



**Decision No 5/2020  
of 24 April 2020  
of the Management Board  
on amending the Work Programme 2020 – EURES activities**

THE MANAGEMENT BOARD OF THE EUROPEAN LABOUR AUTHORITY,

Having regard to Regulation (EU) 2019/1149 of the European Parliament and of the Council of 20 June 2019 establishing the European Labour Authority amending Regulations (EC) No 883/2004, (EU) No 492/2011, and (EU) 2016/589 and repealing Decision (EU) 2016/3441 (hereinafter “the founding Regulation” and “the Authority”), in particular Articles 6 and 24 thereof,

Having regard to Regulation (EU) 2016/589 of the European Parliament and of the Council of 13 April 2016 on a European network of employment services (EURES), workers' access to mobility services and the further integration of labour markets, and amending Regulations (EU) No 492/2011 and (EU) No 1296/2013, in particular Articles 7 and 8 thereof,

Having regard to Decision No 6/2019 of 3 December 2019 of the Management Board on the work programme of the European Labour Authority for 2020,

Whereas:

- 1) In order to ensure the implementation of the activities of the Authority, it is necessary to adopt an annual work programme for 2020 that shall be equivalent to a financing decision for the activities it covers.
- 2) With Decision No 6/2019 of 3 December 2019 of the Management Board a work programme for year 2020 and the financing thereof was adopted. It is necessary to amend above mentioned decision in order to include additional actions identified after the adoption of that decision, which relate to Article 6 of Regulation (EU) 2019/1149 and Article 8 of Regulation (EU) 2016/589;
- 3) According to Article 24 of the founding Regulation, any substantial amendment to the annual work programme shall be adopted in accordance with the same procedure as the initial annual work programme.

HAS ADOPTED THIS DECISION:

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<sup>1</sup> OJ L 186, 11.7.2019, p.21 .

*Article 1*

*Amending Decision No 6/2019 of 3 December 2019 the Management Board*

The amendment of the work programme, which shall be equivalent to a financing decision for the activities it covers, as set out in the Annex, is hereby adopted.

*Article 2*

*Non-substantial amendments*

The Management Board delegates the power to make non-substantial amendments to the work programme for the year 2020 to the Executive Director.

Cumulated changes to the amounts estimated in the annual work programme, not exceeding 20%, shall not be considered to be substantial, where those changes do not significantly affect the nature and the objective of the actions.

Done by written procedure  
Brussels, 24 April 2020  
For the Management Board

Tom BEVERS  
Chairperson of the Management Board

**European Labour Authority  
Addendum to the Work Programme 2020**

**Organisation of the transfer of EURES**

**2.7.1 Preparatory work for the transition of EURES**

The EURES European network of employment services is a cooperation network designed to facilitate the free movement of workers within the EU countries, plus Switzerland, Iceland, Liechtenstein, Norway and the United Kingdom<sup>2</sup>. Established in 1994, the network has recently celebrated its 25<sup>th</sup> anniversary.

The structure of EURES rests on two pillars. First, the EURES *human network* includes around 1 000 advisers working with jobseekers and employers in the participating countries, sharing practices and taking common cross-border initiatives throughout the network. Second, the EURES Portal provides an online service to facilitate the matching between 4 million job vacancies, 150 000 registered jobseekers and 14 500 employers who have registered in the portal from all across the Union.

In 2018, the EURES Portal had over 10 million visits, thereby listing amongst the top 5 most visited websites of the europa.eu domain.

In this light, EURES enriches the activities of the European Labour Authority once transferred to the Authority, by providing a direct service to jobseekers and employers willing to make use of the opportunities offered by the rights of freedom of movement within the Union. In turn, the ELA enhances the activities and services provided by EURES by placing the network into the framework of a comprehensive and action-oriented institution dedicated to fair labour mobility across the Union.

In accordance with Article 6 of Regulation (EU) 2019/1149, the ELA will manage the activities of the European Coordination Office (ECO) of EURES. The box below summarises the responsibilities of ECO in assisting the network, which will thus be the core business of the ELA in 2021.

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<sup>2</sup> As of 1/02/2020 the United Kingdom is no longer a member of the European Union. However, by virtue of the withdrawal agreement between the EU and the United Kingdom, freedom of movement of workers between the United Kingdom and the Member States, including the delivery of EURES services, continues to exist during a transition period which currently goes to 31/12/2020.

## **Responsibilities of the European Coordination Office**

### *Article 8 of Regulation (EU) 2016/589*

The European Coordination Office develops and conducts, in cooperation with the National Coordination Offices (NCOs), the following activities:

- the formulation of a coherent framework and the provision of horizontal support activities for the EURES network, including
  - the operation and development of the EURES portal, and related IT services;
  - information and communication activities regarding the EURES network;
  - a common training programme and continuous professional development for the staff of the EURES Members and Partners, and of the NCOs;
  - a helpdesk function supporting the staff of the EURES Members and Partners and NCOs;
  - the facilitation of networking, exchange of best practices and mutual learning within the network.
- the analysis of geographic and occupational mobility;
- the development of an appropriate cooperation and clearance structure for apprenticeships and traineeships.

The European Coordination Office shall establish a regular dialogue with the representatives of the social partners at Union level. It shall draw up its multiannual work programmes, in consultation with the European Coordination Group.

## **Ensuring business continuity during transfer**

As from 2021, the entire budget of the activities placed under the responsibility of EURES ECO will be part of ELA Budget.

In view of this deadline, the ELA will closely cooperate with the Commission in order to programme and participate in upcoming events, including by liaising with external contractors and prepare the relevant documentation. The objective is to ensure full continuity of business through an orderly transfer from the Commission of organisation, skills, knowledge and contracts.

The ELA will carry out a process of targeted recruitment of human resources to ensure the above mentioned transfer of competences. ELA staff will “job-shadow” Commission’s staff during 2020. At the end of 2020, the ELA will co-organise events and programming for 2021 alongside Commission staff.

All ongoing contracts between the Commission and external service providers assisting the execution of different EURES tasks include a clause transferring the

contracting authority from the Commission to the ELA, thereby ensuring contractual continuity.

The ELA will use appropriations from the 2020 budget to finance activities that will be carried out in 2021.

### **Human resources**

The timely recruitment and training of staff to carry out the tasks is essential for the smooth continuity of business of the EURES network.

With this objective in mind, the ELA will carry out a recruitment plan targeted at EURES experts during 2020, including an experienced Business manager for the EURES Portal and the necessary information and communication staff.

The ELA will recruit these experts on time to provide them with adequate training, including through assisting the Commission's officers currently carrying out EURES-related activities, in view of the transfer.

### **Operational Activities**

This section puts forward an overview of the EURES preparatory operational activities planned for 2020 in view of their execution in 2021, which will fall under the competence of the ELA.

#### Main actions and outputs

##### **2.7.1.1 European Coordination Office**

In line with Articles 8 and 14 of the EURES Regulation, the European Coordination Office (ECO) organises the work of the European Coordination Group (ECG) and provides horizontal support to National Coordination Offices (NCOs). The ECG meets around three times a year. The purpose of these meetings is to discuss recent developments across the network, to share best practices between members and to discuss the state of play on the implementation process of the EURES Regulation. Social partners are also invited to each meeting of the ECG. Next to the formal agenda, NCOs have the opportunity to initiate informal, mutual learning sessions on specific topics.

The ELA will assist the Commission in the preparation of the two ECG meetings scheduled in 2020 and start organising the first meeting in 2021. The ELA will also assist the Commission in relation to the external service provider assisting with the logistical arrangements of the meetings.

### **2.7.1.2 Annual programming cycle**

As set out in Article 31 of the EURES Regulation and Article 4 of the Implementing Decision (EU) 2017/1256, the ECO organises an annual programming cycle workshop to support the the exchange of information among Member States on the national work programmes and the joint review exercise. The representatives of the social partners may participate in the exercise.

The ELA will cooperate with the Commission in the organisation and management of the workshop initiating the annual programming cycle 2021, which is scheduled for Q4 2020. The ELA will be involved in the following phases of the cycle, which includes the joint review of annual work programmes set in Q4 2020 and the drafting of the public summary of the work programmes by the end of the programming cycle 2020, in Q1 2021. In this context, the ELA will inherit the management of the contract providing services to the programming cycle.

### **2.7.1.3 Performance Measurement System**

In order to monitor the performance of EURES activities, Member States collect comparable qualitative and quantitative data at national level on an annual basis in line with Article 32 of the EURES Regulation and Decision (EU) 2018/170. Member States collect data on their information and guidance activities, employment performance (including placement and recruitment) and customer satisfaction with the EURES network, which feeds into a semester report and an annual report.

The ELA will assist the Commission in the production of the semester report (to be finalised in October 2020) and the annual consolidation report related to the year 2020, to be presented in Spring 2021, which includes both national analyses and EU-wide assessment.

### **2.7.1.4 Training**

In line with Article 8 of the EURES Regulation, the ECO provides a common training programme and professional development for the staff of EURES Members and Partners under the umbrella of the EURES Academy launched in 2016. The training activities aim at providing EURES staff with the necessary tools, competences and skills for developing placement and recruitment activities. Trainings take place both in 'classroom' format in various locations across Europe, as well as online.

The ELA will participate in the coordination of the about 65 trainings scheduled in 2020 (varying in length between half a day to two months), both in-person in different European locations and online.

### **2.7.1.5 Communication activities**

The EURES network coordinates a set of information and communication activities carried out by both the Commission and the individual Member States. The overall aim of the EURES information and communication activities is to raise awareness of the EU's and Member States' role in promoting growth and jobs in the EU and to

improve matching of skills needs on the European labour market, for the benefit of employers and jobseekers alike.

The ELA will assist the Commission in the strategic planning of the different deliverables, including monthly articles for the EURES portal, non-verbal communication outputs, newsletters, and social media and community management.

In view of the expiration of the DG EMPL communication framework contract in 2020, the ELA will tender a new communication framework contract by taking into account the specific needs of the EURES communication activities that are currently covered by DG EMPL's expiring contract.

#### **2.7.1.6 European (Online) Job Days**

Upon application by the Member States, EURES may support local / cross-border recruitment events bringing jobseekers and employers together, from across the Union, in which EURES Advisers participate either to promote job vacancies on behalf of employers or to provide information on various aspects of mobility to jobseekers. These events may be organised online and on site. Around 35 events are planned between 2020 and March 2021.

The ELA will ensure the continuity of EURES support to these events by taking over the management of the contract and tender a new contract upon the expiration of the current one.

#### **2.7.1.7 EURES Portal**

##### Business consultancy

The daily management, maintenance and further development of the EURES Portal is carried out through external business consultancy working under the supervision of a EU-staff business manager.

The ELA will manage the contracting of consultancy resources with a view to ensuring continuity of quality EURES Portal services during 2021.

##### Helpdesk

The Helpdesk assists advisers and citizens on questions regarding job mobility issues in general, as well as technical aspects regarding the EURES Job Mobility Portal.

The ELA will ensure the continuity of the contract with the external service provider in charge of managing the Helpdesk.

##### Translations

In line with Articles 22 to 24 of the EURES Regulation, EURES provides information on living and working conditions as well as specific rules relating to recruitment in the

Member States, to be published on the EURES website. The objective is to provide adequate information tools to workers and employers who consider moving to or recruiting from another country.

The ELA will launch the exercise of updating national information included in the “Living and Working Conditions” of the EURES website, with a view to ensuring translation in Q4 2020, in line with the usual procedure.

Hosting fees and licences

The delivery of the services on the EURES Portal require the purchase of IT infrastructure and related services (such as server operation and maintenance, operating system upgrades..) used for hosting of all IT components and services of EURES IT Portal.

It also requires the acquisition and maintenance of licences for proprietary software used in EURES IT portal (including some of EURES Portal IT components, features and services, including training/webinar, chat solutions and matching engine).

The ELA will ensure the continuity of such services by taking over the contribution to the related framework contract, managed by the Commission.

**2.7.1.8 Communication and dissemination activities: Communication framework contract**

The ELA will launch a new service framework contract in order to be able to implement its communication activities and execute its information and communication budget. The envisaged contract will cover the following areas (non-exhaustive list):

- Communication strategies and campaigns
- Media analysis and monitoring
- Digital communication
- Web management
- Graphic design
- Photo and multimedia content
- Publications production
- Production of promotional items

The ELA will tender this contract indicatively in Q2 of 2020.

**Summary table of estimated expenditure**

Activities	Method	Time	2020 Estimate (EUR)
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European Coordination Group (2.6.1.1)	Specific contracts for the organisation and reimbursement of travel expenses	Q4 2020	60 000
Training (2.6.1.4)	Contract for services	Q4 2020	450 000
EURES Communication activities (2.6.1.5)	Contract for services	Q2 2020	600 000
European (Online) Job Days (2.6.1.6)	Contract for services	Q2 2020	700 000
EURES Portal (2.6.1.7): <ul style="list-style-type: none"> <li>- consultancy</li> <li>- helpdesk</li> <li>- translations</li> <li>- hosting fee</li> <li>- licences</li> </ul>	Contracts for services	Q4 2020	3 000 000, of which <ul style="list-style-type: none"> <li>- 700,000</li> <li>- 400,000</li> <li>- 1 000 000</li> <li>- 400 000</li> <li>- 500 000</li> </ul>
<b>Total</b>			<b>4 810 000</b>
<b>Human resources (FTE)</b>		<b>Q1-Q4</b>	<b>4-5</b>

## **Annex: Explanatory note**

The mission of the European Labour Authority (ELA) comprises four objectives, including the one of facilitating access to relevant services in the realm of labour mobility across the European Union. In this context, Article 6 of the ELA founding Regulation<sup>3</sup> entrusts the ELA with the management of the European Coordination Office of EURES (ECO) , the European network of employment services (Regulation (EU) 2016/589, henceforth ‘the EURES Regulation’), currently managed by the European Commission

In this view, the main objective of the ELA and the European Commission is to provide for a smooth transfer, which ensures business continuity and retains the network’s performance for members and partners, as well as for jobseekers and employers.

Following the transfer, the European Commission will still have an important role on EURES for what concerns a number of aspects pertaining to its competences. As laid down in Article 6 of the founding Regulation, the Commission will continue to manage the technical operation and development of the EURES portal and related IT services. More generally, the Commission will cast the objectives and services of the EURES network into the wider strategic framework of EU labour mobility policy. This will also include the tasks of reporting about labour mobility trends in the European Union. The Commission will also be responsible for the legislative framework of EURES, including the monitoring of the compliance with Regulation (EU) 2016/589 and related Implementing Acts, possible new legislative proposals for EURES, the ex post evaluation report and the bi-annual activity reports in line with Article 33 and 35 of the EURES Regulation. Finally, the Commission will continue managing grants related to EURES activities, such as the Calls for Proposals promoting “Cross-border partnerships and support to cooperation on intra-EU mobility for EEA countries and social partners” and “Targeted Mobility Schemes”<sup>4</sup>.

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<sup>3</sup> Regulation (EU) 2019/1149 of 20 June 2019.

<sup>4</sup> Subject to an agreement between co-legislators on ESF+

**Future division of competences between Commission and Authority**

European Commission	European Labour Authority
Strategic/political steer	EURES Network Governance
Legislation	Programming cycle management
Evaluation	Performance Measurement System
Labour Mobility Reports	EURES training
Grant management	Communication
EURES Portal IT development	Portal business owner
	Helpdesk

The Work Programme 2020 (ELA/MB/2019/018 REV1) envisaged that the Authority starts building the capacities of its staff with a view to accumulating the necessary competences to manage the wide range of activities carried out by the EURES network. The Work Programme also envisages the participation of ELA staff in the meetings of the EURES Coordination Group.

As from 2021, the entire budget of the activities placed under the responsibility of EURES ECO, including the Portal will be in ELA Budget. This is in line with the revised financial statement attached to ELA founding regulation.

As finally set out, the Authority presents this addendum to the Work Programme to illustrate in more detail the plan for the gradual take up of the EURES activities.