%	221	0.6%
EU-28	1,046	0.3%	16	0.0%	1,062	0.4%
EFTA	109	1.3%	1	0.0%	110	1.3%

NUMBERS ARE EXPRESSED IN THOUSANDS AND AS SHARES OF THE TOTAL WORKING-AGE POPULATION IN COUNTRY OF DESTINATION

FIGURES FROM IE, EL, AT, RO, SI AND UK REFER TO 'AGE IN COMPLETED YEARS'.

PROVISIONAL DATA: PL, BG

CELLS DISPLAYING ':' INDICATE MISSING DATA

SOURCE: EUROSTAT DATA ON IMMIGRATION BY AGE GROUP AND CITIZENSHIP [MIGR_IMM1CTZ], EXTRACTED ON 25/05/2016, MILIEU CALCULATIONS

Table 26 Evolution of the inflows of foreign EU and EFTA citizens of working age (20-64), by EU/EFTA country of destination, 2009, 2012 and 2014

Country of destination	2009				2012				2014			
	EU		EFTA		EU		EFTA		EU		EFTA	
AT	29	0.6 %	0	0.0 %	42	0.8 %	0	0.0 %	54	1.0 %	0	0.0 %
BE	:	0.0 %	:	0.0 %	49	0.7 %	0	0.0 %	49	0.7 %	0	0.0 %
BG	:	0.0 %	:	0.0 %	3	0.1 %	0	0.0 %	1	0.0 %	0	0.0 %
CH	76	1.6 %	0	0.0 %	74	1.5 %	0	0.0 %	77	1.5 %	0	0.0 %
CY	9	1.8 %	0	0.0 %	9	1.6 %	0	0.0 %	3	0.5 %	0	0.0 %

Country of destination	2009				2012				2014			
	EU		EFTA		EU		EFTA		EU		EFTA	
CZ	14	0.2 %	0	0.0 %	10	0.2 %	0	0.0 %	12	0.2 %	0	0.0 %
DE	10 5	0.2 %	2	0.0 %	24 8	0.5 %	2	0.0 %	335	0.7 %	2	0.0 %
DK	13	0.4 %	2	0.1 %	16	0.5 %	2	0.1 %	20	0.6 %	2	0.1 %
EE	1	0.1 %	0	0.0 %	0	0.0 %	0	0.0 %	0	0.0 %	0	0.0 %
EL	9	0.1 %	0	0.0 %	11	0.2 %	0	0.0 %	12	0.2 %	0	0.0 %
ES	93	0.3 %	1	0.0 %	75	0.3 %	2	0.0 %	74	0.3 %	1	0.0 %
FI	5	0.2 %	0	0.0 %	8	0.3 %	0	0.0 %	8	0.2 %	0	0.0 %
FR	44	0.1 %	3	0.0 %	66	0.2 %	3	0.0 %	59	0.2 %	3	0.0 %
HR	:	:	:	:	:	:	:	:	2	0.1 %	0	0.0 %
HU	11	0.2 %	0	0.0 %	8	0.1 %	0	0.0 %	8	0.1 %	0	0.0 %
IE	17	0.6 %	0	0.0 %	17	0.6 %	0	0.0 %	20	0.7 %	0	0.0 %
IS	2	0.9 %	0	0.0 %	2	0.8 %	0	0.0 %	2	1.3 %	0	0.0 %
IT	11 0	0.3 %	0	0.0 %	85	0.2 %	0	0.0 %	55	0.2 %	0	0.0 %
LT	0	0.0 %	0	0.0 %	1	0.0 %	0	0.0 %	1	0.0 %	0	0.0 %
LU	9	3.0 %	0	0.0 %	12	3.6 %	0	0.0 %	13	3.8 %	0	0.0 %
LV	:	0.0 %	:	0.0 %	0	0.0 %	0	0.0 %	1	0.1 %	0	0.0 %

Country of destination	2009				2012				2014			
	EU		EFTA		EU		EFTA		EU		EFTA	
MT	2	0.8 %	0	0.0 %	2	0.8 %	0	0.0 %	4	1.4 %	0	0.0 %
NL	36	0.4 %	0	0.0 %	42	0.4 %	0	0.0 %	49	0.5 %	1	0.0 %
NO	22	0.8 %	1	0.0 %	31	1.1 %	1	0.0 %	29	1.0 %	1	0.0 %
PL	10	0.0 %	0	0.0 %	19	0.1 %	0	0.0 %	21	0.1 %	0	0.0 %
PT	3	0.0 %	0	0.0 %	1	0.0 %	0	0.0 %	3	0.0 %	0	0.0 %
RO	4	0.0 %	0	0.0 %	3	0.0 %	0	0.0 %	1	0.0 %	0	0.0 %
SE	21	0.4 %	2	0.0 %	20	0.4 %	2	0.0 %	23	0.4 %	2	0.0 %
SI	2	0.1 %	0	0.0 %	2	0.1 %	0	0.0 %	3	0.2 %	0	0.0 %
SK	6	0.1 %	0	0.0 %	:	:	:	:	:	:	:	:
UK	13 9	0.4 %	1	0.0 %	13 3	0.4 %	3	0.0 %	218	0.6 %	2	0.0 %
EU-28	69 3	0.2 %	1 3	0.0 %	88 5	0.3 %	1 6	0.0 %	104 6	0.3 %	1 6	0.0 %
EFTA	10 0	1.3 %	1	0.0 %	10 7	1.3 %	1	0.0 %	109	1.3 %	1	0.0 %

NUMBERS ARE EXPRESSED IN THOUSANDS AND AS SHARES OF THE TOTAL POPULATION (20-64) IN THE COUNTRY OF DESTINATION

FIGURES EXCLUDE IMMIGRATION OF CITIZENS OF THE REPORTING COUNTRY

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

CELLS DISPLAYING ':' INDICATE MISSING DATA

BREAK IN TIME SERIES FOR INFLOW FIGURES DE, CY, IS, NL, PL (2009), BE, BG, SK (2012)

PROVISIONAL DATA: BG (2012), AT, IE, BG, PL (2014)

FOR POPULATION DATA: BREAK IN TIME SERIES ES, MT, SI (2009), SK (2012), DE (2014)

FOR POPULATION DATA: PROVISIONAL FIGURES FOR BE (2009) PL, RO (2012), FR, PL (2014)

SOURCE: EUROSTAT DATA ON IMMIGRATION BY AGE GROUP AND CITIZENSHIP [MIGR_IMM1CTZ], EXTRACTED ON 25/05/2016, MILIEU CALCULATIONS

Table 27 Outflows by groups of nationality, people of working age (20-64), 2014

Country of residence	Nationals	EU-28	EFTA	TCNs	Total
AT	11	21	0	11	42
BE	21	28	0	19	69
BG	20	1	0	3	24
CH	21	46	0	21	87
CY	:	:	:	:	23
CZ	8	4	0	12	24
DE	84	111	:	66	261
DK	10	15	2	10	37
EE	3	0	0	0	4
EL	:	:	:	:	84
ES	58	112	0	144	313
FI	8	2	0	2	12
FR	:	:	:	:	205
HR	16	0	0	1	17
HU	30	6	0	2	40
IE	21	27	0	16	64
IS	2	1	0	0	3
IT	66	17	0	17	101
LT	26	0	0	3	29
LU	1	6	0	1	9
LV	13	0	0	2	15
MT	1	3	:	1	5

Country of residence	Nationals	EU-28	EFTA	TCNs	Total
NL	42	28	0	19	90
NO	4	12	0	6	23
PL	146	13	:	43	203
PT	:	:	:	:	43
RO	141	0	0	0	142
SE	18	9	1	10	39
SI	6	2	0	3	11
SK	3	0	0	0	3
UK	116	82	:	82	280
EU-28	870**	488**	5**	469**	2188
EFTA	27	58	1	27	113

NUMBER (IN THOUSANDS) OF OUTFLOWS BY BROAD GROUP OF CITIZENSHIP, 2014

CELLS DISPLAYING ':' INDICATE MISSING DATA

PROVISIONAL DATA FOR BG, PL

**THESE TOTALS EXCLUDE EL, CY, FR AND PT SINCE BREAK-DOWNS BY NATIONALITY GROUPS ARE NOT AVAILABLE.

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

SOURCE: EUROSTAT DATA ON EMIGRATION BY AGE GROUP AND CITIZENSHIP [MIGR_EMI1CTZ], AND POPULATION DATA [MIGR_POP1CTZ] EXTRACTED ON 26/04/2016 AND 26/05/2016 MILIEU CALCULATIONS

Table 28 Outflows of EU27/28 citizens of working age (20-64) as a percentage of the reference population in the host country, 2009, 2012 and 2014

Country of residence	Emigration rate among EU-28 movers (outflows of EU-28 movers as % of EU-28 movers in country)			Total emigration rate (total outflows as % of total population in country)		
	2009	2012	2014	2009	2012	2014
AT	7.3%	6.6%	5.3%	0.8%	0.8%	0.8%
BE	:	4.4%	4.9%	:	0.9%	1.0%
BG	:	4.8%	9.4%	:	0.3%	0.5%
CH	4.2%	4.8%	5.0%	1.4%	1.6%	1.7%

Country of residence	Emigration rate among EU-28 movers (outflows of EU-28 movers as % of EU-28 movers in country)			Total emigration rate (total outflows as % of total population in country)		
	2009	2012	2014	2009	2012	2014
CY	:	:	:	0.7%	2.5%	4.2%
CZ	:	:	2.8%	0.8%	0.6%	0.4%
DE	3.7%	2.7%	4.4%	0.4%	0.4%	0.5%
DK	13.4%	11.5%	11.5%	1.0%	1.1%	1.1%
EE	3.4%	0.8%	1.3%	0.4%	0.6%	0.4%
EL	:	:	:	0.5%	1.6%	1.3%
ES	6.9%	6.8%	7.6%	1.0%	1.2%	1.1%
FI	5.1%	3.4%	3.7%	0.3%	0.3%	0.4%
FR	:	:	:	0.5%	0.5%	0.5%
HR	:	:	6.8%	:	:	0.6%
HU	3.4%	9.7%	10.2%	0.1%	0.3%	0.6%
IE	10.4%	9.8%	9.5%	2.1%	2.6%	2.3%
IS	15.5%	6.9%	6.7%	2.9%	1.8%	1.6%
IT	2.0%	1.5%	1.5%	0.2%	0.2%	0.3%
LT	14.2%	17.2%	2.0%	1.6%	1.8%	1.6%
LU	3.8%	3.8%	3.9%	2.2%	2.4%	2.5%
LV	:	10.6%	8.5%	0.0%	1.6%	1.2%
MT	17.0%	15.7%	27.5%	1.2%	1.2%	1.8%
NL	8.0%	9.2%	8.8%	0.7%	0.9%	0.9%
NO	3.7%	3.8%	4.9%	0.5%	0.6%	0.7%
PL	91.5%	79.4%	63.8%	0.7%	0.9%	0.8%
PT	:	:	:	0.2%	0.7%	0.7%
RO	14.3%	5.6%	1.6%	1.4%	1.0%	1.1%
SE	4.8%	5.4%	4.5%	0.5%	0.7%	0.7%

	Emigration rate among EU-28 movers (outflows of EU-28 movers as % of EU-28 movers in country)			Total emigration rate (total outflows as % of total population in country)		
Country of residence	2009	2012	2014	2009	2012	2014
SI	38.3%	24.6%	16.0%	1.3%	0.9%	0.9%
SK	4.3%	0.1%	0.1%	0.1%	0.0%	0.1%
UK	7.6%	3.9%	4.3%	0.9%	0.8%	0.7%
EU-28	4.7%	4.1%	4.6%	0.6%	0.7%	0.7%
EFTA	4.4%	4.6%	5.0%	1.1%	1.3%	1.4%

OUTFLOWS OF EU27/28 CITIZENS AS SHARE OF THE TOTAL POPULATION OF EU27/28 CITIZENS IN THE COUNTRY (EMIGRATION RATE AMONG EU-28 MOVERS) AND OUTFLOWS OF CITIZENS OF ANY CITIZENSHIP AS SHARE OF TOTAL POPULATION IN COUNTRY (TOTAL EMIGRATION RATE), 2009, 2012 AND 2014

PROVISIONAL DATA: BE(2009), PL, RO (2012), FR, PL (2014) FOR POPULATION DATA/ PL, BG (2014) FOR OUTFLOW DATA

BREAK IN TIME SERIES SI (2009, 2012), DE (2014) FOR POPULATION DATA/ DE, NL, PL (2009) FOR OUTFLOW DATA

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

SOURCE: EUROSTAT DATA ON EMIGRATION BY AGE GROUP AND CITIZENSHIP [MIGR_EMI1CTZ], AND POPULATION DATA [MIGR_POP1CTZ] EXTRACTED ON 26/04/2016 AND 26/05/2016 MILIEU CALCULATIONS

Table 29 Outflows of nationals of working age (20-64) as a percentage of the population in the country of origin, 2009, 2012 and 2014

	Emigration rate among nationals			Total emigration rate		
Country of residence	2009	2012	2014	2009	2012	2014
AT	0.3%	0.2%	0.2%	0.8%	0.8%	0.8%
BE	:	0.3%	0.4%	:	0.9%	1.0%
BG	:	0.2%	0.4%	:	0.3%	0.5%
CH	0.6%	0.6%	0.6%	1.4%	1.6%	1.7%
CY	:	:	:	0.7%	2.5%	4.2%
CZ	0.0%	0.0%	0.1%	0.8%	0.6%	0.4%
DE	0.2%	0.2%	0.2%	0.4%	0.4%	0.5%
DK	0.3%	0.4%	0.3%	1.0%	1.1%	1.1%
EE	0.5%	0.6%	0.5%	0.4%	0.6%	0.4%
EL	:	:	:	0.5%	1.6%	1.3%

Country of residence	Emigration rate among nationals			Total emigration rate		
	2009	2012	2014	2009	2012	2014
ES	:	0.2%	0.2%	1.0%	1.2%	1.1%
FI	0.2%	0.2%	0.2%	0.3%	0.3%	0.4%
FR	:	:	:	0.5%	0.5%	0.5%
HR	:	:	0.6%	:	:	0.6%
HU	0.1%	0.2%	0.5%	0.1%	0.3%	0.6%
IE	0.7%	1.3%	0.9%	2.1%	2.6%	2.3%
IS	1.5%	1.4%	1.0%	2.9%	1.8%	1.6%
IT	0.1%	0.2%	0.2%	0.2%	0.2%	0.3%
LT	1.4%	1.7%	1.5%	1.6%	1.8%	1.6%
LU	0.8%	0.7%	0.7%	2.2%	2.4%	2.5%
LV	:	1.5%	1.3%	0.0%	1.6%	1.2%
MT	:	0.4%	0.4%	1.2%	1.2%	1.8%
NL	0.4%	0.4%	0.4%	0.7%	0.9%	0.9%
NO	0.2%	0.2%	0.2%	0.5%	0.6%	0.7%
PL	0.6%	0.6%	0.6%	0.7%	0.9%	0.8%
PT	0.0%	0.0%	0.0%	0.2%	0.7%	0.7%
RO	1.4%	:	1.1%	1.4%	1.0%	1.1%
SE	0.3%	0.3%	0.3%	0.5%	0.7%	0.7%
SI	0.2%	0.5%	0.5%	1.3%	0.9%	0.9%
SK	0.0%	0.0%	0.1%	0.1%	0.0%	0.1%
UK	0.3%	0.4%	0.3%	0.9%	0.8%	0.7%
EU-28	0.3%	0.3%	0.3%	0.6%	0.7%	0.7%
EFTA	0.4%	0.5%	0.4%	1.1%	1.3%	1.4%

NUMBERS ARE EXPRESSED IN PERCENTAGES

FIGURES EXCLUDE EMIGRATION OF CITIZENS OF THE REPORTING COUNTRY

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

CELLS DISPLAYING ':' INDICATE MISSING DATA

PROVISIONAL DATA: BG (2012), AT, IE, BG, PL (2014)

BREAK IN TIME SERIES DE, CY, IS, NL, PL (2009), BG (2012)

SOURCE: EUROSTAT DATA ON EMIGRATION BY AGE GROUP AND CITIZENSHIP [MIGR_EMI1CTZ], AND POPULATION DATA [MIGR_POP1CTZ] EXTRACTED ON 26/04/2016 AND 26/05/2016, MILIEU CALCULATIONS

Table 30 Outflows of movers of working age (20-64) from EU and EFTA countries, 2009, 2012 and 2014

Country of residence	Outflow of nationals			Total outflow		
	2009	2012	2014	2009	2012	2014
AT	13	11	11	43	41	42
BE	:	20	21	:	58	69
BG	:	11	20	:	14	24
CH	21	22	21	67	81	87
CY	:	:	:	3	13	23
CZ	0	0	8	55	40	24
DE	87	73	84	223	188	261
DK	10	11	10	33	36	37
EE	3	4	3	4	5	4
EL	:	:	:	35	106	84
ES	24	40	58	306	357	313
FI	6	7	8	10	11	12
FR	:	:	:	203	187	205
HR	0	8	16	:	10	17
HU	4	13	30	9	21	40
IE	16	31	21	60	71	64
IS	3	2	2	5	3	3
IT	37	52	66	62	81	101
LT	27	30	26	31	33	29
LU	1	1	1	7	8	9
LV	:	16	13	0	20	15

Country of residence	Outflow of nationals			Total outflow		
	2009	2012	2014	2009	2012	2014
MT	1	1	1	3	3	5
NL	39	41	42	74	89	90
NO	5	5	4	13	17	23
PL	140	155	146	180	211	203
PT	0	0	0	13	44	43
RO	195	132	141	196	133	142
SE	15	18	18	30	40	39
SI	1	1	3	4	2	3
SK	3	6	6	17	11	11
UK	117	121	116	332	286	280
EU-28	738	803	870	1931	2117	2188
EFTA	28	30	27	86	102	113

NUMBERS ARE EXPRESSED IN THOUSANDS

FIGURES EXCLUDE EMIGRATION OF CITIZENS OF THE REPORTING COUNTRY

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

CELLS DISPLAYING ':' INDICATE MISSING DATA

PROVISIONAL DATA: BG (2012), AT, IE, BG, PL (2014)

BREAK IN TIME SERIES DE, CY, IS, NL, PL (2009), BG (2012)

SOURCE: EUROSTAT DATA ON EMIGRATION BY AGE GROUP AND CITIZENSHIP [MIGR_EMI1CTZ], EXTRACTED ON 26/05/2016, MILIEU CALCULATIONS

Figure 59 Net migration flows of movers of working age(20-64) by country, all nationalities, 2014



Net migration flows by country of residence, all nationalities, people of working age (20-64) numbers are expressed in thousands.

Figures for IE, AT, EL, RO, SI and UK are based on age definition 'age completed in years'
Provisional data for outflow figures in BG, FR and PL.

Source: EUROSTAT data on immigration/emigration [migr_imm1ctz and migr_emi1ctz] by age group, sex and country of residence, extracted on 25/05/2016 and 26/05/2016, Milieu calculations

Table 31 Net migration by groups of nationality, people of working age (20-64) 2014

Country of residence	Nationals	EU-28	EFTA	TCNs	Total
AT	-4	33	0	17	47
BE	-9	21	0	12	24
BG	-13	0	0	7	-5
CH	-3	31	0	7	35
CY	1	3	0	4	7
CZ	-3	8	0	-5	0
DE	-26	224	2	198	397
DK	3	5	0	7	16
EE	-1	0	0	1	-1
EL	:	:	:	:	:
ES	-33	-37	1	-28	-97

Country of residence	Nationals	EU-28	EFTA	TCNs	Total
FI	-2	5	0	8	11
FR	:	59	3	0	0
HR	-12	1	0	2	-8
HU	-6	2	0	8	5
IE	-11	-7	0	6	-12
IS	-1	2	0	0	1
IT	-48	38	0	118	108
LT	-9	1	0	0	-8
LU	0	7	0	2	9
LV	-9	0	0	1	-7
MT	0	1	0	0	2
NL	-19	21	0	17	19
NO	-1	17	0	11	28
PL	-53	8	0	11	-34
PT	:	:	:	:	:
RO	-38	1	0	8	-29
SE	-4	13	1	38	48
SI	-3	0	0	0	-3
SK	-4	1	0	3	-1
UK	-51	136	2	154	241
EU-28	-268	544	10	589	726
EFTA	-5	51	0	18	64

NUMBERS ARE EXPRESSED IN THOUSANDS

FIGURES EXCLUDE IMMIGRATION/EMIGRATION OF CITIZENS OF THE REPORTING COUNTRY

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

CELLS DISPLAYING ':' INDICATE MISSING DATA

PROVISIONAL DATA FOR OUTFLOW FIGURES: BG, IE, PL AND FR

BREAK IN TIME SERIES FOR INFLOW FIGURES DE, CY, IS, NL, PL (2009), BE, BG, SK (2012)

PROVISIONAL DATA FOR INFLOW FIGURES: BG (2012), AT, IE, BG, PL (2014)

SOURCE: EUROSTAT DATA ON EMIGRATION BY AGE GROUP AND CITIZENSHIP [MIGR_EMI1CTZ], EUROSTAT DATA ON IMMIGRATION BY AGE GROUP AND CITIZENSHIP [MIGR_IMM1CTZ], EXTRACTED ON 25/05/2016 AND 26/05/2016, MILIEU CALCULATIONS

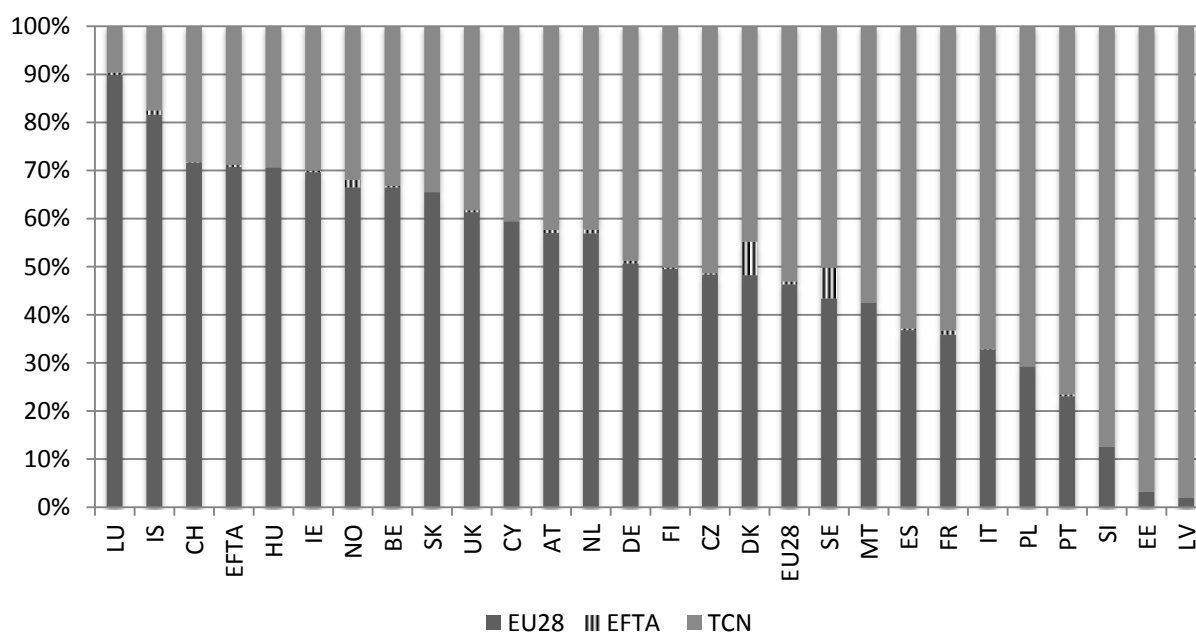
Table 32 Main nationalities of movers of working age (20-64) (over 5% of total movers) that moved to Norway, Denmark and Sweden in the last 5 years, 2015

Norway		Denmark		Sweden	
PL	28	RO	8	PL	8
LT	15	PL	7	RO	5
SE	12	LT	5	DE	4
RO	5	DE	5	FI	3
		IT	(3)	LT	3
		SE	(3)	UK	3
		UK	(3)	NL	3
				DK	3

LOW RELIABILITY IT, SE, AND UK

SOURCE: EU-LFS, 2015, MILIEU CALCULATIONS

Figure 60 Shares of active EU-28, EFTA and TCN movers of working age (20-64), by country of residence, 2015



LU, CH, EFTA, AT AND IT: FIGURES FOR EFTA MOVERS ARE OF LOW RELIABILITY;

PL: FIGURES FOR EU-28 MOVERS ARE OF LOW RELIABILITY;

SK: FIGURES FOR TCN MOVERS ARE OF LOW RELIABILITY

BG, HR, LT, AND RO ARE NOT PRESENTED IN THE CHART BECAUSE FIGURES FOR EU-28 AND/OR TCN GROUPS ARE TOO LOW TO BE PUBLISHED.

BE, CZ, FI, IE, IS, PT, HU, SK, CY, MT, PL, SI, EE AND LV: FIGURES FOR EFTA MOVERS ARE BELOW RELIABILITY LIMITS AND ARE THEREFORE NOT INCLUDED IN THE GRAPH.

SOURCE: EU-LFS, 2015, MILIEU CALCULATIONS

Table 33 Recent active EU-28 movers of working age (20-64), by nationality (columns) and country of residence (rows), 2015

Country of residence																											
	Citizenship																										
	AT	BE	BG	CZ	DE	DK	EE	ES	FI	FR	GR	HR	HU	IE	IT	LT	LU	LV	NL	PL	PT	RO	SE	SI	SK	UK	Tot
AT		.	10	(5)	61			.		.	.	9	28	.	10	.	.	.	.	16	.	28	.	.	13	.	199
BE	.		12	.	9	.	.	10	.	38	(2)	.	(3)	.	14	.	.	.	29	26	11	33	.	.	.	(4)	198
CH	10	6	(2)	5	147	(2)	.	21	(1)	49	6	(3)	10	.	71	(2)	.	(1)	5	12	65	6	(2)	(1)	(4)	12	447
CY			8	.	.			.		.	6		.			.		.	.	(1)	.	11	.		.	2	29
CZ			(1)		(1)								(1)			(1)		(1)	(1)	3		(1)			18	.	27
DE	30	.	66	14		6	.	40	.	31	46	35	86	.	63	15	.	11	33	232	22	156	.	.	15	17	943
DK	.	.	4	.	10		.	(3)	.	(3)	.	.	(2)	.	4	8		(3)	(2)	17	.	11	4		.	5	85
EE								.	.				.		.	.		.	.								(1)
EL			10		.								.		.	.			.	2		6	.		.	21	
ES		7	18		10		2			25	5			.	39	1			9	12	38	209	4		.	15	394
FI		.	.	.	.	.	13	.		.	.		.		.	.		.	.	.	.	.	.	.		.	23
FR	.	22	.	.	9	.		22	.		.	.	.	.	25		.	.	.	(15)	64	32	.		.	22	225
HU	.	.	.		.			.		.				.					.			(3)			.	.	9
IE	.	.	.	.	.	.	.	(3)	.	(2)	.	3	5		(3)	15		9	.	61	.	13	.	.	5	21	148
IS			.	.	.	.	.	.		.					.	.		.	.	3	.	.	.			.	4
IT	.		14	.	(2)	.	.	5	.	6	.	.	(2)	.		.		.	.	25	(2)	336		.	3	3	405

Country of residence	Citizenship																										
	AT	BE	BG	CZ	DE	DK	EE	ES	FI	FR	GR	HR	HU	IE	IT	LT	LU	LV	NL	PL	PT	RO	SE	SI	SK	UK	Tot
LU	.	5	(1)	(1)	5	.	(1)	2	.	17	(1)	.	(1)	(1)	5	.	.	.	1	2	16	2	(1)	.	(1)	1	64
MT			.		.		.			.			.		(0)	.				.		.				(1)	1
NL	.	9	.	.	9	.	.	5	.	3	(2)		3	.	5	(2)		0		23	(2)	3	.		3	3	76
NO	(1)	.	3	(1)	10	3	2	3	2	2	(1)		3	(1)	.	19		4	(1)	44	(1)	6	18		(1)	3	128
PL	.	.	.	.	.			.	.	.		.	.		.	.		.	.			.		.		.	(10)
PT		.	.	.	.	.	.	.	.	.			.		.				.			5				.	11
SE	(1)	.	2	.	10	6	(2)	2	6	3	3	(1)	3	(1)	3	5		(2)	5	18	.	7		.	.	5	86
SI			(1)	.	.							(1)	.		.							.			.	.	(3)
UK	(5)	11	51	28	35	.	(8)	76	.	78	21	.	67	42	77	88		62	22	501	86	144	12		46		1465
EU-28	41	62	207	55	166	18	30	172	(14)	211	91	55	202	50	252	139	(8)	94	109	956	245	1001	27	(10)	110	103	4430
EFTA	11	(6)	(4)	(6)	157	(5)	(3)	24	(3)	51	8	(3)	13	.	72	20	.	(5)	(7)	59	67	13	19	.	(5)	16	580

RECENT ACTIVE EU-28 MOVERS, BY NATIONALITY (COLUMNS) AND COUNTRY OF RESIDENCE (ROWS)

SOURCE : EU-LFS, 2015, MILIEU CALCULATIONS

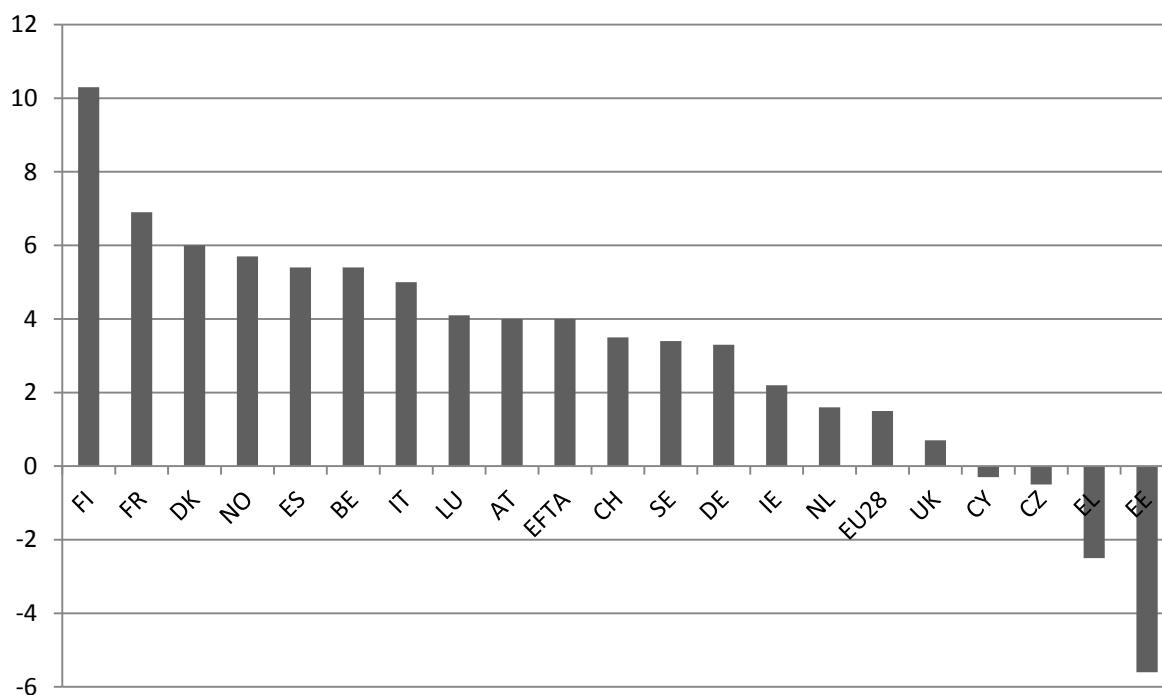
Table 34 Number of active EU-28 movers of working age (20-64) who have been residing in another EU-28/EFTA country for up to two years, by country of residence, 2010-2015

Country of residence	2010	2012	2014	2015
AT	18,071	36,088	42,391	45,107
BE	43,542	47,012	75,769	42,669
CH	112,032	110,147	123,714	112,769
CY	10,289	12,421	3,546	3,525
CZ	2,673	1,743	3,058	4,964
DE	80,645	163,838	198,673	243,780
DK	14,330	16,064	18,057	17,955
EE	0.0557	0.0876	0.142	
EL	7,429	3,481	1,731	1,672
ES	27,200	30,258	14,771	37,537
FI	2,942	4,295		
FR	30,158	32,233	48,236	44,347
HR	0.374			0.143
HU	5,256	1,627	1,758	2,702
IE	34,889	23,617	24,778	29,645
IS		0.0882	0.411	0.236
IT	18,766	16,772	10,769	8,568
LT		0.141	0.373	0.068
LU	11,226	14,921	14,702	19,720
LV		0.314	0.123	
MT	0.161	0.378	0.598	0.272
NL	5,694	7,154	9,392	7,893
NO	25,470	30,807	27,859	42,746
PL	2,117	1,123	0.786	9,686
PT	3,325	1,876	2,300	2,673

Country of residence	2010	2012	2014	2015
RO	0.136			0.423
SE	13,235	10,307	14,848	13,805
SI	0.137	0.544	0.211	0.712
SK	0.683		1,595	0.691
UK	259,939	242,181	343,569	371,024
Total	730,773	809,517	984,160	1,065,333

SOURCE: EU-LFS 2015, MILIEU CALCULATIONS

Figure 61 Difference in unemployment rates between recent EU-28 movers and nationals of working age (20-64), 2015



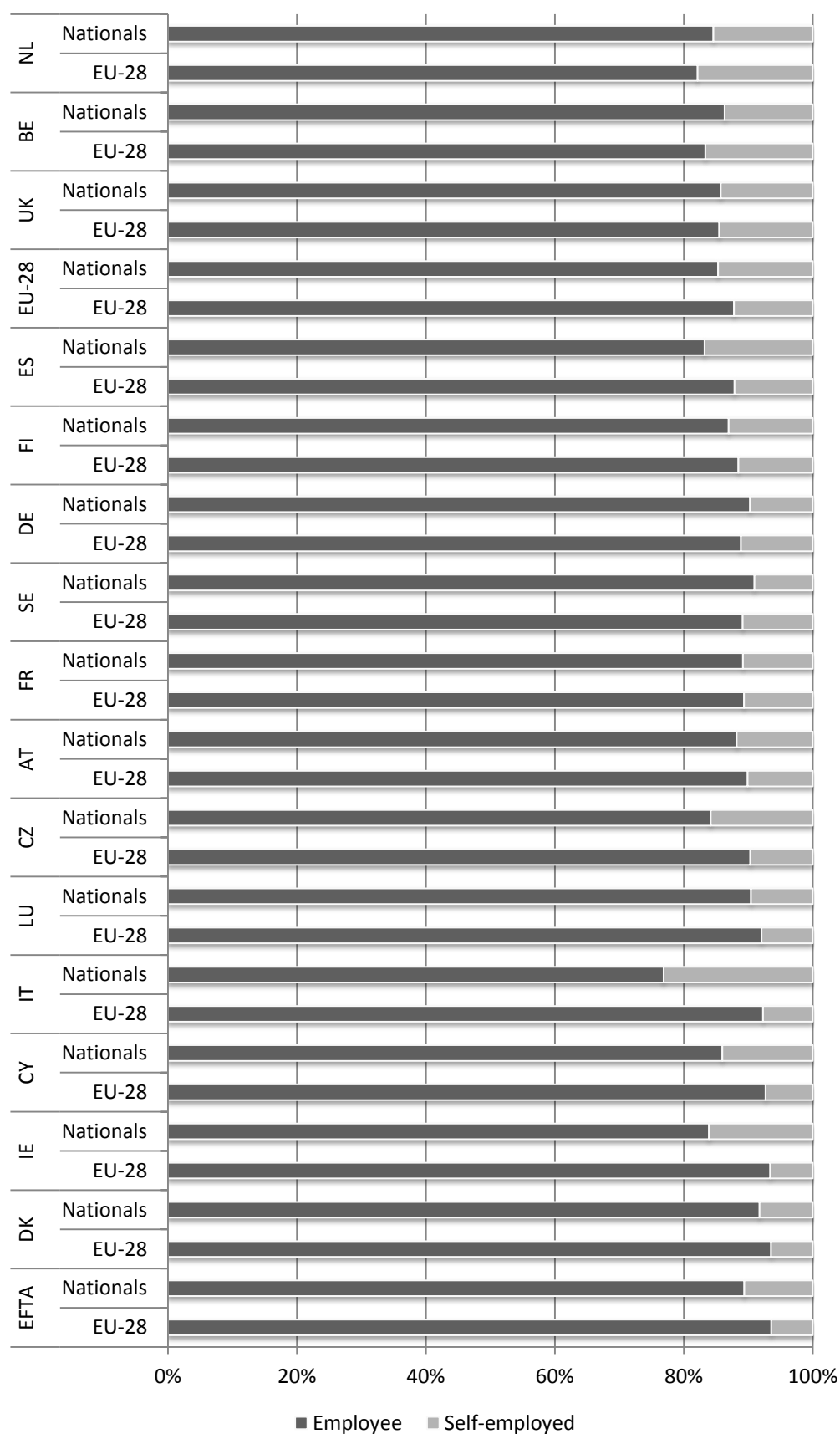
DIFFERENCE IN SHARES OF UNEMPLOYED FROM ALL ACTIVE PERSONS, AMONG RECENT EU-28 MOVERS AND NATIONALS

POSITIVE DIFFERENCES EXPRESS HIGHER UNEMPLOYMENT AMONG RECENT MOVERS THAN AMONG NATIONALS

CZ: FIGURES ARE OF LOW RELIABILITY

SOURCE: EU-LFS 2015

Figure 62 Shares of self-employed among recent EU-28 movers and nationals of working age (20-64), 2015



SOURCE: EU-LFS 2015, MILIEU CALCULATIONS

FI AND CZ: FIGURES FOR 'SELF-EMPLOYED' EU-28 MOVERS ARE OF LOW RELIABILITY

BG, HR, GR, SI, HU, MT, LV, PT, RO, EE, LT, PL AND SK: EU-28 NOT INCLUDED AS ONE OR MORE FIGURES ARE TOO LOW TO BE PUBLISHED

Table 35 Employed men and women, by types of occupations, among recent EU-15 and EU-13 movers and nationals of working age (20-64), 2015

Men										
	Armed forces	Clerks	Craft and related trades workers	Elementary occupations	Legislators senior officials and managers	Plant and machine operators and assemblers	Professionals	Service workers and shop and market sales workers	Skilled agricultural and fishery workers	Technicians and associate professionals
EU15	0.1%	5.3%	11.6%	8.5%	9.7%	6.2%	32.4%	11.8%	0.6%	13.4%
EU13	0.0%	2.5%	31.8%	25.2%	2.7%	17.4%	6.3%	7.4%	2.0%	4.5%
Nationals	1.1%	6.0%	19.2%	6.4%	7.6%	11.3%	17.1%	11.0%	4.5%	15.6%
Women										
	Armed forces	Clerks	Craft and related trades workers	Elementary occupations	Legislators senior officials and managers	Plant and machine operators and assemblers	Professionals	Service workers and shop and market sales workers	Skilled agricultural and fishery workers	Technicians and associate professionals
EU15	0.0%	9.8%	1.6%	13.8%	4.6%	1.3%	33.0%	20.7%	0.3%	14.6%
EU13	0.0%	8.4%	4.7%	35.8%	2.1%	5.0%	7.9%	27.6%	0.9%	7.6%
Nationals	0.1%	14.7%	2.7%	9.3%	4.4%	2.9%	22.4%	22.8%	2.6%	18.1%

SOURCE: EU-LFS 2015, MILIEU CALCULATIONS

Table 36 EU-28 citizens of working age (20-64) who work in a different EU Member State/EFTA country than their country of residence (cross-border workers), by country of residence (columns) and country of work (rows), in thousands, 2015.

Country of residence																																
	Country of work																															
	AT	BE	BG	CH	CY	CZ	DE	DK	EE	EL	ES	FI	FR	HR	HU	IE	IS	IT	LT	LU	LV	MT	NL	NO	PL	PT	RO	SE	SI	SK	UK	Tot
AT		.	.	12	.	.	28	49
BE	.			.			11		.	.	.		16		.	.		.		39			30	101
CH	.	.		.		.	(8)	.		.	.		.			.		.		.	.		.	.		.				.	24
CY	(2)						5						(1)					(3)													11	
CZ	8	.		(1)			27	(1)			(1)	.	(1)			.				.			(1)		(1)		.		3	(3)	47	
DE	29	.	.	78	.	.		10		.	.	.	5		43	.		38	6	239
DK	.	.		.			.			.	.		.			.	.	.					.	(2)	.		.	.		.	8
EE		.		.			.	.			.	13	.			.	.			.			.	(1)			(2)			.	17
ES		(3)		(3)			(3)						9			(1)		(1)				.	(1)	.	(1)	(2)			.	18	44	
FI								.	.		.													.			.			(3)	
FR	.	45		206			35			.	(8)							.		92			.		.	.	.		.		394
HR	(2)	.	.	.			(10)	.					.			.		(3)		.			.	.	.		.	(4)		(2)	25
HU	52	.		.			31	(3)	9	107

Country of residence																																
	Country of work																															
	AT	BE	BG	CH	CY	CZ	DE	DK	EE	EL	ES	FI	FR	HR	HU	IE	IS	IT	LT	LU	LV	MT	NL	NO	PL	PT	RO	SE	SI	SK	UK	Tot
IE		.		.	.		.	.			.	.						.				.	.	.			.			9	11
IT	.	.	.	57		.	9	.	.	.	3		4	.		.				.		.	.	.	.	.	.	.		8	90
LT		.					.	.				.	.			.	.				.		.	.	.		.			.	.
LU	.	1		.		.	1	.	.				1			.		.					.		.	.				.	5
LV	.	.		.			.	.	.	.	.	.				.		.	.				.	(2)	.		.			3	10
MT		.					.	.				.				.		.					.	.			.			.	(1)
NL	.	11	.	.			12			.	.		.					.	.	.				15	(11)		.			.	25
PL	(9)	.		.	.	(6)	82	.		.		.	.			.		.	.	.			15	(11)			.			(6)	150
PT		.		.			.	.			7	.	8	.				.		.			.	.			.			.	25
RO	.	.		.	.	.	27			.	14		.		.	.		57					.	.		.		.		(7)	119
SE	.	.		.			.	19	.	.	.	.	.		.	.		.	.	.	.	.	.	17	.	.				.	41
SI	12	.		.		.	(1)			.	.	.	.	.	.			(2)		.			.	.					.	.	17
SK	41	3		4		39	25	.		0	.		4		6	.		(3)					3	.	.		.	.		9	144
UK	.	.		.			.				.		.			(9)							.	.	.		.				23

FIGURES FOR LT AS COUNTRY OF RESIDENCE ARE NOT DISPLAYED BECAUSE THEY ARE BELOW RELIABILITY LIMITS

SOURCE: EU-LFS 2015, MILIEU CALCULATIONS

Table 37 Retired EU-28 movers by EU-28 Member State, in total numbers and as share of population of all EU-28 movers, all ages, 2015

Country of residence	retired EU-28 movers	% from all EU-28 movers
FR	337,815	29%
DE	334,634	11%
UK	199,579	7%
ES	196,383	13%
CH	125,870	11%
BE	120,443	18%
AT	45,258	9%
IT	26,006	2%
NL	25,646	9%
SE	22,892	12%
LU	22,767	12%
IE	19,412	6%
DK	12,286	8%
CY	10,427	15%
EL	6,458	7%
PT	6,263	14%
NO	4,792	2%
FI	4,439	8%
CZ	3,650	6%
HU	3,549	12%
MT	2,513	33%
SI	1,532	19%
EU-28	1408,795	11%
EFTA	130,785	10%

EU-MEMBER STATES WITH THE HIGHEST NUMBERS OF EU-28 MOVERS WHO ARE SELF-DECLARED 'RETIRED', AGED 15 YEARS AND ABOVE, IN TOTAL NUMBERS AND AS SHARE FROM ALL EU-28 MOVERS

THE NUMBER OF 'RETIRED' WAS CALCULATED USING THE MAINSTAT VARIABLE IN THE LFS

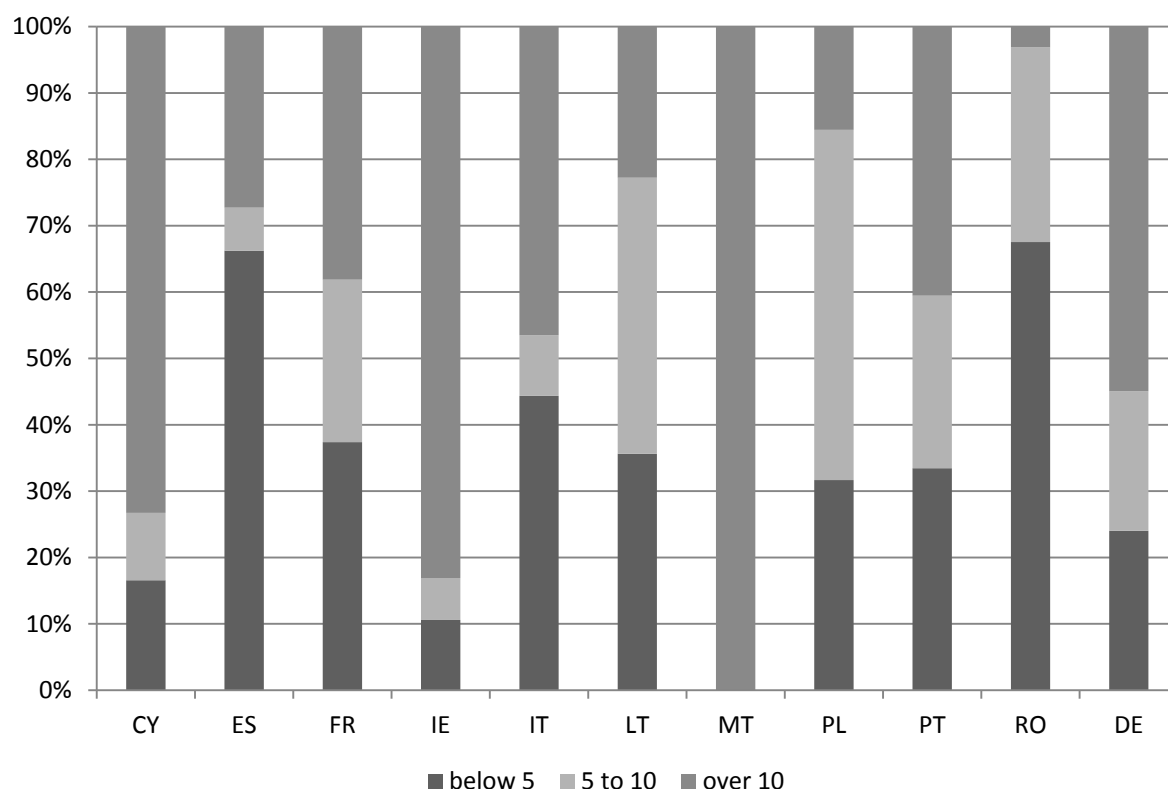
BECAUSE FIGURES FOR THE MAINSTAT VARIABLE ARE NOT AVAILABLE FOR DE AND THE UK, THE NUMBER OF 'RETIRED' FOR DE AND UK WAS APPROXIMATING USING THE FIGURES OF INACTIVE PERSONS AGED 65 YEARS AND ABOVE.

FIGURES FOR SI AND HU ARE FLAGGED FOR LOW RELIABILITY

FIGURES FOR BG, EE, HR, IS, LT, LV, PL, RO AND SK ARE BELOW RELIABILITY LIMITS THEREFORE NOT INCLUDED IN THE TABLE.

SOURCE: EU-LFS 2015, MILIEU CALCULATIONS

Figure 63 EU-28 movers in the UK, by years of residence, aged 15 years and above, 2015



EU-28 MOVERS IN THE UK, AGED 15 YEARS AND ABOVE

SOURCE: EU-LFS 2015, MILIEU CALCULATIONS

Table 38 Main groups of EU-28 movers by nationality and age group, as shares of all EU-28 movers in the country of residence, 2015

SPAIN	PORTUGAL	FRANCE
-------	----------	--------

SPAIN			
	15-54	55-64	65+
DE	3%	1%	2%
FR	4%	1%	1%
IT	8%	1%	1%
PT	4%	1%	1%
RO	38%	3%	0%
UK	4%	4%	6%
SUM	62%	10%	11%

PORTUGAL			
	15-54	55-64	65+
ES	11%	2%	3%
FR	15%	1%	2%
RO	23%	2%	1%
UK	7%	3%	4%
SUM	55%	8%	10%

FRANCE			
	15-54	55-64	65+
BE	4%	1%	2%
DE	3%	0%	1%
ES	5%	1%	5%
IT	4%	2%	6%
PT	22%	9%	8%
RO	5%	0%	0%
UK	4%	2%	3%
SUM	48%	16%	24%

MALTA			
	15-54	55-64	65+
IT	11%	2%	2%
UK	27%	17%	28%
EU-28	38%	19%	29%

CYPRUS			
	15-54	55-64	65+
BG	16%	1%	0%
EL	27%	3%	2%
RO	20%	1%	0%
UK	5%	6%	11%
SUM	69%	11%	13%

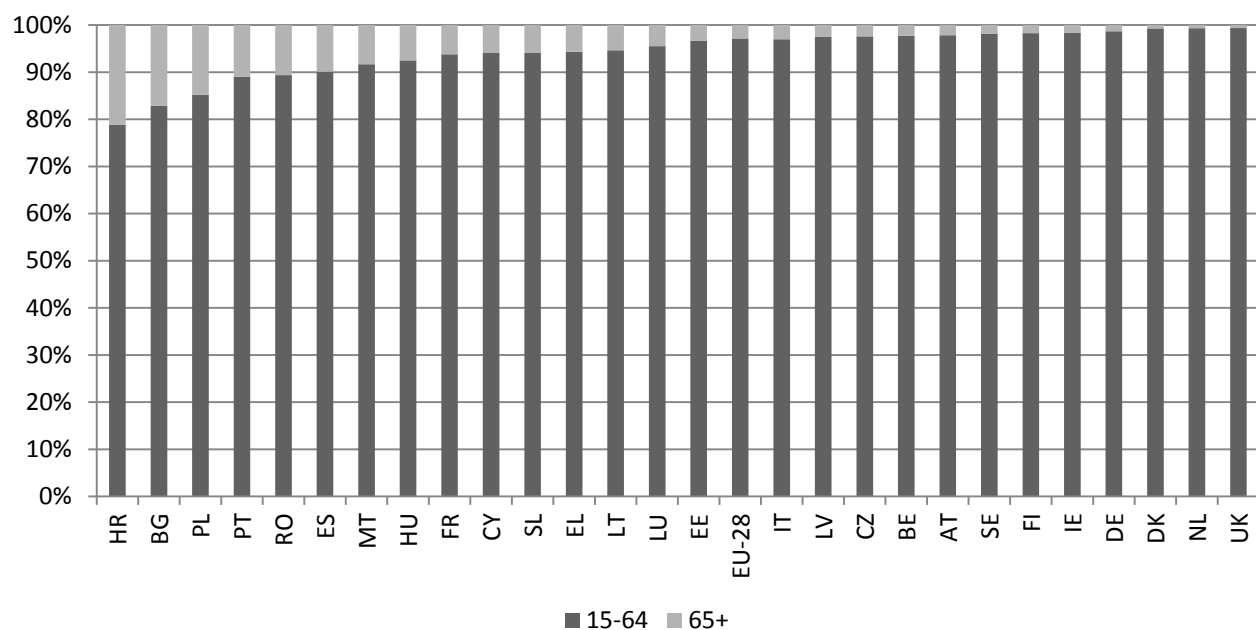
CELLS SHOW THE SHARE OF EU-28 MOVERS OF THE RESPECTIVE NATIONALITY AND AGE GROUP FROM THE TOTAL OF EU-28 MOVERS IN THE COUNTRY

COLUMN LABELS INDICATE THE NATIONALITY

CELLS HIGHLIGHTED INDICATE PARTICULARLY HIGH SHARES OF ELDERLY MOVERS OF A CERTAIN NATIONALITY IN THE SPECIFIC COUNTRY OF RESIDENCE
THE ROWS SUM REFER TO THE TOTAL OF THE NATIONALITIES SHOWN IN THE TABLE, AS A SHARE OF ALL EU-28 MOVERS IN THE COUNTRY

SOURCE: EU-LFS 2015, MILIEU CALCULATIONS

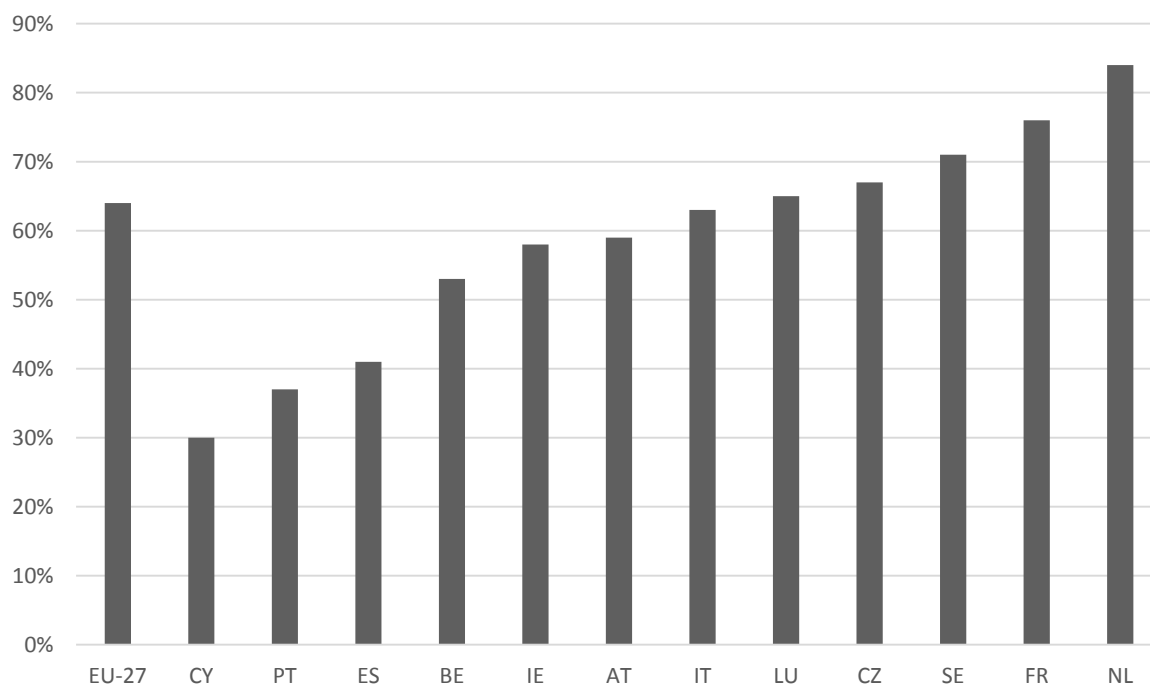
Figure 64 Inflows of EU-28 movers, by broad age group, 2014



INFLOWS OF EU-28 CITIZENS THAT ARE NOT NATIONALS OF THE COUNTRY OF DESTINATION, BY COUNTRY OF DESTINATION AND BROAD AGE GROUP

SOURCE: EUROSTAT 'IMMIGRATION BY FIVE YEAR AGE GROUP, SEX AND CITIZENSHIP [MIGR_IMM1CTZ], EXTRACTED ON 25/05/2016, MILIEU CALCULATIONS

Figure 65 Percentage of retired EU-28 movers that have worked in their country of residence, by country of residence, all ages, 2011²⁰⁸



FIGURES FOR RO NOT AVAILABLE.

FIGURES FOR BG, DE, DK, EE, EL, FI, HU, LT, LV, MT, PL, SI, SE, UK ARE FLAGGED A AND BELOW RELIABILITY LIMITS.

FIGURES FOR PT AND NL ARE FLAGGED FOR LOW RELIABILITY.

FIGURE FOR EU-27 IS CALCULATED BY ICF GHK USING AGGREGATES.

DATA EXCLUDES CHILDREN BELOW 15.

EU MIGRANTS ARE DEFINED AS PEOPLE LIVING IN THE COUNTRY WITH THE CITIZENSHIP OF OTHER EU-27 MEMBER STATE. MIGRANTS BORN IN THE COUNTRY ARE INCLUDED.

JOBSEEKERS ARE DEFINED BASED ON VARIABLE ILOSTAT.

PENSIONERS THAT HAVE NEVER WORKED IN THE COUNTRY ARE DEFINED BASED ON VARIABLES YEARID AND LEAVETIME.

THE SHARE OF THOSE WHO 'NEVER WORKED IN THE COUNTRY' INCLUDES THOSE EU-28 MOVERS WHO HAD WORKED IN THE COUNTRY, EMIGRATED, AND THE IMMIGRATED AGAIN AND DIRECTLY BECAME UNEMPLOYED OF INACTIVE. SO, THEY WOULD HAVE WORKED IN THE HOST COUNTRY, BUT NOT SINCE THEIR LAST IMMIGRATION TO THAT COUNTRY.

THE SHARE OF THOSE WHO 'NEVER WORKED IN THE COUNTRY' INCLUDES THOSE EU-28 MOVERS WHO HAD WORKED IN THE COUNTRY, EMIGRATED, AND THE IMMIGRATED AGAIN AND DIRECTLY BECAME UNEMPLOYED OF INACTIVE. SO, THEY WOULD HAVE WORKED IN THE HOST COUNTRY, BUT NOT SINCE THEIR LAST IMMIGRATION TO THAT COUNTRY.

SOURCE: BASED ON LFS MICRODATA, ICF GHK OWN CALCULATIONS

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