

Availability and characteristics of multi-stakeholder exchange fora on transnational labour mobility

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Executive Summary

This report presents the findings from a survey conducted to explore the availability and characteristics of multi-stakeholder exchange fora on transnational labour mobility within the EU Member States. 'Multi-stakeholder exchange fora' are collaborative physical or online platforms that unite various governmental and non-governmental entities, including social partners, trade unions, private companies, NGOs, non-profit organisations, and others. The survey aimed to identify existing fora that facilitate cooperation among various stakeholders focusing on key issues related to labour mobility in a structured and recurring format.

Identified fora primarily concentrate on practical aspects of labour mobility, such as social security, taxation, and cross-border employment challenges. The majority of the identified fora operate across borders, reflecting the transnational nature of the issues they address. The composition of the identified fora revolves around a diverse mix of governmental and non-governmental entities, such as EURES National Coordination Offices, Public Employment Services, trade unions, NGOs, and social insurance bodies.

The survey revealed that the main objectives of these fora are to strengthen cooperation among stakeholders, facilitate information exchange, and address obstacles in labour mobility. While many fora have successfully met their objectives, there is an expressed need for improved awareness and expansion of such platforms to other regions and Member States. Success factors for these fora include active engagement and interest from participants, the exchange of good practices, knowledge sharing, and the facilitation of cooperation between stakeholders. Key findings suggest that while existing fora are effective, there is potential for enhanced synergies and reduced overlaps, especially in countries with multiple fora. Moving forward, the report recommends the establishment of new fora in regions lacking such platforms and encourages leveraging of lessons learnt from existing fora to optimise future initiatives.

1.0 Introduction

1.1 Scope of the report

1.1.1 Definition of ‘multi-stakeholder exchange fora’

For the purpose of the given survey, a multi-stakeholder forum was defined as a platform for cooperation bringing together different national governmental (at any level) and/or non-governmental entities (social partners, private companies, NGOs, non-profit organisations; etc.). The forum does not have to have participation from all different types of potential actors, and it is irrelevant which actor initiated the forum. However, exchange fora exclusively composed of private companies or a single type of stakeholders, such as various trade unions within one country, are not considered.

A multi-stakeholder forum relevant for this study focuses on one or more types of labour mobility (e.g. free movement of workers - including seasonal work, posting of workers, frontier workers, cross-border telework). It can cover one or several economic sectors (e.g. agriculture, tourism, road transport, construction, health care) and topics (e.g. information and awareness of workers and employers, enforcement of regulation, cooperation among or capacity building for institutions (including exchange of good practices), gathering of labour mobility data and skills intelligence, social protection, activities undertaken under [EURES](#) like recruitment and job matching, etc.). Finally, this type of forum comes together recurrently and is intended to be durable, regardless of the frequency of the gatherings and their format.

1.1.2 Objectives of the study and structure of the report

The survey conducted aimed to explore which multi-stakeholder exchange fora that meet the definition above currently exist in the Member States (see chapter 2.1).

Furthermore, it served to find out about the main characteristics of the identified multi-stakeholder exchange fora on transnational labour mobility across EU Member States. Chapter 2.2 discusses the objectives and (planned or realised) results of the identified fora, followed by an overview of the focus areas of the analysed fora (chapter 2.3).

From a structural perspective, chapter 2.4 provides information about the types of stakeholders participating in the identified fora, as well as their roles. Chapter 2.5 gives insights about the formal set-up and tenure of the analysed fora.

Chapters 2.6 and 2.7 analyse operational elements of the identified fora, such as meetings and communication activities.

Chapter 3.1 focuses on the feedback of the respondents that could not identify an existing multi-stakeholder forum on transnational labour mobility. It summarises their opinions on the need, and if so, desired focus of such platforms.

In chapter 3.2, the identified success factors for the effective establishment and maintenance of such for a are presented.

Lastly, the report derives recommendations for steps to enhance fora on labour mobility (see chapter 4.2).

1.2 Methodology

This report is based on an online survey which was open from 20 July to 9 September 2023. It was disseminated among stakeholders of the European Labour Authority (ELA) through ELA's Stakeholder Group, the EURES National Coordination Offices and ELA's National Liaison Officers, and affiliated networks. The survey was also published on ELA's website and promoted through social media. Accordingly, the sampling method combined convenience, snowball, and self-selection techniques, without random selection.

The survey included a mix of single, multiple choice, open-ended, and matrix questions. Areas covered aimed to first establish awareness about existing fora and then to explore their characteristics. Besides that, the survey explored topics including but not limited to composition, focus, level of cooperation, participation and roles, objectives, outcomes, results, formal nature, working mechanisms, and deliverables of fora. The survey also provided the opportunity to express opinions regarding success factors and challenges in establishing and running such a forum.

Data analysis techniques used for this report were cross-tabulation and measure of central tendency.

Respondents to this survey included mainly representatives of the EURES National Coordination Offices, trade unions, public and private employment services, governments, labour inspectorates, social insurance bodies, tax authorities and non-profit organisations. About 30% of respondents were from EURES National Coordination Offices and Public Employment Services, respectively.

Countries represented in the survey included Belgium, Bulgaria, Czechia, France, Germany, Greece, Italy, Lithuania, Luxembourg, the Netherlands, Norway, Poland, Portugal, Slovakia, Spain, Sweden, and Switzerland. In total, 52 respondents answered the survey.

In total, 27 fora were identified in the responses. Frequently, the same respondents included multiple fora they knew about. Out of the 27 identified fora, one was excluded from the analysis because it did not meet the definition requirements for a multi-stakeholder labour mobility forum. Similarly, one response referred to the European Platform tackling undeclared work¹. The European Platform tackling undeclared work was set up as a permanent structure at EU level, first at the European Commission and then as a Working Group at ELA. As such, it does not qualify as a multi-stakeholder forum as understood in this study and was excluded from the analysis.

Three fora were representing national EURES networks. The respective answers have been merged in the analysis as they refer to the same initiative.

Despite the survey being effective in reaching a diverse range of stakeholders, it inherently limited the generalisability of the results. The sample size of 52 respondents, though providing valuable insights, could not fully capture the breadth of perspectives across all EU Member States. Additionally, the clustering of groups, particularly the significant representation of EURES National Coordination Offices and Public Employment Services, suggested some shortcomings in the data. As a result, the below findings should be considered as indicative rather than representative for the population of existing multi-

¹ [European Platform tackling undeclared work | European Labour Authority \(europa.eu\)](https://europa.eu/european-platform-tackling-undeclared-work/)

stakeholder exchange fora across Europe. Any future work on this topic should aim to increase the respondent pool and employ methods to enhance the representativeness and reliability of the findings.

2.0 Characteristics of identified fora

2.1 Overview

In the 23 multi-stakeholder exchange fora on transnational labour mobility identified in the survey, 11 countries are involved. The fora mentioned in the survey included both national and international labour mobility fora. For the EURES network, the survey indicated national networks as well as [cross-border partnerships](#) (CBPs). CBPs focus on information provision on cross-border employment issues, liaising between jobseekers and employers, and stakeholder engagement on cross-border labour mobility. As of 2024, there are six CBPs, funded under the European Social Fund Plus (ESF+). All six CBPs were identified by survey respondents, and they include:

- [EURES-T Grande Région](#) (Belgium, France, Germany, Luxembourg)
- [EURES-T Oberrhein/Rhin supérieur](#) (France, Germany, Switzerland)
- [EURADRIA](#) (Italy, Slovenia)
- [EURES-T Andalucía-Algarve](#) (Spain, Portugal)
- [EURES-T Extremadura-Alentejo](#) (Spain, Portugal)
- [EURES-T Norte de Portugal-Galicia](#) (Spain, Portugal)

There are also other CBPs not receiving EU financial support such as EURES-T Beskydy (Czechia, Poland and Slovakia).

Besides EURES network, some fora included a collaboration between different entities, and some were specific formats with their own name. Not all identified fora seem to have a specific name (hence the list is shorter than the number of fora analysed in the following). Here are some examples:

- The Advisory Committee on Economic Migration (Belgium)
- Eura (Bulgaria)
- European Labour Mobility Initiative (Bulgaria)
- National Council for Labour Migration and Mobility (Bulgaria)
- TRESS (Germany)
- FRESSCO (Germany)
- Polish-German Cross-border Forum (Germany, Poland)
- The Inter-Regional Trade Union Councils (Italy)
- Tverrfaglig fagdag (Norway)

2.2 Objectives and achievements

83% of the respondents answered that the **objective** of the identified forum is to strengthen cooperation and exchange between participating entities. This was followed by 70% of respondents highlighting the facilitation of information and specific services and increasing awareness of obstacles regarding labour mobility.

In line with these main objectives, the majority of respondents (87%) answered that the **planned results** of the multi-stakeholder exchange forum are the exchange of good practices and expertise, knowledge gathering and knowledge sharing, followed by the compilation and analysis of labour mobility data.

Other planned results that received a higher share of answers referred to the harmonisation of existing approaches and practices (indicated by 43% of the respondents), the creation of a community around the theme of the forum (39%), the development and implementation of new coordinated or joint approaches and practices (39%) or the consolidation of a common position to be advocated to policymakers or legislative bodies (30%). Accordingly, it can be interpreted that the main expected outcomes of such fora relate to networking, cooperation and coordination. That said, 35% of respondents also highlighted the planned improvement of outcomes targeting the citizens related to the theme the forum is focused on, hence more operational expectations.

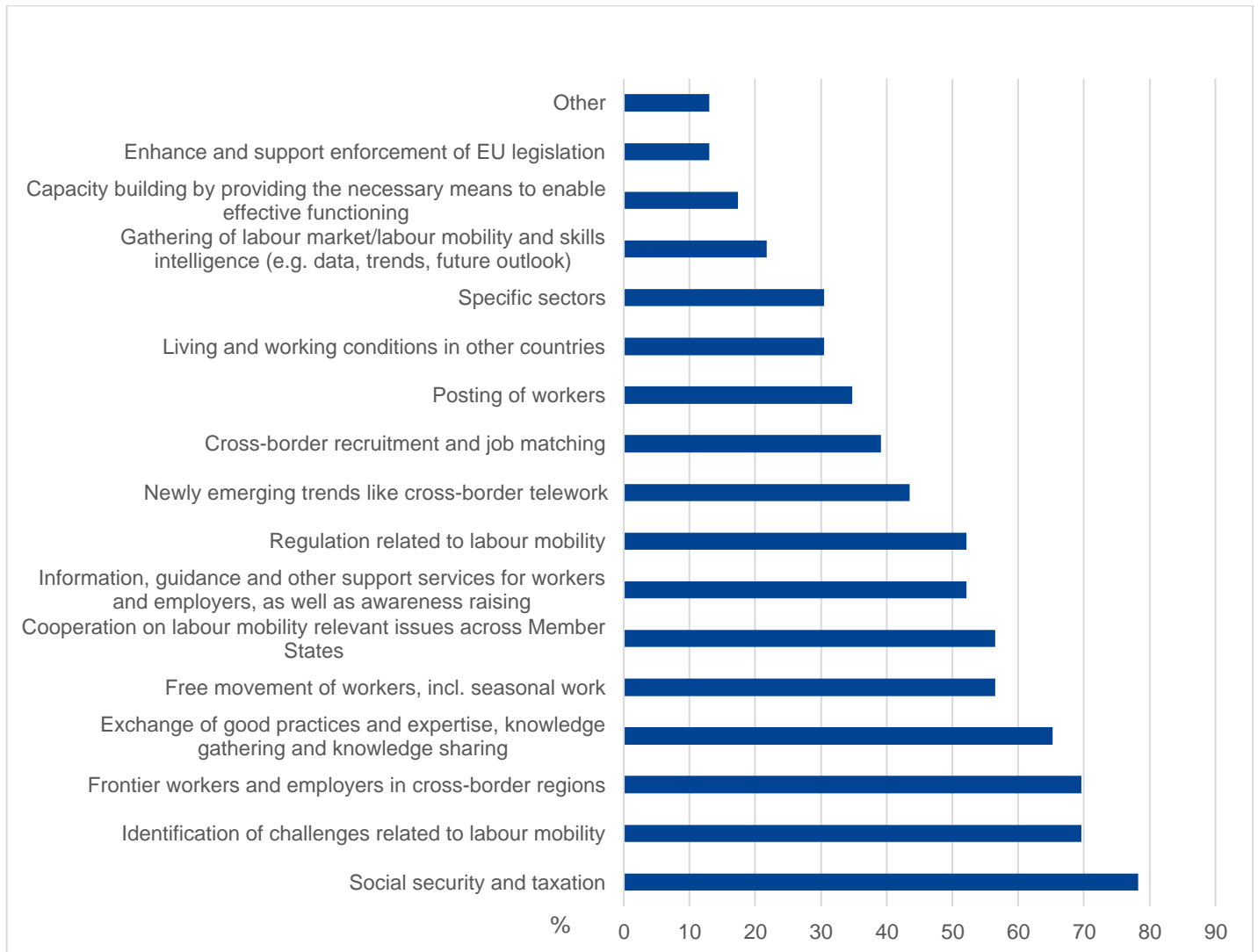
The survey included a question whether the exchange forum includes agreed **indicators to measure the results and the achievement** of the objectives. The findings show that such are not very widespread, or at least not very transparent. 35% of the fora do not have agreed indicators and 30% of the respondents did not know about any indicators. An exception are CBPs which tend to have agreed qualitative and/or quantitative indicators and use some form of EURES performance measurement.

In spite of the lack of concrete performance indicators, according to the respondents, all identified multi-stakeholder exchange fora **achieved** at least one of their **planned results**. Most notably, all three CBPs in Portugal achieved all of their planned results. Among the objectives that have been flagged as not (yet) realised, the most prominent was the harmonisation of existing approaches and practices (e.g. stated for fora in Bulgaria, Germany, Italy, and Sweden).

2.3 Orientation of the fora

Respondents were asked to select **focus areas** of the identified fora. The survey results show a clear focus on labour mobility aspects such as social security and taxation, labour mobility challenges, employment in cross-border regions, as well as the importance of good practice exchange. Cross-border enforcement of EU legislation, capacity building and gathering of data/information about labour mobility are the least covered topic areas in the identified fora.

Figure 1: Main thematic focus areas of the identified fora



Source: ELA survey

Only 22% of respondents flagged a specific sector orientation of the fora. Some examples include healthcare and personal/domestic care, construction, cleaning, transport and maritime/naval industry, green energy, hospitality, or agriculture.

The results show that countries having multiple fora are able to cover more subject areas and compared to the overall results, even less prevalent subjects, such as supporting enforcement of the EU legislation and capacity building. This could be seen as indicator that multiple fora within a country are complementary rather than overlapping.

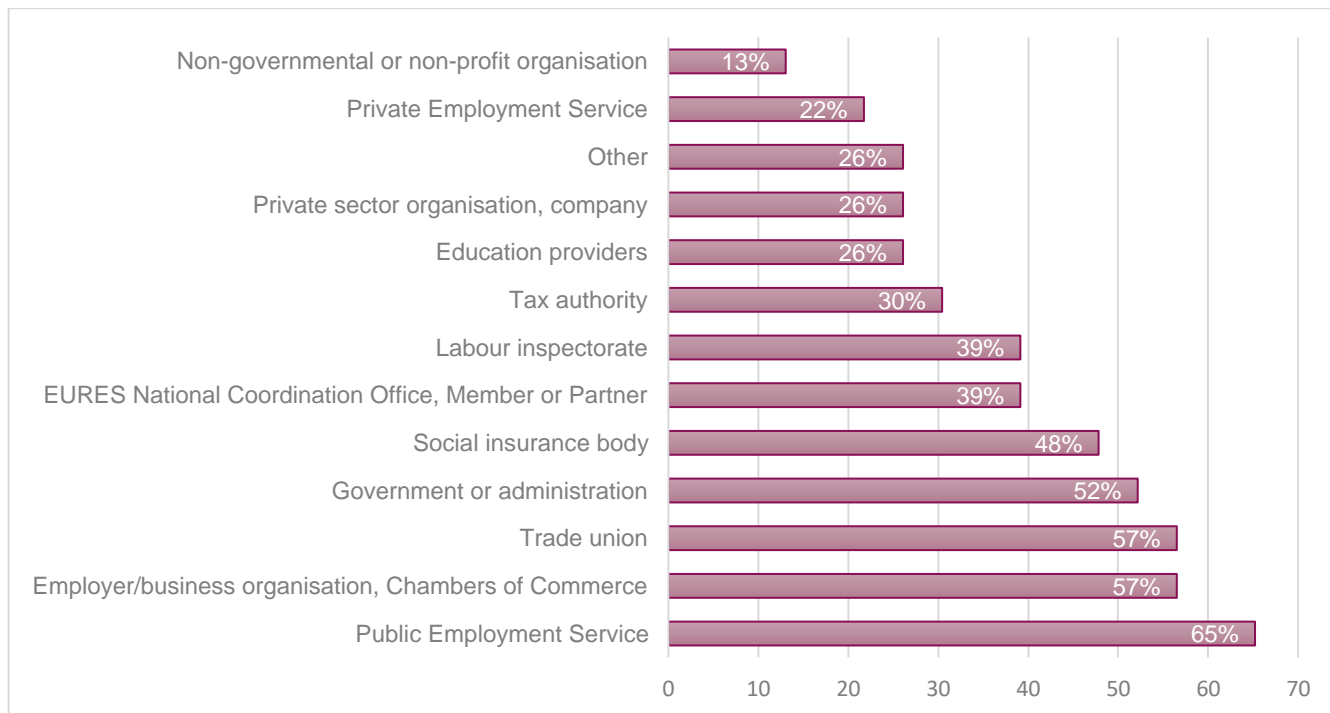
As regards the **geographic scope** of the identified fora, 74% have a cross-border nature.

2.4 Composition of the fora

Due to the multi-stakeholder nature of fora, many different types of actors are involved in the activities. Public employment service are most prevalent (participating in about two thirds of the identified fora), followed by social partners (in almost 60% of the fora). Governments and social insurance bodies are

involved in about half of the identified fora. The latter is a bit surprising (and holds even more true for tax authorities which participate in only 30% of the fora), considering that almost 80% of the identified fora have a thematic focus on social security and tax issues. Least prevalent are NGOs/NPOs and private employment services.

Figure 2 Distribution of types of stakeholders participating in the identified fora



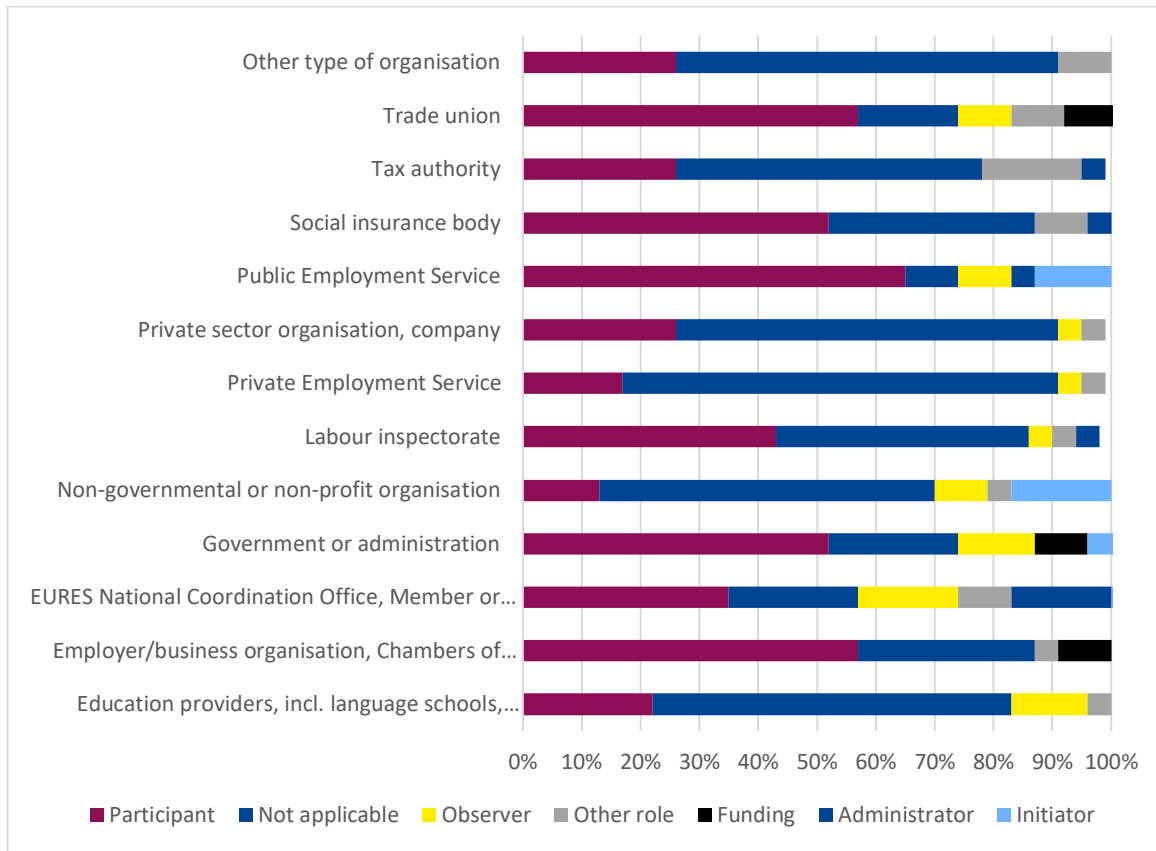
Source: ELA Survey

Another aspect of the survey focused on the roles of the different types of actors in the identified fora. As such, not all respondents mentioned an **initiator** role for fora. For the fora for which initiators were indicated, results are mixed. NGOs appear to be common initiators in Bulgaria and Germany. The EURES National Coordination Office, Members or Partners also have an initiator role in some fora and an administrative role in CBPs in Portugal/Spain. Furthermore, the Public Employment Service has an initiator role in at least two fora in Germany and in one forum in Italy.

Most of the entities act as participants and the most prevalent **participant** is Public Employment Service, found in 65% of identified fora.

Funding generally tends to stem from a mix of sources, notably government, trade unions, and employer/business organisation/Chamber of Commerce.

Figure 3 Distribution of roles in the identified fora, by type of involved actor



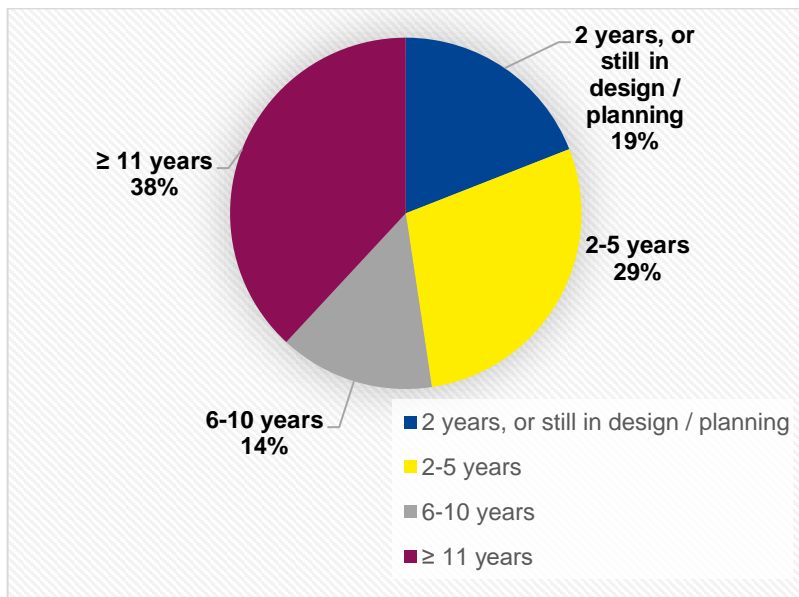
Source: ELA Survey

2.5 Nature of fora

Roughly three-quarters of the identified fora are based on some **formal** agreement or legal text.

The **tenure** of the fora is mixed, with about one-third having been established 11 or more years ago. Notably several fora in Germany and Bulgaria were older. Overall, roughly one-fourth of the identified fora have a history of two to five years. Only one sixth of fora were established up to two years ago and half of those are still in their design rather than implementation phase (Figure 4).

Figure 4 Age of the identified fora



Source: ELA Survey

Out of the identified fora, slightly more than a half do not have a foreseen end date. For fora with an identified end date, one forum in Bulgaria is scheduled to stop by the end of 2024. Other fora expect to last as long as no external conditions change the status quo (change in government, EU funding, multinational financial framework, etc.).

2.6 Operations

The identified fora tend to **meet** based on need and demand with the possibility of ad hoc meetings as needed. These ad hoc meetings allow fora to address emerging issues effectively and majority use hybrid meeting method.

Sometimes they meet twice or more often per year and sometimes less frequently. The most common form of ad hoc meetings is hybrid. Almost one-third of the identified fora hold conferences twice a year with 70% of fora organising them onsite. There are a few fora with even higher conference frequency. Not all fora hold expert panels and if they do, the frequency of meetings varies. 43% of them are held onsite. For working groups, the frequency depends on the need and 52% of them are meeting in-person. For other meetings, certain fora also include consultation hours, contingency planning, specific meetings on data activities, trends, methodology, etc.

In terms of meeting formats, in general hybrid meetings are most common, combining in-person and virtual participation to maximise accessibility.

Table 1: The most common types of meetings and their frequency

Meetings	Expert panels	Conferences	Working groups/workshops	Ad-hoc meetings	Other meetings
Format	Physical	Physical	Physical	Hybrid	Physical and virtual
Frequency	Annually or twice a year	Twice a year	Other frequency	Other frequency	Weekly

Source: ELA Survey

2.7 Communication

Respondents were asked whether the particular forum produces any **deliverables**. Approximately 70% answered that they do produce deliverables. Out of them, 56% produce minutes from meetings, 35% reports or other publications, and 44% awareness raising deliverables. Furthermore, CBPs in Portugal produce activity plans and activity reports. Fora in Bulgaria also focus on deliverables based on specific topics and practical guidelines and checklists for end users. One forum in Italy uses a communication kit with digital products, methodological reports, analysis and PowerPoint slides on data collection, practical manuals on how to manage funding, action plans, a plan for managing events, and specific sectoral reports.

For the **dissemination** of materials, three quarters of the identified fora use websites. 56% of the identified fora utilise social media and half utilise for dissemination activities events including but not limited to conferences, workshops, presentations. One identified forum in Sweden provides communication also through press releases, films/TV clips, and posters/flyers.

3.0 Aspirations towards fora

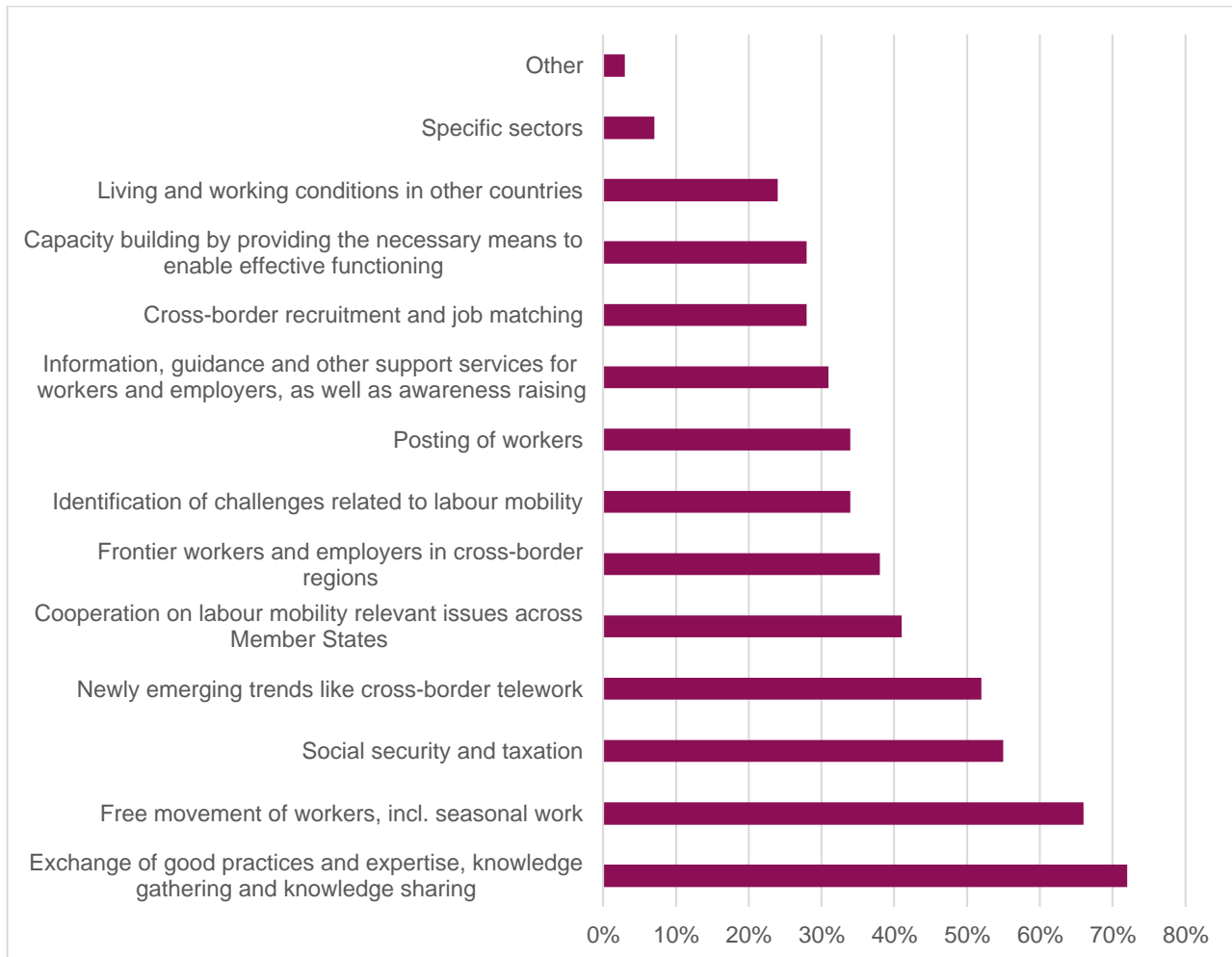
3.1 Desired focus

63% of respondents did not know about any multi-stakeholder labour mobility fora. Out of them, 88% state that they see a need for having such a forum.

When it comes to the focus of the forum, 72% answered that it should provide an exchange of good practices and expertise, knowledge gathering and knowledge sharing followed by free movement of workers, incl. seasonal work (Figure 5). Several Lithuanian respondents mentioned a desired focus on the free movement of workers, including seasonal work. Furthermore, Polish and French respondents drew attention to social security and taxation and newly emerging trends like cross-border telework. Last but not least, Swiss respondents indicated frontier workers and employers in cross-border regions as desired forum orientation.

For sectors, one respondent voiced the need for fora focusing on sectors that meet shortages and surpluses in the EU labour market.

Figure 5 Desired focus of fora



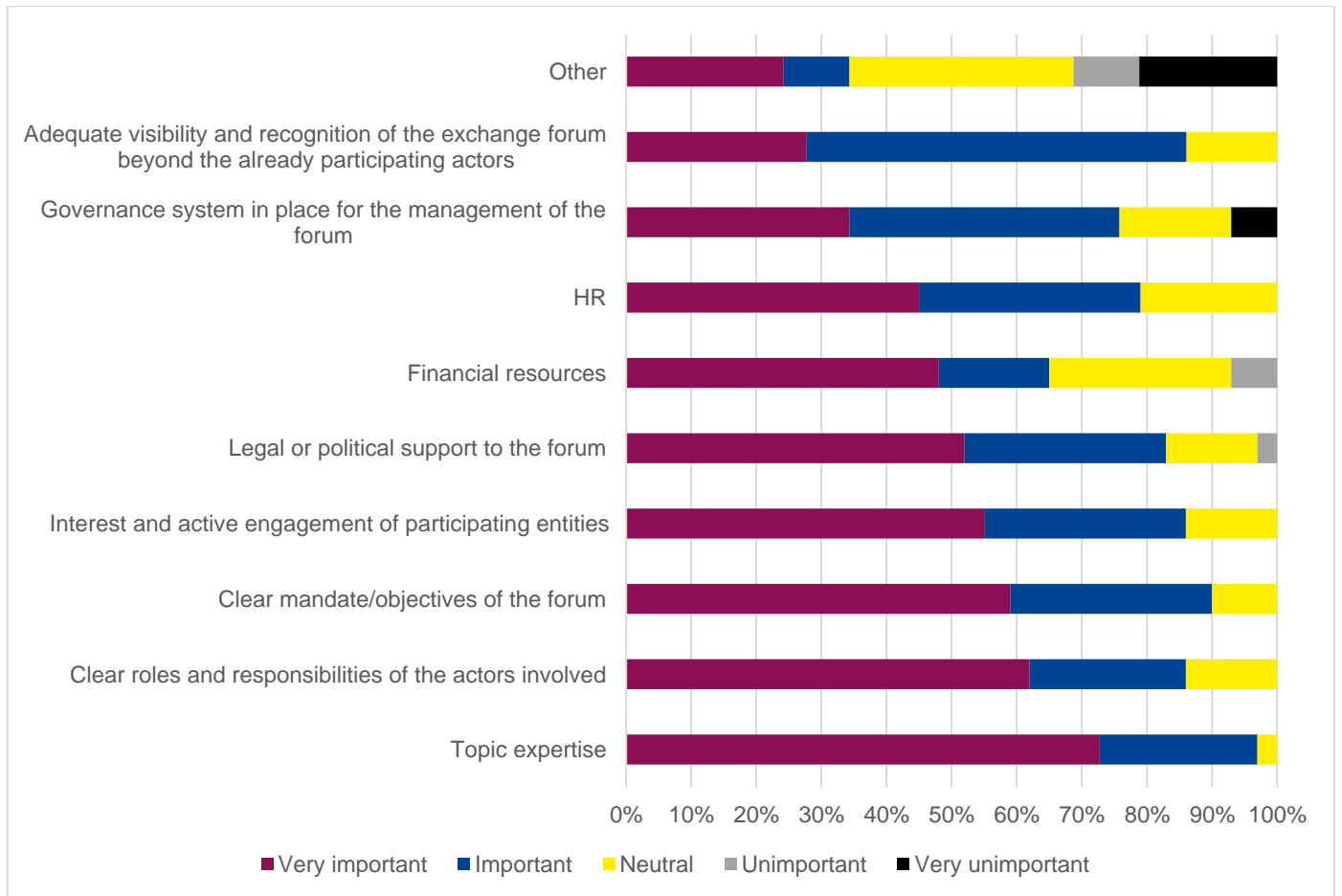
Source: ELA Survey

When asked about which entities should participate in such fora, employer/business organisation/Chamber of Commerce was most commonly identified; followed by government and EURES National Coordination Office.

3.2 Success factors

According to the respondents, the biggest consensus was that topic expertise, clear roles, and clear objectives are the most critical elements for the success of the forum. These elements are viewed as essential for ensuring that the forum operates effectively and achieves its goals. Other factors like financial resources and legal or political support are also important but are seen as secondary to having the right expertise. The data suggest that visibility and recognition of the forum beyond participants, a strong governance system, and having the right HR are considered important factors by a significant number of respondents, though they are not fundamentally seen as the absolute top priorities (as they do not have as many 'very important' scores).

Figure 6 Success factors and challenges of running a multi-stakeholder forum on transnational labour mobility



Source: ELA Survey

4.0 Conclusions and recommendations

4.1 Summary of key findings

The majority of survey respondents do not know about any multi-stakeholder exchange for a on labour mobility. This could be due to a **lack of awareness/visibility**, or the non-existence of a larger number of such fora – or the combination of both.

The **most common objective** is strengthening cooperation and exchange between the participating entities. Also respondents not knowing any respective fora flag the need for such a platform to network, cooperate and coordinate activities related to labour mobility. The deliverables that the identified fora produce are in line with this objective. They mainly refer to strategic documents. Only a few fora aim at operational, end-user oriented activities, hence also ‘hands-on’, practical outputs are limited.

The majority of the identified fora do not have a specific sector focus but deal with labour mobility issues transversally. The most notable **focus area** of the identified fora is social security and taxation. However, while the survey respondents identify thematic expertise as one of the key success factors of such fora, only in about half of the identified initiatives social security and taxation bodies participate. The most prevalent actor in the fora is the Public Employment Service, followed by governmental bodies and social partners. No clear pattern could be detected as regards the roles of specific types of actors in the identified fora, indicating that there is no ‘one-size-fits-all’, but each forum best designs its structure and working procedures based on the national institutional and labour market characteristics.

Fora are predominantly **formal** with some legal documentation. This could be interpreted as being advantageous as it gives the forum a political backing, clear objectives and roles of participating actors. These elements have been flagged as critical success factors for the establishment and running of such initiatives. At the same time, the findings on meeting culture across the fora shows a high degree of flexibility, which can be interpreted as a sign of efficient implementation of the fora and an effective balance of formalisation and agility.

4.2 Recommendations

➤ **Further exploration of the working methods of multi-stakeholder exchange fora on labour mobility**

The survey on which this report is based is the first attempt to shed light on the existence and characteristics of multi-stakeholder exchange fora on transnational labour mobility. It confirmed that such fora exist and are needed, and brought about some findings on their structural elements, working procedures and success factors. This implies that in the foreseeable future, it will be important to strengthen fora that currently exist and create new/additional ones.

Understanding issues and context, mapping relevant stakeholders, and considering the previous experience and ongoing work will help to further address priority areas that multi-stakeholder labour mobility exchange fora shall work in. Furthermore, learning more about the working mechanisms of such initiatives, their challenges and success factors as well as their strategic and operational impact would be useful to support respective new or young initiatives through sharing experiences and lessons learnt, thereby creating synergies across Europe and enhancing efficiency and effectiveness of labour mobility-relevant activities.

Accordingly, as a follow-up activity, further investigations about existing multi-stakeholder fora could be considered. This could, for example, be done on the basis of the fora identified in this study, through more in-depth explorations on their compositions and working mechanisms as well as hindering and success factors by interviewing the respective involved stakeholders.

➤ **Awareness raising about the fora and enabling exchange of experiences and lessons learnt**

While being based on a small sample, the survey results clearly pinpoint a lack of awareness about the existence of multi-stakeholder fora on transnational labour mobility. Notably if further exploration of their characteristics and impact is conducted (see previous point), activities could be set to inform authorities, social partners and other labour mobility-relevant actors in the Member States about the existing fora. This could benefit the improvement of the composition of the existing fora (see below) and their impact.

Furthermore, awareness raising activities could result in the establishment of new fora, filling some identified gaps as regards regions or topics (see next point).

Finally, awareness raising could benefit the knowledge among the fora about each other, which could trigger cross-forum exchange, cooperation and mutual learning.

Enhancing communication strategies, such as utilising websites, social media, and public events, can increase awareness and ensure that all relevant stakeholders are informed and engaged. This is particularly important for countries where there is currently a lack of awareness about the existence and activities of these fora.

➤ **Thematic orientation of the fora**

Most of the identified fora have a strategic orientation and focus on networking, cooperation and coordination among the different types of stakeholders. Emphasising these aspects in the fora's mandate will ensure that participants see benefits to join, thereby encouraging active participation and engagement. While without question this is highly important, it could be considered to extend the scope of the fora to more operational objectives with a more hands-on approach, resulting in practical actions directly benefitting the end user (i.e. mobile workers and their employers).

The majority of analysed fora have a transversal approach, not focusing on a specific economic sector. This has the advantage of a holistic approach to labour mobility-relevant issues. However, there might be cases where issues and challenges differ across sectors, and a more tailored approach to identifying and tackling them would be beneficial. Accordingly, the encouragement of a mix of transversal and sector-specific fora could be considered.

Similarly, the existing fora tend to focus on a relatively limited number of key issues in the field of labour mobility, such as social security and taxation. Other important topics, such as enforcement of regulation or capacity building are widely untapped. It could be considered to extend the mandate of existing fora or establish new, complementary fora to ensure a more comprehensive provision of platforms to exchange on labour mobility-relevant topics across different type of stakeholders. In this context, also newly emerging phenomena like cross-border telework have been identified by some survey respondents as topics for which currently an exchange forum is still missing and could be established for the sake of exchange and mutual learning. For instance, important issues like housing are currently not discussed, but their inclusion would bring more value to the end users.

➤ **Composition of the fora**

The survey results flagged that thematic expertise is one of the key success factors of multi-stakeholder labour mobility fora. Nevertheless, a certain mismatch between the planned focus areas of the fora and the types of participating stakeholders could be identified.

Accordingly, depending on the objectives and orientation of the respective forum, the participation of certain stakeholders could be encouraged. An important first step to realise this would be awareness raising (see above), but also individual 'incentives' could be explored, that is elements that create value-added for specific types of actors when participating in such initiatives.

It is crucial to ensure that the benefits of enhanced participation flow through to end-users — primarily mobile workers and employees who directly navigate the complexities of cross-border and transnational employment. Engaging a diverse group of stakeholders creates a more robust and inclusive environment, which in turn leads to policy and operational outcomes that better address the unique challenges faced by mobile workers and their employers.

➤ **Set-up of the fora**

The findings of this study hint towards the benefits of a formal nature of multi-stakeholder fora for labour mobility. Political and institutional backing seems to be advantageous for having clear objectives and roles which are deemed important success factors, as well as for sustainable endowment with human and financial resources. A certain degree of formalisation also helps align the expectations and

contributions of different parties, making the fora more productive and focused on achieving common goals.

At the same time it is important to ensure that the structure does not become too rigid. Flexibility, e.g. to adapt to emerging topics, but also as regards meetings and other forms of exchange, is essential and should not be limited by too formalised forum design.

➤ **Regular evaluation and feedback loops**

Implementing regular evaluations and feedback loops where stakeholders can review the effectiveness of the fora and suggest improvements can keep the activities aligned with their evolving needs. This continuous improvement approach can help maintain the fora's relevance.

For such, a clear ex-ante definition of measurable objectives, the definition of key performance indicators and the establishment of a data collection and monitoring system are essential preconditions.

➤ **Maintain autonomous nature of entities**

- In order to boost cooperation, it is important to maintain a level of autonomy for entities including but not limited to trade unions. Acting within autonomous structures promotes credibility and balance power dynamics. Moreover, allowing entities to be autonomous fosters commitment to the outcomes of the fora, as entities have a direct stake in the decisions made and their implementation.

Expand cross-border participation

Building on the success of the EURES Cross-Border Partnerships (CBPs), it is valuable to expand the cross-border cooperation to more EU regions. By leveraging the strengths, similarities or differences, and expertise of different regions, fora can better address labour mobility issues on a larger level and foster long-term cooperation. Moreover, cross-border expansion can also benefit the specific area of frontier workers and employers in cross-border regions, which was identified as a focus area in the majority of the fora. Fora can help identifying the right actors or regions and invite them for future cooperation.

Besides that, on the EU level, there is a need to be more involved and establish more cross-border multi-stakeholder fora on labour mobility and help relevant actors to connect with one another. In this context, it could also be explored why the number of EU-funded CBPs has been decreasing over time and how the EU level can (better) support them. Examples are the establishment of a step-by-step guideline on how to set up and run a CBP, promoting successful examples.

5.0 Annex – Survey questionnaire

Section 1: Survey respondents identification questions

Element	Description
Dependencies	No dependencies
Question	Q.1 Your organisation is a:
Response type	Single choice (list in drop-down menu)
Options	Employer/business organisation, Chamber of Commerce EURES National Coordination Office, Member or Partner Government or administration Non-governmental or non-profit organisation Labour inspectorate Private Employment Service Private sector organisation, company Public Employment Service Social insurance body Tax authority Trade union Other
Optional	If 'Other', please specify the type of organisation.

Element	Description
Dependencies	No dependencies
Question	Q.2 In which country does your organisation have its seat?
Response type	Single choice
Options	List of EU MS in drop down menu

Section 2: Awareness of existing labour mobility exchange fora

Element	Description
Dependencies	No dependencies
Question	Q.3 Do you know any multi-stakeholder labour mobility exchange forum that is in line with the definition provided?
Response type	Single choice
Options	1. Yes 2. No

Element	Description
Dependencies	'Yes' in Q3
Question	Q.4 Please list the relevant fora you know, either by name or a short description if there is no established name. <i>*Please note that based on the number of fora you mention here, the questions in section 3 and 4 will repeat for each forum. The aim is to learn about the characteristics of each specific forum.</i>
Response type	Open text, multiple cells
Options	Open text boxes
Optional	If available, please provide a link to the specific forum you mentioned above.

Element	Description
Dependencies	'No' in Q3
Question	Q.5 Do you see a need for such a forum?
Response type	Single choice
Options	Yes No
Optional	If 'No', specify why you do not see a need or expect an added-value from such a forum.

Element	Description
Dependencies	'Yes' in Q5
Question	Q.6 What should be the focus of such a forum?
Response type	Multiple choice
Options	<ol style="list-style-type: none"> 1. Free movement of workers, incl. seasonal work 2. Posting of workers 3. Frontier workers and employers in cross-border regions 4. Newly emerging trends like cross-border telework 5. Specific sectors (if this option is selected, an optional open text box will be included for the respondent to fill in the sectors) 6. Identification of challenges related to labour mobility 7. Good practices exchange in the area of labour mobility 8. Cooperation on labour mobility relevant issues across Member States 9. Cross-border recruitment and job matching 10. Gathering of labour market/labour mobility and skills intelligence (e.g. data, trends, future outlook) 11. Information, guidance and other support services for workers and employers, as well as awareness raising 12. Enhance and support enforcement of EU legislation 13. Living and working conditions in other countries 14. Social security and taxation 15. Regulation related to labour mobility 16. Capacity building by providing the necessary means to enable effective functioning 17. Other
Optional	If 'Other,' please specify which other topics could be covered in an exchange forum.

Element	Description
Dependencies	'Yes' in Q5
Question	Q.7 Which outcomes do you expect from such a labour mobility exchange forum?
Response type	Multiple Choice
Options	<p>Creation of a community around the theme of the forum</p> <p>Exchange of good practices and expertise, knowledge gathering and knowledge sharing</p> <p>Harmonisation of approaches and practices</p> <p>Consolidation of a common position to be advocated to policy-makers or legislative bodies</p> <p>Improvement of outcomes targeting the citizen in the field the forum is focused</p> <p>Other</p>
Optional	If 'Other', please specify what these expected outcomes could be.

Element	Description
Dependencies	'Yes' in Q5
Question	Q.8 Which types of actors should be involved in such a labour mobility exchange forum?
Response type	Multiple Choice
Options	<p>Education providers, incl. language schools, vocational education and universities</p> <p>Employer/business organisation, Chambers of Commerce</p> <p>EURES National Coordination Office, Member or Partner</p> <p>Government or administration</p> <p>Non-governmental or non-profit organisation</p> <p>Labour inspectorate</p> <p>Private Employment Service</p> <p>Private sector organisation, company</p> <p>Public Employment Service</p> <p>Social insurance body</p>

	Tax authority
	Trade union
	Other
Optional	If 'Other', please specify the type of organisation.

Section 3: Identification of key features of the first forum

Please fill the following questions for [the first/second/third forum identified in Q4].

Element	Description
Dependencies	This question will be always visible and be repeated for as many fora as the respondent mentioned in Q4
Question	Q.9 What topics is the forum focused on?
Response type	Multiple choice
Options	<p>Free movement of workers, incl. seasonal work</p> <p>Posting of workers</p> <p>Frontier workers and employers in cross-border regions</p> <p>Newly emerging trends like cross-border telework</p> <p>Specific sectors (if this option is selected, an optional open text box will be included for the respondent to fill in the sectors)</p> <p>Identification of challenges related to labour mobility</p> <p>Good practices exchange in the area of labour mobility</p> <p>Cooperation on labour mobility relevant issues across Member States</p> <p>Cross-border recruitment and job matching</p> <p>Gathering of labour market/labour mobility and skills intelligence (e.g. data, trends, future outlook)</p> <p>Information, guidance and other support services for workers and employers, as well as awareness raising</p> <p>Enhance and support enforcement of EU legislation</p> <p>Living and working conditions in other countries</p> <p>Social security and taxation</p> <p>Regulation related to labour mobility</p>

	Capacity building by providing the necessary means to enable effective functioning Other
Optional	If 'Other,' please specify which other topics are covered in the exchange forum.

Element	Description
Dependencies	This question will be repeated for as many fora as the respondent mentioned in Q4
Question	Q.10 At which level does this forum operate?
Response type	Multiple choice
Options	National Regional Local Sectoral Cross-border Do not know Other
Optional	If 'Other', please specify the level of operation.

Element	Description
Dependencies	This question will be repeated for as many fora as the respondent mentioned in Q4
Question	Q.11 Which organisations participate in this labour mobility exchange forum and what are their high-level roles?
Response type	Matrix
Options	Columns options: Initiator Administrator Funding Participant Observer

	<p>Other role</p> <p>Rows options::</p> <p>Education providers, incl. language schools, vocational education and universities</p> <p>Employer/business organisation, Chambers of Commerce</p> <p>EURES National Coordination Office, Member or Partner</p> <p>Government or administration</p> <p>Non-governmental or non-profit organisation</p> <p>Labour inspectorate</p> <p>Private Employment Service</p> <p>Private sector organisation, company</p> <p>Public Employment Service</p> <p>Social insurance body</p> <p>Tax authority</p> <p>Trade union</p> <p>Other</p>
Optional	<p>If 'Other role', please specify the type of organisation and its role.</p> <p>If 'Other type of organisation', please specify the type of organisation.</p>

Element	Description
Dependencies	This question will be repeated for as many fora as the respondent mentioned in Q4
Question	Q.12 How was the forum launched?
Response type	Single choice
Options	<p>Legal text</p> <p>Formal agreement between the involved actors</p> <p>Informal exchange and cooperation</p> <p>Do not know</p> <p>Other</p>
Optional	If 'Legal text', please provide the references of the legal base.

If 'Other', please specify the type of foundation.

Element	Description
Dependencies	This question will be repeated for as many fora as the respondent mentioned in Q4
Question	Q.13 When was this labour mobility exchange forum/fora established?
Response type	Single choice
Options	<p><2 years</p> <p>2-5 years</p> <p>6-10 years</p> <p>≥ 11 years</p> <p>Do not know</p>

Element	Description
Dependencies	This question will be repeated for as many fora as the respondent mentioned in Q4; only if Q13 = 1
Question	Q.14 Which of the following statements fits best to the forum?
Response type	Single choice
Options	<p>The labour mobility exchange forum is still in design</p> <p>The design is currently being tested and might be adapted later</p> <p>The design is stable and functioning in a standard set up</p>
Optional	If the respondent answers with Option 1 or Option 2, a disclaimer will appear stating that the respondent should answer the following questions to the best of their knowledge, and based on what has currently been envisaged of what the forum should look like once fully operational.

Element	Description
Dependencies	This question will be repeated for as many fora as the respondent mentioned in Q4
Question	Q.15 Does this labour mobility exchange forum have specific end date?

Response type	Single Choice
Options	<p>Yes, scheduled end date in [open text box for year]</p> <p>Yes, based on the achievement of a specific result</p> <p>Yes, based on external conditions (e.g. change in government, multiannual financial framework, etc.)</p> <p>No specific end date is foreseen</p> <p>Do not know</p>
Optional	<p>If 'Yes, based on the achievement of a specific result', please specify the specific result.</p> <p>If 'Yes, based on external conditions (e.g. change in government, multiannual financial framework, etc.)', please specify the external conditions.</p>

Element	Description
Dependencies	This question will be repeated for as many fora as the respondent mentioned in Q4
Question	Q.16 What are the objectives and mandate of the forum?
Response type	Multiple choice
Options	<p>Strengthen cooperation and exchange between the participating entities</p> <p>Provide a space for mutual learning, knowledge gathering and knowledge sharing</p> <p>Facilitate access to information and specific services</p> <p>Increase awareness on obstacles regarding labour mobility</p> <p>Enhance and support the enforcement of national/EU legislation</p> <p>Elaborate policy recommendations and suggestions for overcoming obstacles to labour mobility</p> <p>Collect and analyse data on labour mobility to find common solutions</p> <p>Do not know</p> <p>Other</p>
Optional	If 'Other', please specify which additional objectives or mandate the forum has.

Element	Description
Dependencies	This question will be repeated for as many fora as the respondent mentioned in Q4
Question	Q.17 What type of meetings take place as part of the labour mobility exchange forum?
Response type	Matrix / Multiple Choice
Options	<p>Columns options</p> <p>Virtual</p> <p>Physical</p> <p>Hybrid</p> <p>Rows options</p> <p>Expert panels (independent experts provide technical guidance and support in a specific topic through moderated discussions)</p> <p>Conferences (a formal meeting in which many people gather in order to talk about ideas or problems related to a particular topic usually lasting several days)</p> <p>Working groups/workshops (a seminar, discussion group, or the like, that emphasises exchange of ideas and the demonstration and application of techniques, skills)</p> <p>Ad-hoc meetings between participating entities to discuss emerging issues (informal meetings)</p> <p>Do not know</p> <p>Other</p>
Optional	If 'Other', please specify the type of meeting that takes place.

Element	Description
Dependencies	This question will be repeated for as many fora as the respondent mentioned in Q4
Question	Q.18 How often do meetings take place?
Response type	Matrix / Multiple choice
Options	<p>Columns options</p> <p>Weekly</p> <p>Every two weeks</p>

	<p>Monthly</p> <p>Quarterly</p> <p>Twice a year</p> <p>Annually</p> <p>Do not know</p> <p>Other</p> <p>Rows options</p> <p>Expert panels (independent experts provide technical guidance and support in a specific topic through moderated discussions)</p> <p>Conferences (a formal meeting in which many people gather in order to talk about ideas or problems related to a particular topic usually lasting several days)</p> <p>Working groups/workshops (a seminar, discussion group, or the like, that emphasises exchange of ideas and the demonstration and application of techniques, skills)</p> <p>Ad-hoc meetings between participating entities to discuss emerging issues (informal meetings)</p> <p>Other meetings</p>
Optional	If 'Other', please specify the frequency and the type of meeting.

Element	Description
Dependencies	This question will be repeated for as many fora as the respondent mentioned in Q4
Question	Q.19 Does the forum produce any deliverables or material?
Response type	Single choice
Options	<p>Yes</p> <p>No</p> <p>Do not know</p>

Element	Description
Dependencies	'Yes' in Q19
Question	Q.20 What materials are produced in the forum?

Response type	Multiple choice
Options	<p>Minutes</p> <p>Reports or publications on a dedicated topic destined to be publicly available</p> <p>Communication deliverables for awareness raising and information for end users (workers and employers)</p> <p>Practical guidelines and checklists for institutions</p> <p>Practical guidelines and checklists for end users (workers and employers)</p> <p>Recommendations and policy pointers for legislators</p> <p>Memoranda of Understanding (a non-binding agreement that states each party's intentions to act for a common objective or form a new partnership/collaboration)</p> <p>Agreements (legally enforceable contracts for a specific objective)</p> <p>Other</p> <p>Do not know</p>
Optional	If 'Other', please specify the type of materials produced.

Element	Description
Dependencies	'Yes' in Q19
Question	Q.21 What dissemination/promotion activities are carried out?
Response type	Multiple Choice
Options	<p>Web information</p> <p>Social media posts</p> <p>Press releases</p> <p>Events (e.g. conferences, workshops, presentations)</p> <p>Films/TV clips</p> <p>Posters/flyers</p> <p>Other</p> <p>None</p> <p>Do not know</p>

Optional	If 'Other', please specify the type of dissemination/promotion activities carried out.
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Element	Description
Dependencies	'Yes' in Q19
Question	Q.22 Could you please provide links to the dissemination/promotion material?
Response type	Open text
Options	Not available

Section 4: Planned and achieved results of the specific forum

Element	Description
Dependencies	This question will be repeated for as many fora as the respondent mentioned in Q4
Question	Q.23 What are the planned results of this specific labour mobility exchange forum?
Response type	Multiple Choice
Options	<p>Creation of a community around the theme of the forum</p> <p>Exchange of good practices and expertise, knowledge gathering and knowledge sharing</p> <p>Gathering and analysing labour mobility data</p> <p>Harmonisation of existing approaches and practices</p> <p>Development and implementation of new coordinated or joint approaches and practices</p> <p>Consolidation of a common position to be advocated to policy-makers or legislative bodies</p> <p>Improvement of outcomes targeting the citizen on the field the forum is focused</p> <p>Other</p>
Optional	If 'Other', please specify what these planned outcomes are.

Element	Description
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Dependencies	This question will be repeated for as many fora as the respondent mentioned in Q4
Question	Q.24 Does the exchange forum include agreed indicators to measure the results and the achievement of the objectives?
Response type	Multiple Choice
Options	<p>Yes, qualitative indicators</p> <p>Yes, quantitative indicators</p> <p>No indicators are used</p> <p>Other means are used to measure the results and achievement of the objectives</p> <p>Do not know</p>
Optional	If ' Yes, qualitative indicators', 'Yes, quantitative indicators', 'Other means are used to measure the results and achievement of the objectives', please specify the types of indicators used or other means to measure.

Element	Description
Dependencies	This question will be repeated for as many fora as the respondent mentioned in Q4
Question	Q.25 What are the achieved results of this specific labour mobility exchange forum?
Response type	Multiple Choice
Options	<p>Creation of a community around the themes of the forum</p> <p>Exchange of good practices and expertise</p> <p>Gathering and analysing labour mobility data</p> <p>Harmonisation of existing approaches and practices</p> <p>Development and implementation of new coordinated or joint approaches and practices</p> <p>Consolidation of a common position to be advocated to policy-makers or legislative bodies</p> <p>Improvement of outcomes targeting the citizen on the field the forum is focused</p> <p>None at this stage</p> <p>Do not know</p>

	Other
Optional	<p>If 'Other', please specify what these planned outcomes are.</p> <p>Open textbox to be added for the respondent to elaborate on the concrete achievements.</p>

Section 5: Success factors and challenges of running a forum for labour mobility exchange

Element	Description
Dependencies	No dependencies
Question	Q.26 How important are the following elements for the success of a labour mobility exchange forum:
Response type	Single choice/Matrix
Options	<p>Columns options</p> <p>Very important</p> <p>Important</p> <p>Neutral</p> <p>Unimportant</p> <p>Very unimportant</p> <p>Rows options</p> <p>Clear mandate/objectives of the forum</p> <p>Legal or political support to the forum</p> <p>Interest and active engagement of participating entities</p> <p>Clear roles and responsibilities of the actors involved</p> <p>Financial resources</p> <p>Human resources</p> <p>Topic expertise</p> <p>Governance system in place for the management of the forum</p> <p>Adequate visibility and recognition of the exchange forum beyond the already participating actors</p> <p>Other</p>

Optional	If 'Other', please specify how important are other success elements not mentioned in the matrix.
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Section XX: Identification of key features of [the second/third forum]

Please fill the following questions in regard to [the second/third forum]. These questions are repeated for each forum you identified.

[Reiteration of Sections 3 to 5 of the questionnaire for the second/third forum]

Section 6: Follow-up questions

Element	Description
Dependencies	'Yes' in Q3
Question	Q.27 Do you agree to be contacted by ELA representatives to further discuss this/these specific labour mobility exchange forum/fora?
Response type	Single Choice
Options	1. Yes 2. No

Element	Description
Dependencies	'Yes' in Q27
Question	Q.28 Could you please provide us with your contact details?
Response type	Open text
Options	Not available