

#EURESjobs
#EURES30

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

ELA 
EUROPEAN LABOUR AUTHORITY



Cosmin Boianuiu

Executive Director
European Labour Authority (ELA)



Maarten Camps

Chair of the Board

Public Employment and Social Security Agency of
The Netherlands (UWV)

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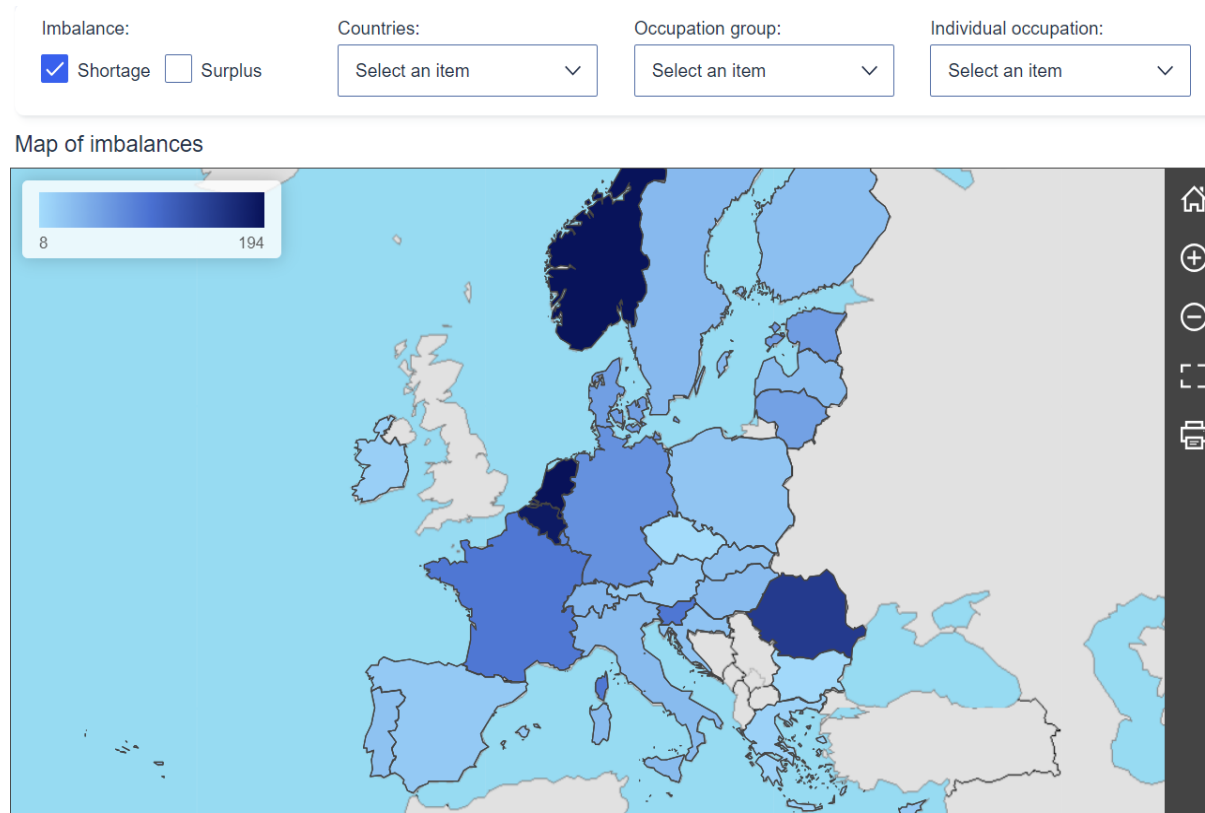
EURES Report on labour shortages and surpluses 2023

Irene MANDL

Head of Unit, Information and
EURES, ELA

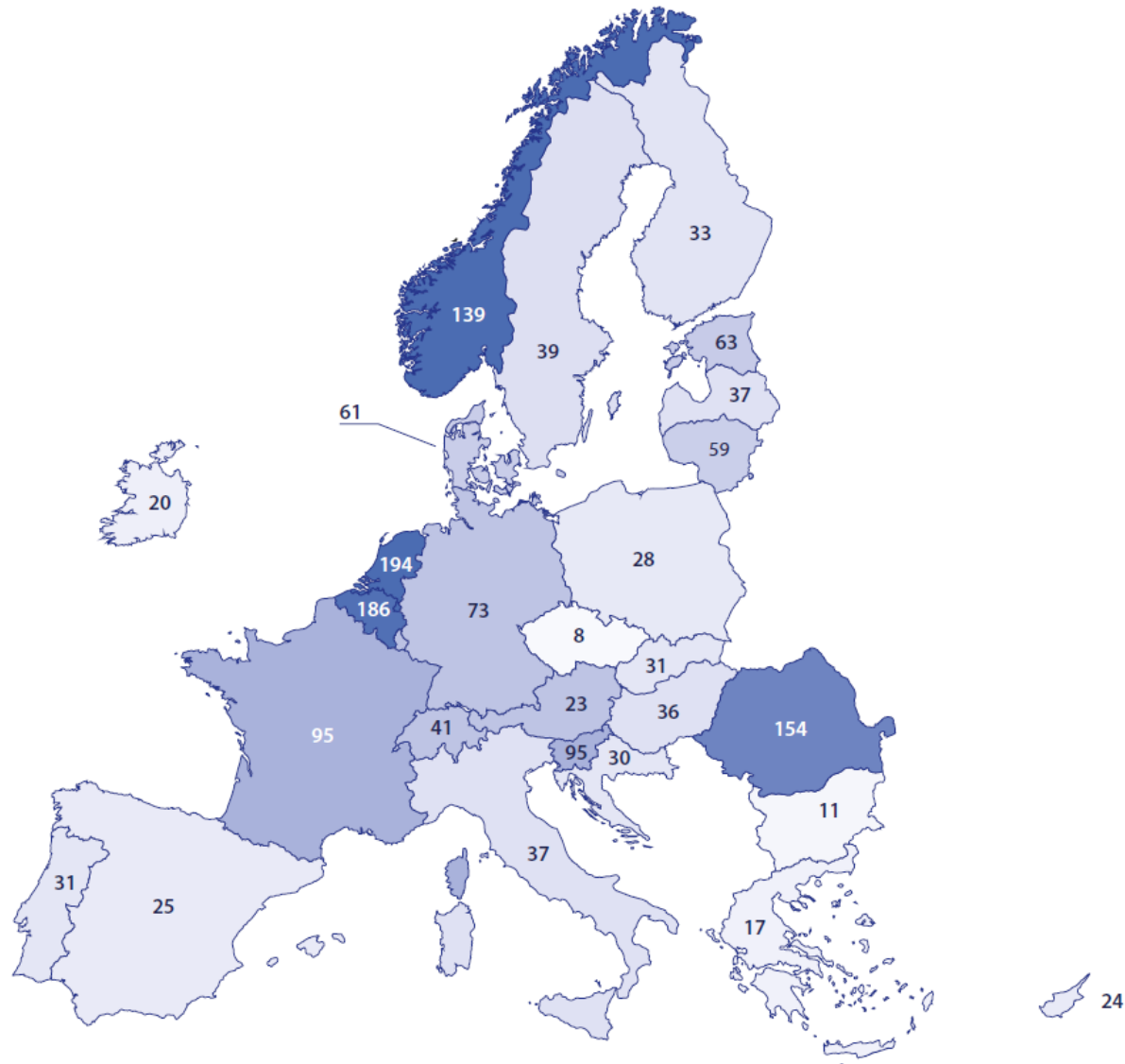


Data dashboard



- Construction sector
- Cross-border mobility
- Vulnerabilities of surplus workers
- Five country fiches (IE, IT, LV, NL, PL)

Where are the labour shortages?



Source: Data submitted by EURES National Coordination Offices

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**
- Nursing professionals
- **Waiters**
- Metal, machine setters

Most severe shortages, e.g.

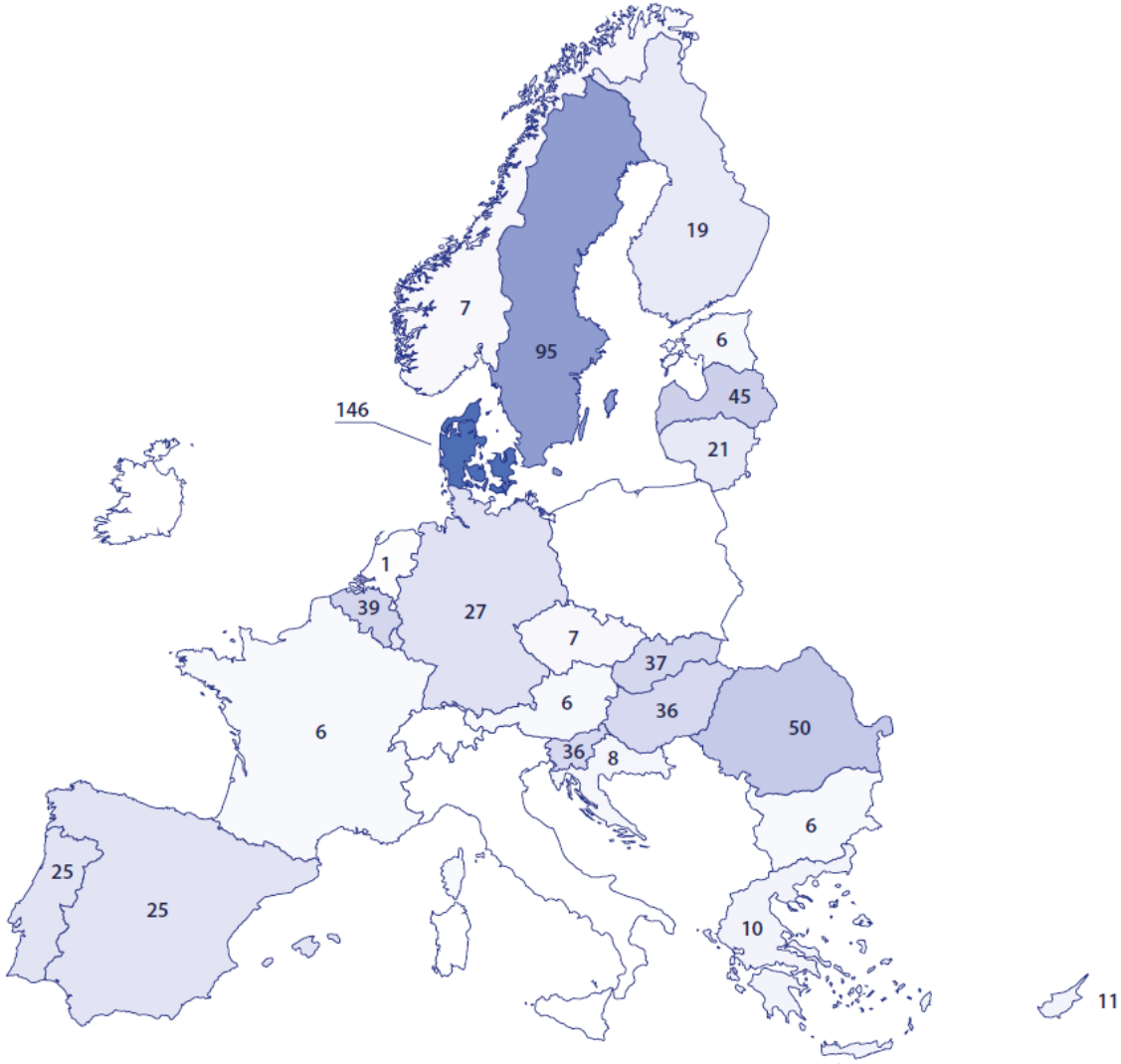
- **Floor layers, tile settlers**
- **Heavy truck drivers**
- Roofers
- Air conditioning and refrigeration mechanics
- Nursing professionals
- **Construction labourers**

Causes of labour shortages in construction

Some examples



Do we still have labour surpluses?



Source: Data submitted by EURES National Coordination Offices

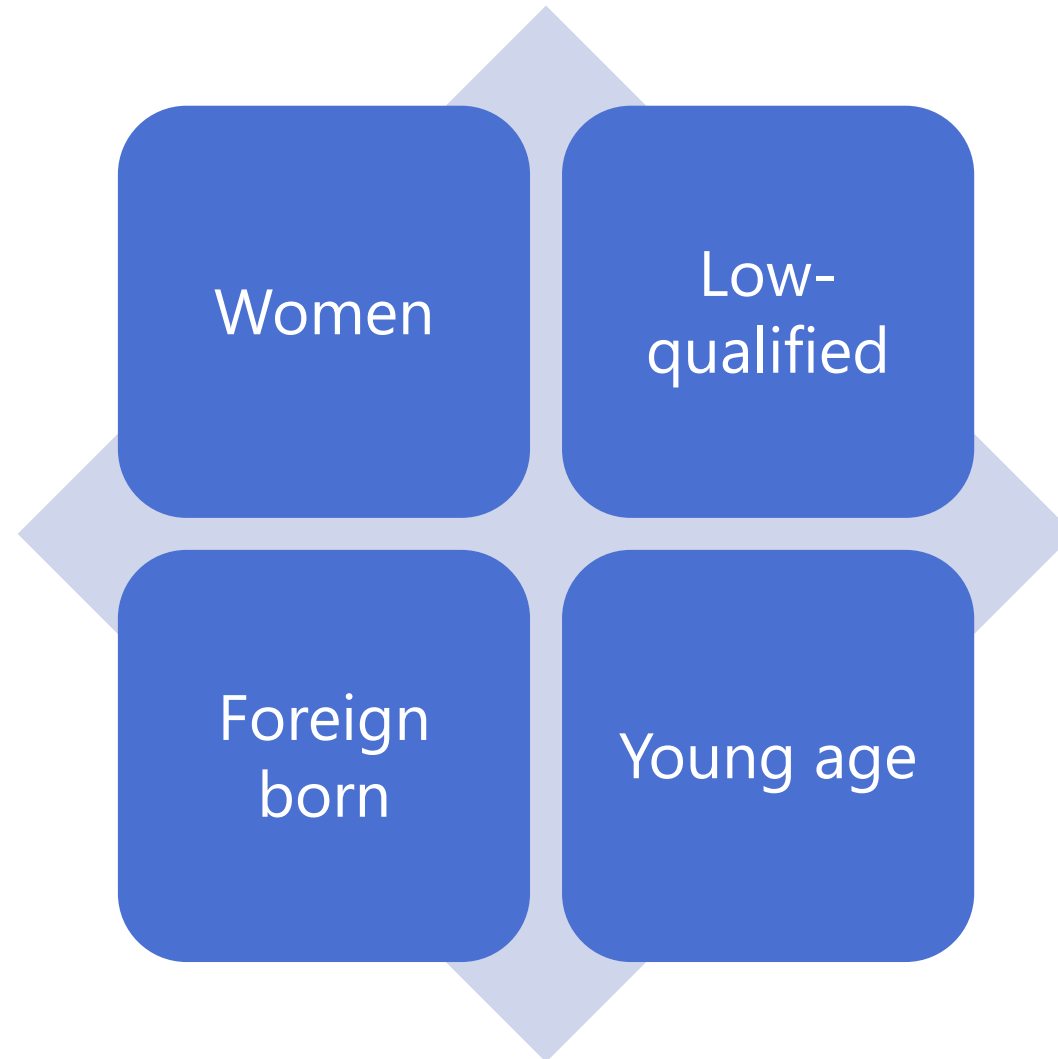
Which occupations are affected?

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?



Is intra-EU mobility a solution to alleviate labour market imbalances?

Cross-border matching potential

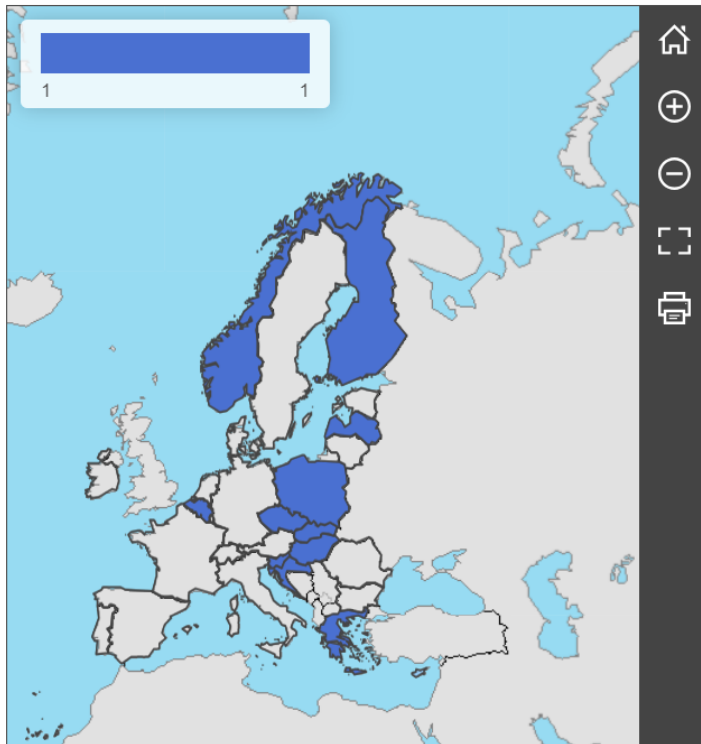
Imbalance: Shortage Surplus

Countries:

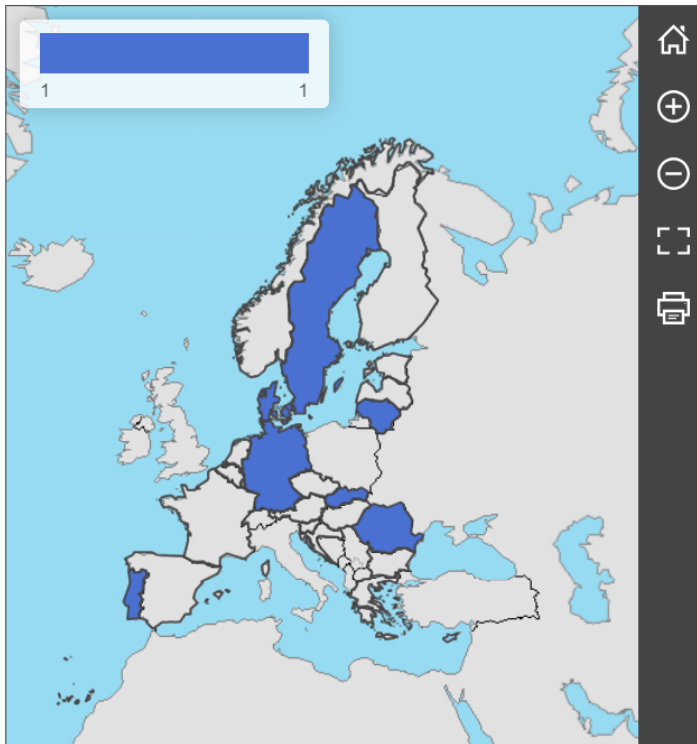
Occupation group:

Individual occupation:

Map of shortages



Map of surpluses



**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**

Report download

Download the report



Web:

<https://www.ela.europa.eu/en/publications/labour-shortages-and-surpluses-europe-2023>

Dashboards:

[Labour shortages and surpluses in Europe - European Commission \(europa.eu\)](https://www.ela.europa.eu/en/publications/labour-shortages-and-surpluses-europe-2023)



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](https://www.inaxtion.com), The Netherlands
- **Marian VARZARU**, Specialist installation and plumbing technician, [InAxtion.com](https://www.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 Empresariales de la Construcció de Barcelona • Gremi d'Àrids de Catalunya • Gremi de Constructores d'Obres de Barcelona i Comarques • Unió d'Empresaris de la Construcció de Girona

Communication actions

Logo



Microsite creation



E-mail



Instagram



Occupation Fair



Publications plan



Logo

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

CCC

CONFEDERACIÓ CATALANA
DE LA CONSTRUCCIÓ



Version with the microsite URL:



construeixelfutur.cat

Communication actions

Logo



Microsite creation



E-mail



Instagram



Occupation Fair



Publications plan



Microsite creation

<https://construeixelfutur.cat/>



Communication actions

Logo



Microsite creation



E-mail



Instagram



Occupation Fair



Publications plan



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

Logo



Microsite creation



E-mail



Instagram



Occupation Fair



Publications plan



E-mail

The contact email created is **info@construeixelfutur.cat**

Contacta amb nosaltres



Emplena el formulari de contacte i ens posarem en contacte amb tu el més aviat possible.
Gràcies.

✉ Correu electrònic

👤 Nom*

👤 Cognoms*

📞 Telèfon*

📍 Codi Postal*

La teva consulta...*

He llegit accepto la Política de privacitat.

Enviar

Communication actions

Logo



Microsite creation



Correu electrònic



Instagram



Occupation Fair



Publications plan



Instagram

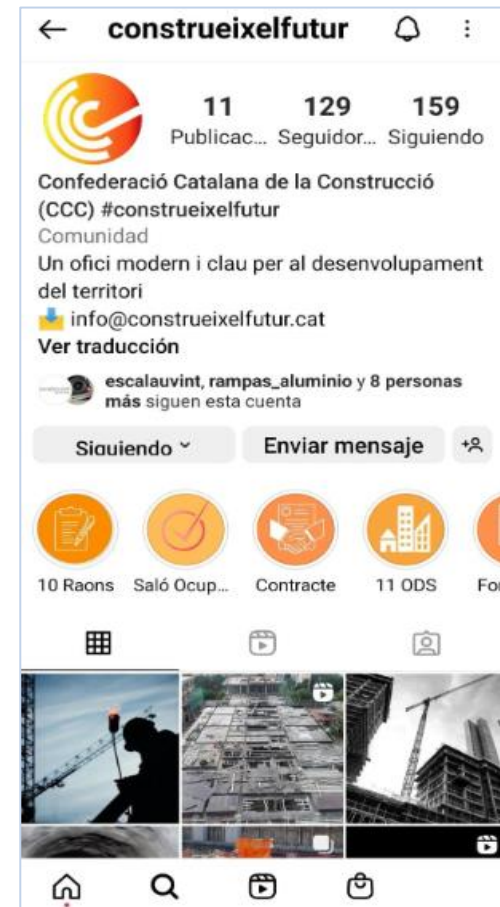
At the beginning of October 2022, an Instagram account was created to promote the image and attraction in the construction industry.

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

We have around 2.000 followers!!

Be one of them 😊

[@construeixelfutur](https://www.instagram.com/construeixelfutur) 



Communication actions

Logo



Microsite creation



E-mail



Instagram



Occupation Fair



Pla de publicacions



Saló de l'Ocupació de Barcelona (9th and 10th november 2022)

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



Díptic pdf sencer



Communication actions

Logo



Microsite creation



E-mail



Instagram



Occupation Fair



Publications Plan



Publications on media

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

Infraestructures i eficiència

La tecnologia revoluciona els processos i les tècniques de construcció



La tecnologia que revoluciona el sector és la que està fent evolucionar la planificació, la gestió i el control dels projectes, la prevenció de riscos i la seguretat a l'obra.

La innovació millora tant la capacitat tècnica de les empreses com les condicions de treball de les persones treballadores

La tecnologia que revoluciona el sector és la que està fent evolucionar la planificació, la gestió i el control dels projectes, la prevenció de riscos i la seguretat a l'obra.

La innovació millora tant la capacitat tècnica de les empreses com les condicions de treball de les persones treballadores.

Rehabilitar edificis aporta beneficis econòmics, socials i mediambientals

Reformar una edificació fa més sostenible, confortable i segura, a més que genera un estalvi energètic



Reformar una edificació fa més sostenible, confortable i segura, a més que genera un estalvi energètic.

Reformar una edificació fa més sostenible, confortable i segura, a més que genera un estalvi energètic.



Infraestructures i eficiència

La nova construcció s'adapta a les exigències de la sostenibilitat i la digitalització



La nova construcció és una expressió que es fa servir per descriure una tendència en la construcció innovadora i sostenible que busquen reduir l'impacte ambiental i millorar la qualitat de vida de les persones.

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Infraestructures

L'obra pública, un element clau per al benestar dels ciutadans i per a la competitivitat dels països



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L'obra pública és un element clau per al benestar dels ciutadans i per a la competitivitat dels països.

Communication actions

Logo



Microsite creation



E-mail



Instagram



Occupation Fair



Pla de publicacions



Audiovisuals



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.



Confederació Catalana de la Construcció (CCC)

@construeixelfutur · 13 subscriptors · 14 vídeos

Potenciar el sector de la construcció i el seu creixement com a motor econòmic de la soci...

Subscriu-me

Inici Vídeos Llistes de reproducció Comunitat



Bones pràctiques a la construcció - Responsabilitat so...

93 visualitzacions · fa 9 mesos

El sector de la construcció té cura pel medi ambient i treballa de forma sostenible i seguint els paràmetres de l'economia circular. Vols saber com ho fa?

També t'expliquem com és un sector integrador, que treballa de forma segura i que aposta per la formació continua dels seus treballadors i treballadores...

MÉS INFORMACIÓ



Per a tu



Eva Touriño

EURES Adviser

Public Employment Service, regional PES in Jaén (SAE), Spain

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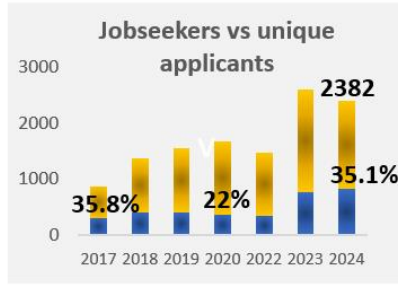
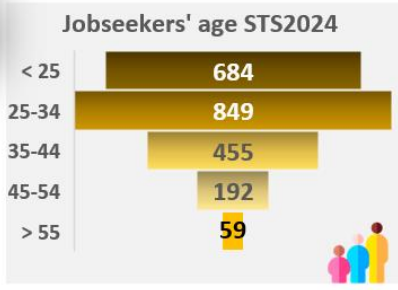
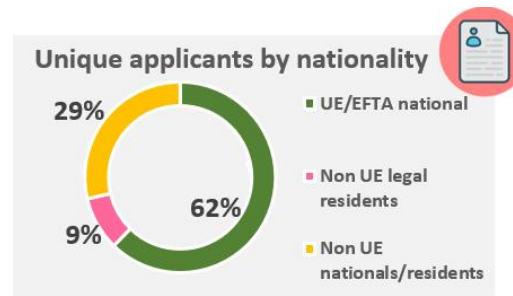
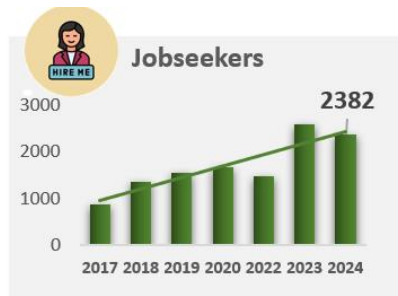
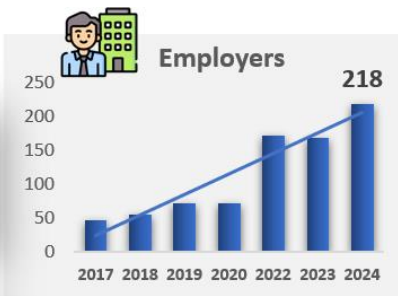
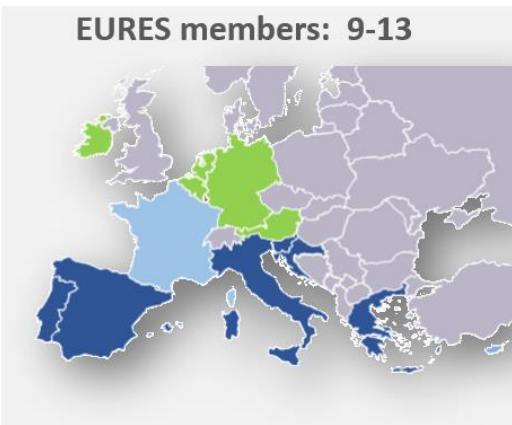
Tackling shortages in the
Tourism/Hospitality industries in Europe
since 2017

**Seize the Summer
with EURES**

EUROPEAN
JOB DAYS

Seize the Summer job day KPI's

#EURESjobs



Top 6 jobseekers' nationality in 2024

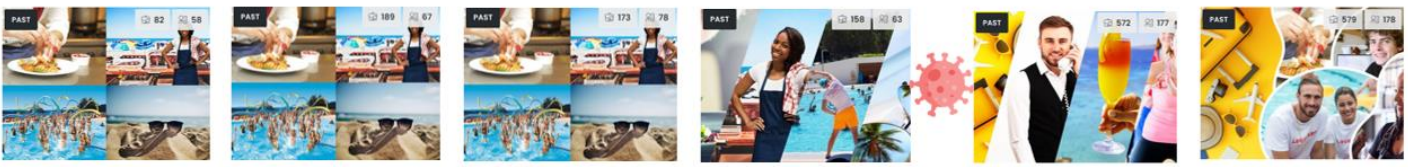
Spain	588
Greece	116
France	71
Italy	372
Portugal	109
Ireland	69



Average of **9** applications per applicant

Viewers in 2024

Total page views for live event	70 415	Total page views for event	255 016
Unique page views for live event	44 180	Unique page views for event	166 892



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

Anita Halasz

European Commission
DG EMPL





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*

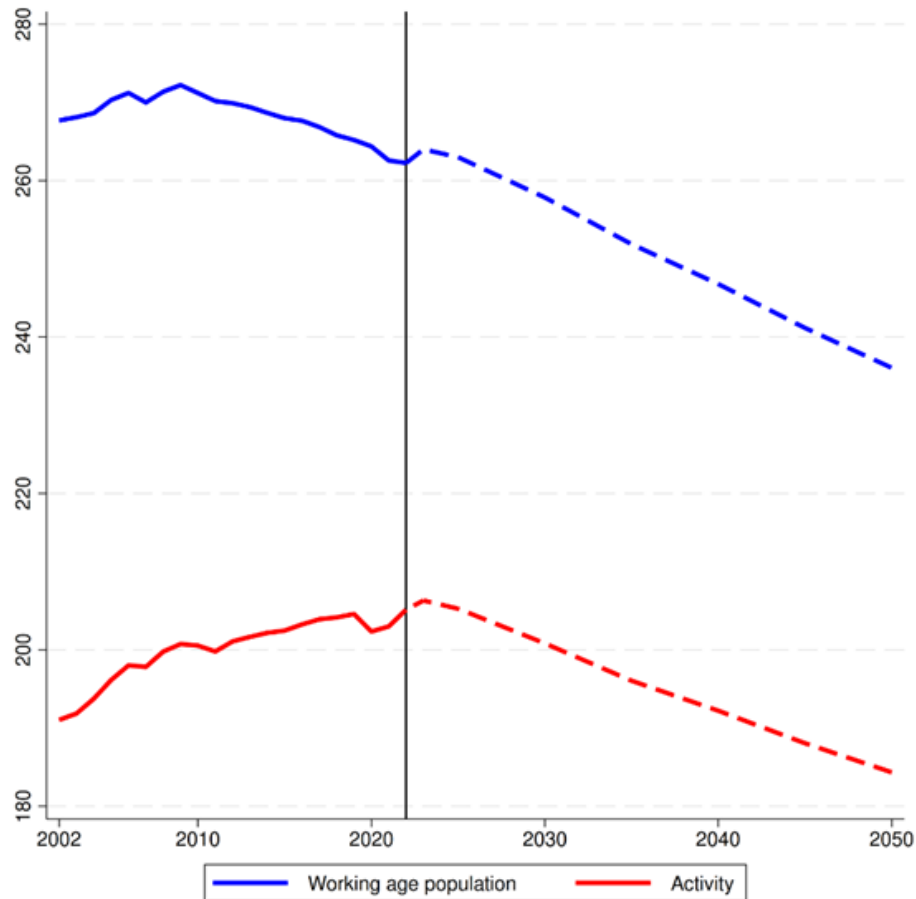
A group of approximately 25 people, mostly men in suits and a few women, are standing in front of a blue backdrop. The backdrop features the text 'Val Duchesse Social Partners Summit' and the EU flag logo. The text is repeated across the top of the backdrop. The group is arranged in several rows, with some people in the front row and others behind them. The setting appears to be an indoor event space.

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



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

- **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

A comprehensive policy framework

- The Action Plan provides a **comprehensive policy framework**, which:
 - builds on existing initiatives
 - announces new EU actions
 - calls on Member States to take further action
 - 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

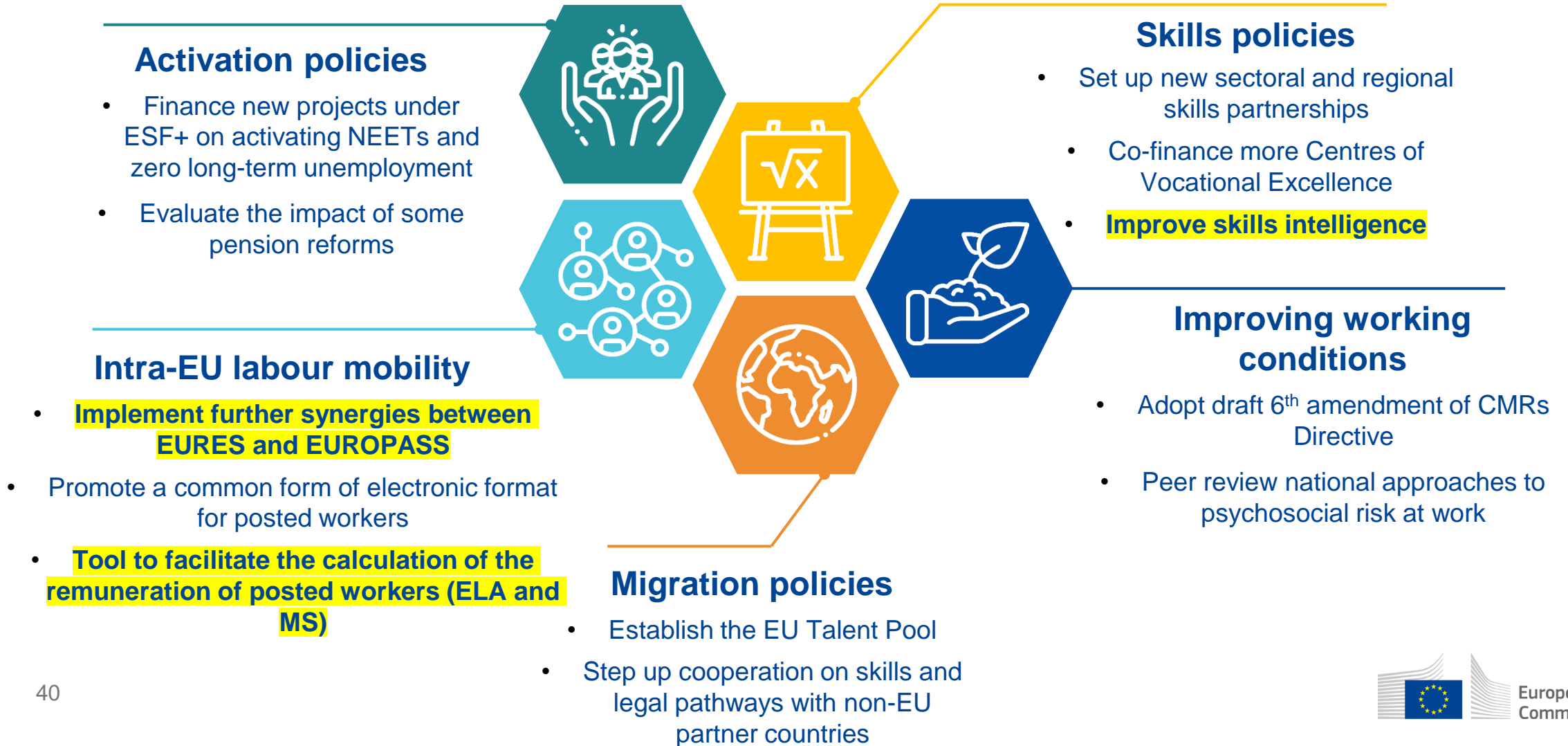


Improve fair
intra-EU mobility
for workers and
learners

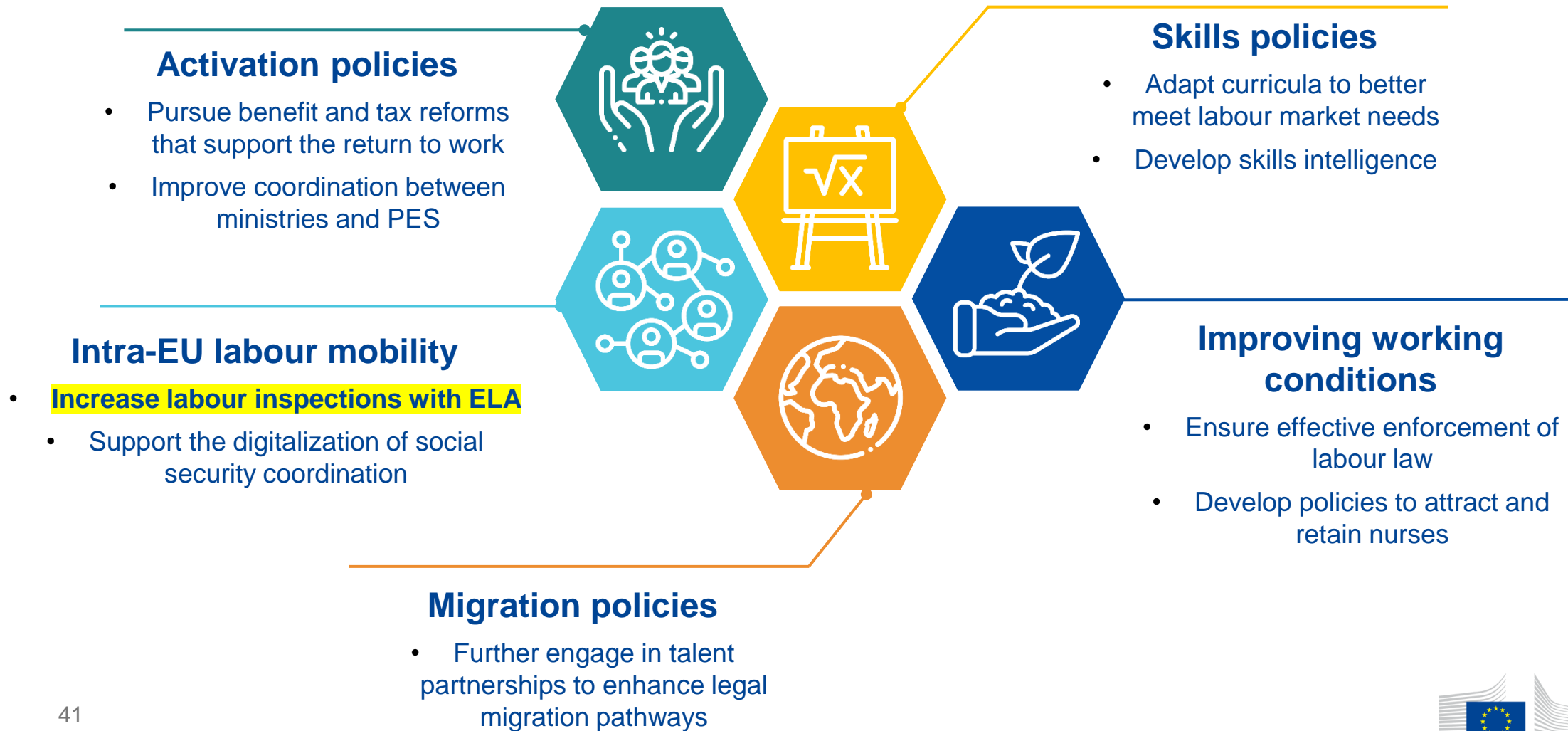


Attract talent
from outside
the EU

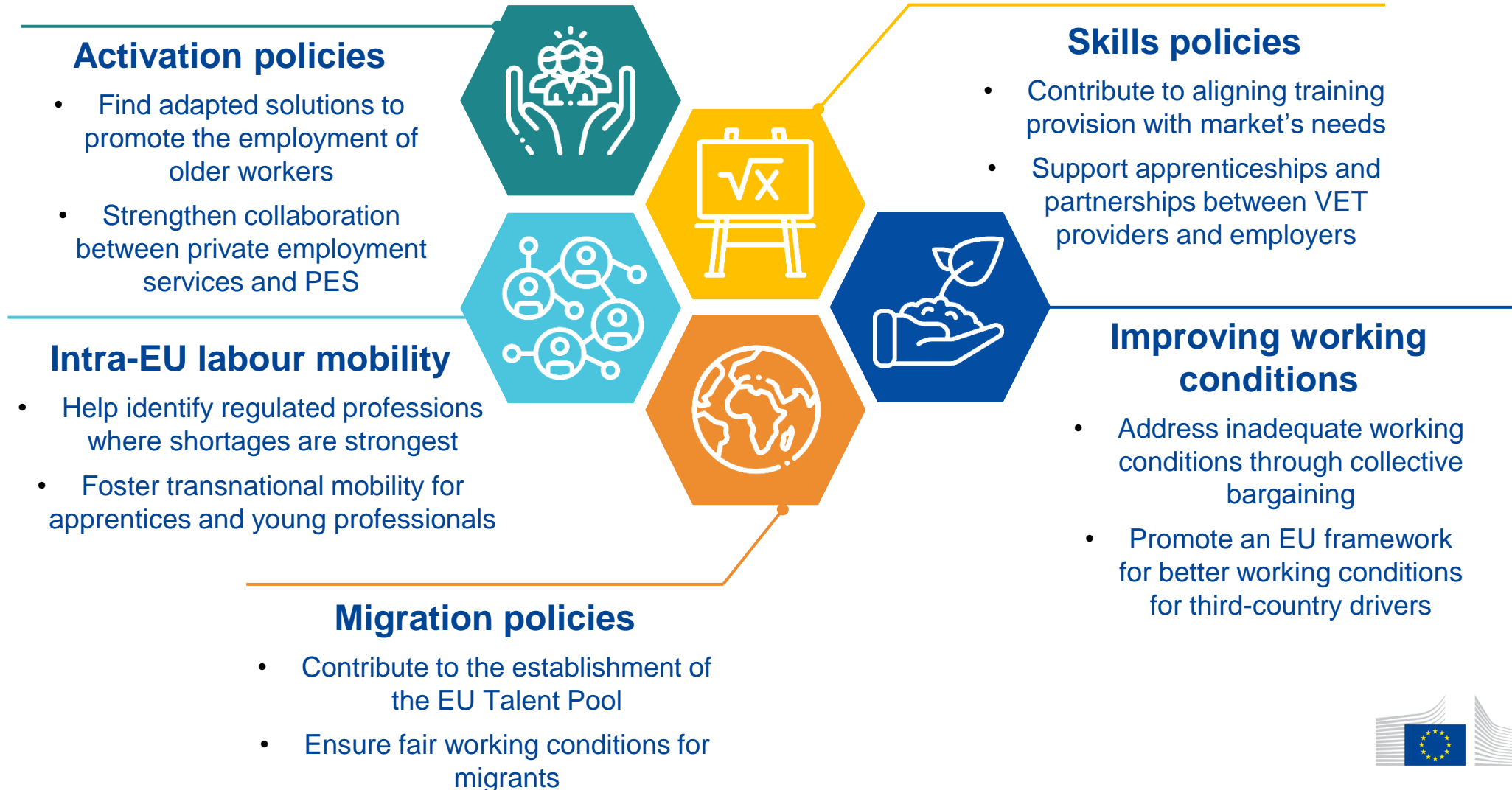
Commission's future actions – some examples



Calls on Member States – some examples

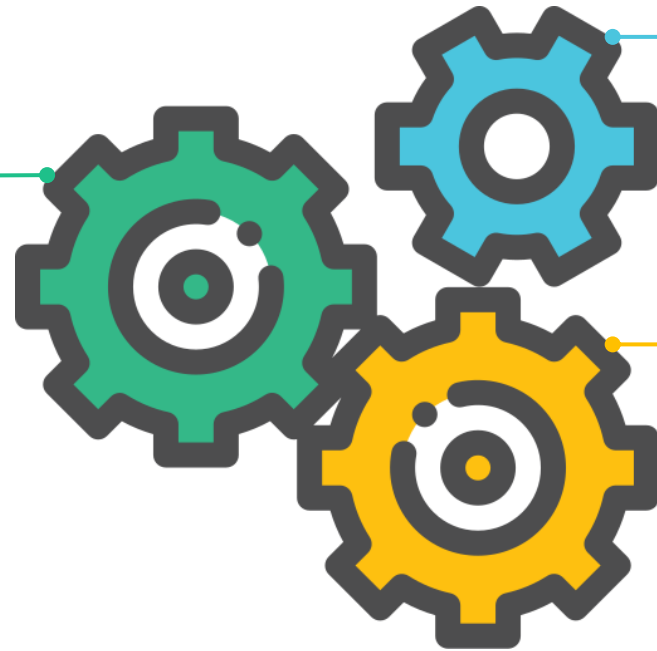


Social partners' commitments – some examples



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



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Cosmin Boianțiu

Executive Director
European Labour Authority (ELA)



Thank you for your attention!

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