

Working in the EU

opportunities and challenges for young people

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Working in an other EU-country Overview

- ☐ **Can I go abroad for work?**
 - Yes, you can, but ...
 - Why?
 - Opportunities, challenges and (EU-) support
 - ☐ **The big picture**
 - How many?
 - Coming from ... going to
 - Dream or nightmare?
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Working abroad Aspects

☐ Why

- Education (plus employment)
 - ☐ E.g. German „dual vocational training“
- No job at home
- More money abroad
- Gain experience, make a career
- Adventure, curiosity
- My boss wants me to go abroad for the company

☐ For how long

- Temporary, seasonal
 - Commute (go home on evenings, weekends)
 - Long-term, permanent, emigration
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Status when working abroad

☐ Employed

- with a company abroad
- as a civil servant abroad
- with a company at home, but working abroad

☐ Self-employed

- One-person show
- Starting your own company („start-up“)
 - ☐ At home and provide services abroad (freedom of services)
 - ☐ Abroad (freedom of establishment)

☐ Each status is under different regulations

- **Host** country rules apply
 - EU giving a framework
 - Third country migration, not covered by EU regulation
 - ☐ Refugees, asylum
 - ☐ Illegal, black market labour (fruit picking, construction, hospitality,...)
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Employed with a company abroad

- ☐ **No discrimination, no preferences for nationals, but ...**
 - ☐ **Recognition of education, certificates, licences to work in a profession → EU helps**
 - ☐ **Host country rules apply (no „race to the bottom“)**
 - Law (protection of worker, working hours, health insurance, ...)
 - Collective wage agreement
 - ☐ (Minimum) Wages, benefits, holidays, ...
 - Insurances and social benefits to be transfered cross border
 - ☐ **Job search**
 - Live on your own money during search
 - ☐ No social support from host country
 - ☐ Own social benefits can be transferred cross border
 - Finding a job
 - ☐ Your national Labour Office
 - ☐ EURES
 - ☐ **International companies use ENGLISH ONLY**
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Employed as a civil servant abroad

- ☐ **Yes, no problem, but ...**
 - Some exemptions (police, judicial services, ...)
 - Host country entrance exams apply
 - ☐ **Local language !**
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Employed with a company at home, but working abroad („posted worker“)

- ❑ **My boss sends me abroad („posted workers“)**
 - Home country rules apply for wages, benefits, extras, working conditions, ...
 - Max 2 years
 - Examples: Specialists go to a foreign customer for service, installing machinery, driving a truck, ...
 - ❑ **Disputed in the EU**
 - „Posting“ as a loop hole for cutting wage and benefits
 - German logistics company relocates to Romania; Romanian truck driver provides transportation services between Paris and Munich at Romanian wages
 - A change in rules to be expected soon
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Starting my own business as a self-employed

- ❑ **No discrimination, but ...**
 - All rules and regulations of **host** country apply
 - „Ease of doing business“ – not always easy
 - ❑ Bureaucracy, tacit rules, judicial system,
 - Can home country certificates and licenses be transferred?
 - ❑ Yes, but not easy
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Opportunities and challenges

□ Opportunities

- Young / new labour force in short supply
 - Ageing societies
 - Booming countries
 - Fill vacancies abroad, that locals don't want
- „Modern“ skills in short supply
 - Maths, Informatics, Sciences, Engineering („MINT“)
 - Languages, inter-cultural competencies, ...
 - Tech-driven, innovative companies act globally

□ Challenges

- „outsider“ disadvantage
 - Networks, culture, language
 - Find a job and a flat
 - big cities have jobs, but are expensive to live in
 - Missing family and friends
 - Survive the first year (financially, emotionally)
 - All the paper work (insurances, recognition of certificates, ...)
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Working abroad in the EU

The big picture

□ Low level of inner-EU mobility

- Most people never work abroad
 - 2-4% of workforce is EU-foreign
- North-south (crisis) – not many come, going home soon

□ Some migration from CEEC to EU-15

- 1990-2004: No access for CEECs
- 2004-2011
 - Access limited (except UK, IRL, SWE)
 - PL, ROM, BUL to UK, IRL, SWE

- After 2011: More workers coming – and needed

□ Conflicts and problems – real and perceived

- BREXIT was about „foreigners stealing our jobs“
 - Free movement disputed under populist pressure
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Two recommendations

Just try to work abroad

- There are opportunities out there for you
- The risk is manageable
- EU supports you

<https://ec.europa.eu/eures/public/de/homepage>

http://ec.europa.eu/solvit/index_de.htm

Raise your voice

- EU without (inner) borders – still an advantage für most of us !
 - Old Brits voted UK out – young Brits were not interested
 - Young generation must make this point !
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**Thank you
for your
attention!**

