30 YEARS OF EURES
BUILDING WORKERS TO CONSTRUCT EUROPE
HOW TO DEAL WITH LABOUR SHORTAGES?
START AT 9.30 CEST

eures.europa.eu  europeanjobdays.eu
Maarten Camps
Chair of the Board
Public Employment and Social Security Agency of The Netherlands (UWV)
EURES Report on labour shortages and surpluses 2023
Irene MANDL
Head of Unit, Information and EURES, ELA
- Construction sector
- Cross-border mobility
- Vulnerabilities of surplus workers
- Five country fiches (IE, IT, LV, NL, PL)
Where are the labour shortages?
Which occupations are affected?

85% of all occupations

Most common shortages, e.g.
- Welders and flame cutters
- Plumbers, pipefitters
- Heavy truck drivers
- Specialist doctors
- Motor mechanics
- Nursing professionals
- Waiters
- Metal, machine setters

Most severe shortages, e.g.
- Floor layers, tile settlers
- Heavy truck drivers
- Roofers
- Air conditioning and refrigeration mechanics
- Nursing professionals
- Construction labourers
Which occupations are affected?

Persistent and increasing

Most common shortage occupations, e.g.
- Welders and flame cutters
- Plumbers, pipefitters
- Heavy truck drivers
- Specialist doctors
- Motor mechanics
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Causes of labour shortages in construction
Some examples

- Increasing labour demand
- Employment volatility
- Employment structure in the sector
- Attractiveness of the sector
- Replacement demand and underused resources
- Skill shortages
Do we still have labour surpluses?
Which occupations are affected?

67% of all occupations

Most common surplus occupations, e.g.

- Freight handlers
- Graphic and multimedia designers
- General office clerks
- Administrative and executive secretaries
- Receptionists (general)
- Secretaries (general)

- Beauticians and related workers
- Car, taxi and van drivers
- Shop sales assistants
- Elementary workers
- Interior designers and decorators
Should we be concerned about surplus workers?

- Women
- Low-qualified
- Foreign born
- Young age
Is intra-EU mobility a solution to alleviate labour market imbalances?

About 250 matching potentials
But: some risks to be considered, e.g.

Countries of origin
• Increase of labour shortages
• Impact on service provision and production
• Brain drain

Countries of destination
• Underused resources
• Undeclared work
• Increase of poor working conditions

➡ Need for further policy interventions
Labour shortages and surpluses in Europe - European Commission (europa.eu)

10.30-11.00
Coffee break
Labour shortages in the construction sector – What are the implications for employers, workers and society?

Moderated panel discussions with representatives from workers, employers and the civil society

- **Wout OOSTERHOF**, Director of Operations/Sales, [InAxtion.com](http://InAxtion.com), The Netherlands
- **Marian VARZARU**, Specialist installation and plumbing technician, [InAxtion.com](http://InAxtion.com), The Netherlands
- **Ellen HOEIJENBOS**, Vice-President, EFBWW, The Netherlands
- **Lena GUYON**, Policy Officer, European Construction Industry Federation (FIEC)
- **Peter SMIT**, Adviser to migrant workers, Association of Dutch Municipalities (VNG), The Netherlands

**Moderator**: Irene MANDL, ELA, Head of Unit - Information and EURES
12.30-13.30

Lunch break
Initiatives in the Member States

Presentation of practical examples established by authorities, social partners or civil society to alleviate labour shortages

- **Rubén GIL PRADO**, Head of Department, Catalan Construction Confederation, Spain
- **Martin KALAMEES**, Co-Founder & CEO, werk.eu, Estonia
- **Eva TOURIÑO**, EURES Adviser, Public Employment Service, regional PES in Jaén (SAE), Spain

**Moderator:** Robert KOMAROMI, Seconded National Expert, Information and EURES Unit, ELA
Rubén Gil Prado
Head of Studies Department
Catalan Construction Confederation (CCC), Spain
Communication plan
Confederació Catalana de la Construcció (CCC)

Strategic communication plan

Cambra Oficial de Contractistes d'Obres de Catalunya • Federació Catalana de Promotors Constructors • Federació de Gremis de la Construcció de Lleida • Foment per el Desenvolupament de la Construcció i Indústria Auxiliar de les Comarques Tarragonines • Federació d’Entitats Empresarials de la Construcció de Barcelona • Gremi d’Àrids de Catalunya • Gremi de Constructors d’Obres de Barcelona i Comarques • Unió d’Empresaris de la Construcció de Girona
Communication actions

Logo

Before starting to develop the axes, the need to arrange and modernize the CCC logo was identified.

Version with the microsite URL:

Conflècteix el futur.cat
Communication actions

Microsite creation

https://construeixelfutur.cat/
Microsite creation  https://construeixelfutur.cat/

2 sections:

1) Focused on promoting the incorporation of personnel in the construction industry.

Contents: regulated and non-regulated training; types of contracts and wages; importance of the sector in our society and the reasons to work there; industry witnesses; job board.

2) Give visibility to good sectoral practices, especially those related to energy, environmental protection, the circular economy, social inclusion and innovation in processes and/or materials.

Sections: Definition and scope of CSR in construction, good environmental practices, good social and business conduct, professional testimonials, multimedia videos.
Communication actions

E-mail

The contact email created is info@construeixelfutur.cat
At the beginning of October 2022, an Instagram account was created to promote the image and attraction in the construction industry.

Minimum monthly publication of 8 posts, 12 stories and 2 reels.

We have around 2,000 followers!!

Be one of them 😊

@construeixelfutur

Confederació Catalana de la Construcció
Communication actions

Saló de l’Ocupació de Barcelona (9th and 10th November 2022)

Promocional material: Diptychs, Bags, Roll ups, Press release, etc.

Logo
Microsite creation
E-mail
Instagram
Occupation Fair
Pla de publicacions

Díptic pdf sencer
Publications on media

Publication of articles in the main media on good practices in construction
Audiovisuals

Strengthen the construction sector and its growth as an economic engine of society, while following criteria of sustainability and excellence in the work carried out.
Eva Touriño
EURES Adviser
Public Employment Service, regional PES in Jaén (SAE), Spain
Tackling shortages in the Tourism/Hospitality industries in Europe since 2017

Seize the Summer with EURES
Seize the Summer job day KPI’s
15.00-15.30
Coffee break
The way forward: What still needs to be done to reduce labour market imbalances in the EU?

The role of labour mobility and ELA – Moderated panel discussion

• Rits DE BOER, Member of ELA Management Board, Inspector-general, Netherlands Labour Authority

• Irene MANDL, Head of Unit, Information and EURES, ELA

• Inês PEREIRA, Cooperation Support Officer, Cooperation Support Unit, ELA

• Jan DRAHOKOUPIL, Head of Sector Labour Mobility Analyses and Risk Assessment, Enforcement and Analysis Unit, ELA

Moderator: Rrap KRYEZIU
Labour and skills shortages in the EU: an action plan

18 April 2024
Anita Halasz (European Commission, Directorate General for Employment, Social Affairs and Inclusion)

Building workers to construct Europe. How to deal with labour shortages?
Launch event of the EURES Report on labour shortages and surpluses 2023
Labour and skills shortages: the challenge

- Decade-long rise in labour and skills shortages in all Member States
- Major risk for:
  - growth and competitiveness
  - social cohesion and democracies’ health
  - green and digital transition
  - EU security and open strategic autonomy
- Follow-up to the commitment to take joint action in the Val Duchesse Declaration
Structural drivers of labour shortages

Working age population and activity are expected to decrease in the coming decades

- **Demographic change:**
  - by 2050, 27 million less workers

- **Labour and skills needs** related to twin transition:
  - by 2030, 3.5 million new jobs in renewable energy sector
  - demand for ICT specialists expected to more than double

- **Poor working conditions in some sectors:**
  - high job strain in health, residential care and transport sectors
  - high difficulties in making ends meet in care, hospitality, construction and transport sectors

Source: DG EMPL calculations, based on Eurostat and OECD data, and EUROPOP2023 population projections.
A comprehensive policy framework

• The Action Plan provides a comprehensive policy framework, which:
  o builds on existing initiatives
  o announces new EU actions
  o calls on Member States to take further action
  o welcomes social partners’ commitments for action

• It covers action in five policy areas:
  Support the activation for underrepresented people
  Provide support for skills, training and education
  Improve working conditions
  Improve fair intra-EU mobility for workers and learners
  Attract talent from outside the EU
Commission’s future actions – some examples

**Activation policies**
- Finance new projects under ESF+ on activating NEETs and zero long-term unemployment
- Evaluate the impact of some pension reforms

**Intra-EU labour mobility**
- Implement further synergies between EURES and EUROPASS
- Promote a common form of electronic format for posted workers
- Tool to facilitate the calculation of the remuneration of posted workers (ELA and MS)

**Skills policies**
- Set up new sectoral and regional skills partnerships
- Co-finance more Centres of Vocational Excellence
- **Improve skills intelligence**

**Improving working conditions**
- Adopt draft 6th amendment of CMRs Directive
- Peer review national approaches to psychosocial risk at work

**Migration policies**
- Establish the EU Talent Pool
- Step up cooperation on skills and legal pathways with non-EU partner countries
Calls on Member States – some examples

**Activation policies**
- Pursue benefit and tax reforms that support the return to work
- Improve coordination between ministries and PES

**Intra-EU labour mobility**
- **Increase labour inspections with ELA**
- Support the digitalization of social security coordination

**Improving working conditions**
- Ensure effective enforcement of labour law
- Develop policies to attract and retain nurses

**Skills policies**
- Adapt curricula to better meet labour market needs
- Develop skills intelligence

**Migration policies**
- Further engage in talent partnerships to enhance legal migration pathways
Social partners’ commitments – some examples

**Activation policies**
- Find adapted solutions to promote the employment of older workers
- Strengthen collaboration between private employment services and PES

**Intra-EU labour mobility**
- Help identify regulated professions where shortages are strongest
- Foster transnational mobility for apprentices and young professionals

**Skills policies**
- Contribute to aligning training provision with market’s needs
- Support apprenticeships and partnerships between VET providers and employers

**Improving working conditions**
- Address inadequate working conditions through collective bargaining
- Promote an EU framework for better working conditions for third-country drivers

**Migration policies**
- Contribute to the establishment of the EU Talent Pool
- Ensure fair working conditions for migrants
Implementation and monitoring

For each new EU action, implementation by the relevant EMPL Unit or DG

Monitoring in the framework of the European Semester

Regular tripartite exchanges at EMCO and SPC with EU and national social partners
Thank you
Cosmin Boianguiu
Executive Director
European Labour Authority (ELA)
Thank you for your attention!

eures.europa.eu

europeanjobdays.eu

#EURESjobs