



European Network  
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Market Monitoring

# EUROPEAN DAY 2012

Annual Conference of the Initiative “Networking Regional and Local  
Labour Market Observatories Across Europe”

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## **Practical Approaches for Measuring Geographical Mobility in Regional and Local Labour Market Observatories**

### **Results**

**of the 3<sup>rd</sup> Conference of the**

**Initiative for Networking Regional and Local  
Labour Market Observatories Across Europe**

**on 11 October 2012  
in Kraków, Poland**

This document is based on the presentations and working group results which are available under [www.regionallabourmarketmonitoring.com](http://www.regionallabourmarketmonitoring.com)

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The measurement of geographical mobility of labour has been the centre of attention for the European Network on Regional Labour Market Monitoring since 2011. In October 2012, the Network presented a list of indicators with which commuting and migration in regional and local observatories could be measured (see Appendix 1). This list was generated based on the experience of approximately 60 members of the European Network, as well as contributions from relevant experts. This list includes indicators that are existent in (nearly) all European regions. The indicator list was made available to the over 500 regional and local labour market observatories that existed at that time within the EU. This was intended to start conversations with them. The goal of this communication was to obtain an overview on how the measurement of geographical mobility of labour was performed. Explored was not only which of the indicators were actually used, but also what other indicators not included in the list were used to measure geographical mobility. The results of this inventory were presented at the Third European Day of the Initiative for Networking Regional and Local Labour Market Observatories Across European Regions and are summarized in this documentation.

## 1. The Use of Indicators for Measuring Geographical Mobility in Regional and Local Labour Market Observatories Across Europe [[Presentation 1](#)]

The majority of regional and local labour market observatories in Europe that participated in the survey (conducted by the Network in July-August 2012) used indicators for measuring geographic mobility. These are used in gauging both permanent migration as well as commuting. Roughly half of the observatories complemented the indicators taken from the public statistics on migration with additional indicators that they themselves generated. The indicators from public statistics depicted primarily the quantitative breadth of migration. The self-generated indicators were geared toward gaining deeper information on the motives for migration, the skills and competencies of the migrants, the effects on those left behind, the effects on the population in the receiving region and further information on the mobile workers themselves. Interestingly, this additional information was utilized more often within the observatories than the statistical indicators. This refers to regional and local observatories in all European regions – both in those regions receiving mobile workers as well as those that lose such workers. Over all, the impression is that for the local actors, migration is far more important than commuting. This may be due to the more long term effects of migration.

The regional and local observatories create and distribute this information primarily for users from the political sphere. This applies to the local political levels and to the political levels all the way up to the national level. The second largest user group consists of the regional or local companies. The non-profit sector, in particular those sectors dealing with health and elderly care, are the third most important audience for this type of information.

Corresponding to the heterogeneous user groups, the majority of information is prepared at the Nuts 2 and 3 levels. A coupling of data from Nuts 1 is only partially done, for example, to compare regions within a country with each other. Much less frequent is data available at the actual community level and is used there.



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In summary, it can be said that in most regional and local labour market observatories in Europe, data to measure geographical mobility is used and that there is apparently a significant demand for such data. This leads observatories to collect specific data to supplement the public statistics. This can be taken as further proof for the increasing necessity for transparency on geographical mobility in European regions.

In addition the regional and local labour market observatories, it is primarily the public labour administration, which uses EURES to create transparency on geographical mobility in Europe.

## 2. Result-based Monitoring of EURES: A Toolbox [\[Presentation 2\]](#)

Ecorys conducted a test to discover in what degree the indicators of the Public Employment Services (PES) could be used to monitor the transitions on the labour market and, in particular, the performance of the new EURES activities. The core indicators were identified as: number of vacancies filled in receiving countries, number of placements in sending countries, satisfaction and cost-effectiveness. Aside from the existing data gained through registering customers, which allows some tracking, further data on the output of the information and placement activities can be gathered. This data pool can be expanded through surveys, especially on customer satisfaction. The identified indicators represent – as in the labour market observatories described above – a combination of available official and process data with specifically generated primary data. This last serves in particular to capture the subjective aspects, such as the motives and satisfaction of the mobile workers. This enables the identification of leverage points for targeted interventions.

A combination of secondary and primary data was also used in some Voivodships in Poland in order to capture the potential of those workers that returned to Poland after a long working period abroad.

## 3. Regional Migration Study in Lesser Poland, Silesia and Lower Silesia [\[Presentation 3\]](#)

Beyond emigration and immigration, for several regions and communities in Europe – especially the new candidate countries – the phenomenon of re-migration is of central importance. Aside from the questions concerning the best possible re-integration of these workers, there is also interest of how to most effectively use the competencies and experiences gained abroad in the receiving region. In order to obtain answers to these questions, it is insufficient to take stock of the competencies of the re-migrant. Rather, the migration history must be considered so as to assess the probability of a longer settlement in the region. For this assessment, individual subjective motivations, characteristics and aspects of the worker's social ties to the region; and there are many other factors to be accounted for as well.

The Strategic Consulting Centre (Centrum Doradztwa Strategicznego) in Krakow generated a corresponding data collection for various regions in Poland. A mix-method approach proved to be very successful. From the one side, surveys and official (process) data allowed for de-

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scribing the relevant structures, but could not contribute to the assessment of the potential that could have been utilized by the regional and local economy. Expert panels and structured interviews with members of the target group were, in this respect, quite helpful. Another part of the work performed by the Centre also made quite clear that the application of ethnographic methods is well suited for capturing data on the actual motivational situations.

Currently, using such mix-method approaches is very complex and needs significant resources. However, this example shows that also using qualitative methods can deliver critical information for political decision makers interested in optimizing the potential of the return migrants for their regions. This message should also be publicized through the European Network on Regional Labour Market Monitoring and the Initiative for Networking Regional and Local Labour Market Observatories across Europe.

## 4. Next steps for Measuring Geographical Labour Mobility

The results presented show that the measuring of geographic labour mobility, as practiced in the European regions, is highly important. They also show that in creating descriptions of mobility, a broad spectrum of primary data, which offers detailed information on the motives and competencies of the mobile worker, is utilized in combination with the indicators from the public statistics. Such information seems to be highly relevant for the decision makers in the localities for realizing the migrants’ potentials, but also to create situations where labour is more bound to the locality and migration to other regions is avoided. The measurement of geographical mobility, in the perspective of the region or community, is focused above all on migration. Commuting is here a secondary concern.

Regional and local actors that have some experience with measuring geographical mobility are warmly invited to share their information with the Secretary of the Initiative, Ruth Hasberg. In this way, the information can be made available to the 400 Network members and the over 500 associated regional and local labour market observatories.

## 5. Excursus: Further Developments of Indicators for Regional Youth Monitoring

[\[Presentation 4\]](#) and [brochure](#)

Since 2010, the members of the European Network on Regional Labour Market Monitoring have been working on the specification of indicators for conducting Youth Monitoring. At the Second European Day in Luxemburg in October 2011, a situational snapshot of how these indicators were being used demonstrated that only a very few regional and local labour market observatories were actually using these indicators to conduct a comprehensive youth monitoring. In most observatories, youth were only one of several age groups within employment and unemployment, and more in-depth data was not generated. This missing transparency in nearly all regions and localities of the EU stood in high contrast to the urgent problems existing in many European cities with youth employment, the transition from school to job, etc. In this context, the participants of the Second European Day in 2011 decided to continue working on developing the best possible indicators and their application. A group of

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Network members from various regions in Poland volunteered to form a working group that would focus this work. At the Third European Day in Krakow, the working group presented their intermediary results, “Monitoring the Youth Situation within the Labour Market”.

The working group consists of a partnership between representatives from seven regional labour offices and constituted itself in a Declaration in April 2012.

The following institutions participated in the work:

1. Regional Labour Office in Białystok (Labour Market and Economic Forecast Observatory of Podlasie) – Working group’s leader,
2. Regional Labour Office in Gdańsk,
3. Regional Labour Office in Kraków (Labour Market and Education Observatory of Małopolska),
4. Regional Labour Office in Poznań (Labour Market Observatory of Wielkopolska),
5. Regional Labour Office in Rzeszów (Labour Market Observatory of Podkarpacie),
6. Regional Labour Office in Szczecin,
7. Regional Labour Office in Warsaw (Department of Labour Market Observatory of Mazowsze).

The monitoring draws from six fields which are relevant for the monitoring of young people’s situation: demography, unemployment, employment, education, family and living conditions and social activity. For each of these fields, indicators were specified, as well as holes in the data and the methodical difficulties were identified. All data, data sources, relevant meta-data, etc., were brought together into a dashboard, which can be found under: <http://www.obserwatorium.up.podlasie.pl/index.php/strony/9826>.

The group used the Third European Day to discuss open questions with the participants. There were three sets of questions to the indicators, their usage and to their transferability:

## Questions on Indicators

1. Do the selected indicators **cover all relevant themes** for regional youth monitoring? Are there other important topics to be covered?
2. Which procedures would be useful **for prioritising or weighting the indicators**? Does anybody have experiences or ideas for weighting /scoring and could share them?
3. How can one deal with **indicators that are not representative**? This is relevant in the case of the indicator on social activity. Does anybody have experiences with or ideas on this?



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## RESULTS OF THE DISCUSSION:

### *Employment:*

The most important indicators are employment status and rate as well as activity rate. In this context, particularly information on the first job and the employment contract could be interesting. Regarding the remuneration, median pay would be a more useful measure than mean pay. Needs for training could be monitored as well as health indicators. Other indicators to be developed: nature of employment culture and measure for rapid changing of jobs in the labour market.

### *Unemployment:*

Unemployment by age, long term unemployment – we should find ways for how to bring together information which would enable to acquire information on NEETS.

### *Education:*

The most important indicators are educational attainment, early school leavers relative to drop-outs. In order to feed the model with this information, more communication between different institutions and involved organisations is needed. Different levels of education have to be taken into account and included.

### Questions on the Utility of Indicators

1. **Which entities or institutions** would be interested in using these data? And how could one address these institutions? What are good strategies for this?
2. Related to the needs of the (potential) users, at **what level** should data be available (local, regional, national) and should there be a connection between the different levels?
3. Related to the needs of the users, should the model be **more hermeneutic/hermetic** to provide more complex insights? If so, how could the model be developed further (in-depth analysis, subcontracting field studies etc.). Does anybody have experiences with or ideas on this?
4. What challenges will have to be faced when implementing the model as a **benchmark** between regions? Does anybody have experiences with or ideas on this?

## RESULTS OF THE DISCUSSION:

Everybody should use the data of youth monitoring, but unfortunately not everybody is interested. On the one hand, there are the policy makers and employment services, which can see the direct benefit. On the other hand, there are institutions and organisations, which are not involved in policy-making, but could nevertheless profit from the data (e.g. trade unions). For example, social partners such as parents and teachers could use it. The youth monitor-



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ing website of the Czech Republic served as an example: young people could use the information for career counselling.

Therefore, the Polish colleagues should focus more on direct communication and presentation of the model to different stakeholders. Nevertheless, placing the information just on the website is not enough, a more direct involvement is needed.

How could the model for youth monitoring serve as a benchmarking tool? How can we use this data and which purpose should it serve? Generally, this model is applicable in other countries, but is important to make it easier to use. For example, the number of indicators could be reduced. Regional level is better for collecting data than national level, because the sector specificity of the region can be taken into account (e.g. rural areas, rural sectors) and this information can be used by decision makers.

## **Questions on the Placement of the Model and on the Support of the Working Group and the Next Steps**

1. Should the model be **related to other systems of data collection** at the regional and/or national level? Does anybody have experiences with or ideas on this?
2. Is this model **transferable to regions and localities in other European countries**? If so, would data there be available to measure these indicators? For which regions in other countries could it be useful? How could the working group cooperate with actors in these regions?
3. Should it become a **formal model applicable in different regions** across Europe? If so, what would be a good strategy to follow?
4. What could be useful **next steps** for the working group? And what are the reasons for this?
5. What **type of support could be given to the group**? And what would be a good strategy to reach this?
6. **Questions on the placement of the model and on the support of the working group; next steps:**

## **RESULTS OF THE DISCUSSION:**

It is important to consider different ways of linking the model to other systems of data (e.g. the educational system). Also, systems of data collection on the regional level should be connected to the model. Other indicators should be included, for example lifelong learning.

A more user-friendly communication with policy makers is necessary. The report is very professional, but short and concise information is needed to show the benefits of using the model. It could be directed at stakeholders and distributed alongside the more comprehensive report (e.g., as a leaflet). Other stakeholders need to be involved in the process of de-



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veloping the model already at the current stage so that they see that they are treated as partners and their standpoints and experiences are taken into account.

The Polish group is looking for feedback from the other participants. Also, the model could be exported via cooperation as a good/best practice example to other EU Member States. Nevertheless, the questions of transferability are still too early to answer and should be considered at a later point.

The outcomes from the discussions form the basis for the continuation of the group’s work. A special focus of this on-going effort will be the selection of indicators that can be actually used when implementing a regional monitoring. Further, it is planned to evaluate who could be the users of this information and in what fashion the information can be made available for these group(s). This requires that the marketing of this information should be explicitly addressed. The third point is the exploration of what other information systems or data collections could these indicators connect and how could this be achieved for the more effective usage of this information. Finally, after the previous focussing on the Polish situation, work needs to be done to examine which indicators can be used in other European regions and communities and, for those that can be used, they should be implemented there. The group will be supported in their efforts during the coming twelve months by representatives from the European Network on Regional Labour Market Monitoring. The plan is then to present and discuss the outcomes from these efforts at the Fourth European Day in October 2012 in Bilbao. By this point in time, the indications should be implemented in the seven Polish regions and the first experiences with the users should be available. For further information on this work, the group’s co-ordinator can be contacted ([marta.sosnowska@wup.wrotapodlasia.pl](mailto:marta.sosnowska@wup.wrotapodlasia.pl)).

## **6. Annual Theme for the Initiative in 2012/2013**

The Initiative will occupy itself until the next European Day in October 2013 with the topic of “regional and local skills monitoring”. The Initiative will present in the coming weeks concepts and applications, developed by members of the European Network on Regional Labour Market Monitoring, on the topic. The more than 500 known regional and local observatories should familiarize themselves with these concepts and applications. They are invited to adapt them to their own situations and test these. A survey in August 2013 will be conducted to gather their experiences. The analysis of the survey data will be presented and discussed as well as the topic of youth monitoring at the Fourth European Day 2013 in Bilbao.

Further information on the results from the European Day 2012 can be obtained through the Initiative Secretary, Ruth Hasberg ([Hasberg@em.uni-frankfurt.de](mailto:Hasberg@em.uni-frankfurt.de))



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## SAVE THE DATE

<b>8<sup>th</sup> Annual Meeting of the European Network on Regional Labour Market Monitoring</b>	<b>4<sup>th</sup> European Day of the Initiative for Networking Regional and Local Labour Market Observatories across Europe</b>
Topic: “Shifting Roles of Labour Market Observatories in Regions and Localities across Europe? State of the Art and Perspectives”	Topic: “Practical Approaches to Regional and Local Skills Monitoring across Europe”
11 October 2013 in Bilbao	10 October 2013 in Bilbao

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## Annex

### List of Indicators for Measuring Geographical Labour Mobility

(generated by the European Network on Regional Labour Market Monitoring in October 2011)

	Commuting	Migration
<b>0. Information Users</b>	<p><u>policy makers</u> (need to know about ‘in-and-out’ commuting as these are crucial for the functionality of the regional and the local labour market)</p> <p><u>public labour administration</u> (need to know where to place job seekers)</p> <p><u>employees</u> (need to know about locations with good job opportunities)</p> <p><u>employers and their associations</u> (need to know about regional and local labour shortages that are mitigated by commuting as well as about potential employees commuting in the region or locality)</p>	<p><u>policy makers</u> (have special interest on migration inflow as immigration or return migration)</p> <p><u>educational institutions</u> universities (have interest in migration outflow as this reduces the number of potential students and in case their graduates do not find work in the region. They also have an interest in migration inflow as they offer their services to migrants who want to adapt their degrees) vocational training (have interest in migration outflow in case their graduates do not find work in the region or inflow for offering services to adapt new arrivals to the demands of the local economy )</p> <p><u>employers and their associations</u> (have interest in labour shortages that may be influenced by the level and types of migration and in hiring immigrants with specific skills/characteristics)</p>
<b>1. Basic Definitions</b>	<p>Commuting consists of living in one region and working in another. This can be within one country or in a cross-border region. (There may be long-range commuting where someone lives near to work for part of the week (i.e. in temporary accommodation) and the rest of the week at their home)</p> <p>Multi-locality is spatial mobility which denotes different combinations of living and working in different places.</p> <p>Special Case: Highly skilled professionals traveling between two or even more homes.</p>	<p>Migration occurs when workers change their places of residence to other regions or to other countries. (definition of Eurostat: a migrant would have to spend at least 12 months in the country of destination)</p> <p>Special Case: Transmigration is the case when workers change their country of residence for another after the end of working opportunities in foreign countries.</p> <p><u>Reasons for Monitoring Migratory Movements:</u> Many migrants still maintain ties with their country of origin using different public services, or sending remittances or leaving parts of the family in the country of origin.</p>



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	Commuting	Migration
<b>2. Differentiation</b>		
<b>Skills level and Motives</b>	<p>Main motive in European regions is to find a job.</p> <p>Exception: Commuting to Luxembourg to find a better paid job.</p> <p>Special Case: mobility within one company</p>	<p>There are two main groups of mobile labour:</p> <ol style="list-style-type: none"> <li>1. Highly skilled labour is mobile to find a better paid job. Highly skilled is determined by level of education and/or degree, or professional position</li> <li>2. Low skilled labour is mobile in order to find a job. Low skilled should be distinguished between skilled manual, unskilled manual and skilled non-manual.</li> </ol>
<b>Geographical location</b>	Within regions (in one nation or cross border)	From East (South) to West or North
<b>Social networks</b>	Social networks affect commuting – as they may provide support e.g. family to provide help with child care after school if may affect how far someone can commute, or networks may provide information on finding jobs and these new jobs may require a different commute etc.	Social networks are important in determining the destination for migration and support the integration in the destination country. However, social networks might also result in a lower capacity and willingness to integrate. Increasing numbers of low skilled can put pressure on the local low skilled labour (social dumping), leading to the reduction of local labour costs and support the growth of the grey labour markets.
<b>3. Data</b>		
	<p><b>quantitative data</b> <u>public data/statistics (stock and flow data)</u> register data (social security / working): place of work and residence is not identical (minimum distance between both locations or different municipalities) tracking a person via social security number (problems with data protection and security)</p> <p>tax data: number of tax payers at place of work with residence in another municipality.</p> <p>traffic data (travellers in public transportation and others)</p> <p>EURES data stock (registered workers)</p> <p>census data (might be not precise enough on the local level and out-dated)</p> <p><u>survey data:</u> household surveys</p> <p><b>qualitative data)</b> information provided by social networks and organizations for job placement, housing and schooling issues</p>	<p><b>quantitative data</b> <u>public data/statistics (stock and flow data):</u> register data (in region or country of immigration) (including migrants' socio-economic, demographic and educational characteristics) tracking a person via social security number (only national level in case of cross-border from the perspective of the sending country and there are problems with data security)</p> <p>EURES data stock (registered workers) and data exchange facilitated by EURES</p> <p>census data (problem of being out-dated)</p> <p><b>qualitative data (to provide in-depth insights)</b> studies on social networks and support structures, motives, expectations, pull and push factors (economic, social, cultural and familial impact on mobility)</p>

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	<p><u>problems:</u></p> <ul style="list-style-type: none"><li>• data bases cannot be connected</li><li>• sample sizes are too small for regional analysis</li><li>• disaggregation at the regional and local level is impossible</li><li>• data protection law provides restrictions</li><li>• different geographical levels of data collection do not allow aggregation</li><li>• lack of in-depth data</li><li>• out-dated data</li></ul>	<p><u>problems:</u></p> <ul style="list-style-type: none"><li>• data bases cannot be connected</li><li>• data protection law provides restrictions</li><li>• different geographical levels of data collection does not allow comparisons</li><li>• lack of in-depth data</li><li>• limits in cross-border data exchange</li><li>• no data on unregistered illegal workers from third states outside of the EU</li></ul> <p><u>improvement:</u></p> <ul style="list-style-type: none"><li>• at the regional level bilateral agreements between sending and receiving countries</li></ul>