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Project “Integrated Culinary Arts and Restaurant Sector Employment Solutions for a Skilled and Inclusive Romania-Bulgaria Cross Border Region”
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How to Find Mobile Employees in the RO-BG Cross Border Area

Labour mobility has different aspects. Transferring employees from one region to another is named geographical mobility. If the employees are transferred between different productions it is referred as production mobility. Professional mobility refers to inter-professional transfer. Labour market mobility continues to the moment it is necessary. This Quick Guide is focused on the geographical mobility and to the Romania-Bulgaria cross-border region in particular. It is practically oriented and targeted to every potential employee in the Romania-Bulgaria cross-border region. It is developed within the framework of Activity 9 of “Integrated Culinary and Restaurant Sector Employment Solutions for a Skilled and Inclusive Romania-Bulgaria Cross-Border Region” (ICARUS) co-financed by the EU through the European Regional Development Fund under the Interreg V-A Romania-Bulgaria Programme. The project is implemented by Dobrudja Agrarian and Business School (DABS) Association -Dobrich, Bulgaria in partnership with Association “Choose Your Profession” - Center for Vocational Training (ATP), Constanta, Romania. The Quick Guide provides useful information to the employment seekers accepting the challenge to change their place of residence and country and start their new career across the border. The product is targeted not only to Bulgarian and Romanian citizen but to everyone seeking job within the European Union and considering Bulgaria and Romania attractive to develop and build their future. The labour mobility is a leading objective of the initiatives for main EU priorities implementation in the Strategy for smart, sustainable and inclusive growth “Europe 2020”.



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DABS
Dobrota Agriarian
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School

1. What is Labour mobility?

Labour mobility within the European Union is regulated through the Treaty on Functioning of the European Union, Title IV Free movement of persons, services and capital, as well as in the European and national legislation. The free movement of persons is an opportunity not only to cross the borders between the EU member-states but also to study, live and work in a particular country. Hence this united and open labour market is a good precondition for employees' mobility.

Mobile employment is a common process in the modern society originating from the necessity to provide manpower to the particular region where it is insufficient. The reasons could be various - introduction of new production, termination of productions, new business niche, modern economy sectors, stimulated productions, shortage of professionally trained employees, etc. Sometimes the need of transferring to work in another region or country is based completely on personal motives. Despite what the reasons for employment mobility are, it requires information facilitating the whole process of searching, finding and starting a new job across the border. Labour mobility involves also the question how easy the workers could transfer from one working place to another within the economy framework. There are two basic labour mobility factors:

- Geographic mobility - employee's movement between different regions and countries in search for a new job;
- Professional mobility - individual moving from one professional occupation to another.

Geographic mobility

Limited geographic mobility is one of the reasons for structural disparity between supply and demand of labour force. Labour mobility plays a key role in case of high unemployment and significant differences between the regions both on national and European level. It could facilitate the employment related problems meeting the needs of the labour market in cases of high labour force demand. Mobility is an important characteristic of the modern societies. It is necessary both for the global economy and the working persons. There is a tendency that mobility requirement grows faster than the mobility itself. Labour force mobility is stimulated by different factors - attracting talented and successful staff, highly competitive economic environment, new technologies development, fast and easy communications.

There is a difference between the labour mobility of a single person and the general labour mobility of a particular economy. The personal labour mobility considers the single person's decision. The different society segments have their specific attitude toward the labour mobility.

Its proven that the married people are far less prone to change their family place of residence even if the job proposal is much better. Also the family men are more inclined to travel because of work than women. In that respect the increase of labour mobility leads to change of the social status of the family. More often families live separated during the week and share only the weekends. The process of residence change due to a new job influences the attitude toward marriage and family in general. More and more people refuse to build families because of the impossibility to settle in one location. Further this has negative impact on birth rate. This could have a devastating influence on the European society known



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with its' aging population. The process cannot be considered unilaterally. It has also a positive side. Mobility provides people from small settlements to find a partner in another place providing better job opportunities and human inflow. According to some studies show that young and single people are more inclined to change their place of residence in order to start a new job. Another society segment prone to such change are the people forced by poverty and professional realization inability. Economic opportunities of the region are also a key factor for one's choice to stay or undertake a change. If the area gives a variety of opportunities for professional realization the probability of labour mobility is low because the employment needs are met in a greater extent. In such regions the opposite process, i.e. inflow of people from less developed areas seeking employment and better realization, is more probable. National labour mobility is a sum of all personal labour mobility. It is defined by factors such as national education level, skills and labour market legislation.

Professional mobility

Professional mobility refers to the personal qualification and skills. Key factor for definition of the professional mobility are the particular skills and education of the workers enabling their transition from one profession to another. Those are standard educational qualifications, levels, degrees as well as more practical professional skills.

Labour mobility can have different directions:

Horizontal labour mobility - the employee may transit from one employer to another on similar position and salary. For example, a restaurant chef in Bulgaria becoming restaurant chef in Romania without a significant change of the responsibilities and payment.

Vertical labour mobility - the ability to move up and down the employment hierarchy. For example, a sous chef to become chef de cuisine. This kind of mobility requires proven qualities.

Labour mobility may lead to complete change both of the place of residence and country as well as the working field. This is possible mostly for less qualified workers implementing common tasks - janitor, service staff, labourer, etc. Such change is possible also for the comprehensive /broad-spectrum employees qualified and experienced in more than one profession and able to re-qualify depending on the labour market demand.

Factors influencing the labour mobility

Attractive opportunities for professional realization are not the only precondition for labour force mobility. There is a number of factors influencing the decision to change the place of residence. Some of them are as follows:

- Housing market - in our region possessing own living property and working where our home is, is still a matter of significance. An important condition for the mobile employment is available housing market - reasonable rents, housing stock, appropriate residences for both family and single people. A high percentage of the labour migration may lead to housing stock deficit.
- Transport - it is a factor defining how easily we could to the place of work and to the place of residence where our family lives. Another problem is the availability of public transport, alternative low-price transport and sufficient parking lots.



- Immigration policy - within the EU the free movement of labour allows the workers to travel in different countries seeking better working conditions.
- Minimum wage - high national minimum wage may reduce the number of low-paid jobs and the rate of part-time employment. On other side the national minimum wage can make the work more attractive and stimulate the employment.
- Labour market legislation - strict regulations on employment and working force outflow may reduce the labour mobility. Working contracts significantly narrow down the opportunity for job change. If the businesses face high cutbacks expenses this may stimulate them to keep the employees.
- Temporary working contracts - temporary contracts stimulate the employees' mobility. In case of job and remuneration insecurity the employees are more prone to mobility.
- Unemployment - usually the low remuneration and lack of job are the basic motives for mobile employment. Generally, the unemployed from the less developed regions move to economically more developed ones seeking for work.
- Fast technological changes - technologies replace some professions and that requires the people who cannot implement them anymore to change their profession either re-qualifying or accepting less qualified jobs.
- Economic growth - high labour mobility may increase the production capacity of the economy. Businesses expanding on new markets may easily attract qualified personnel. Without labour mobility the innovations and expansion will meet the restrictions of the supply.
- Remuneration - mobility provides competitiveness on the labour market. The shortage of working power leads to artificially high remuneration.
- Stress - an economy dependent on high labour mobility rate could lead to more stressful labour markets and decreasing the guarantees for sufficient workload.
- Qualification - highly mobile labour markets could be appropriate for some groups of employees with high educational degrees and mobility freedom to seek for job but others may suffer fighting the pace of changes.

2. What is the attitude of the employers toward hiring foreign citizens?

Need of additional manpower

During the last decade countries like Romania and Bulgaria report increasing shortage of qualified personnel especially in some key sectors as industrial production, tourism, agriculture. Presently there is insufficiency of highly qualified professions as doctors, teachers, IT specialists. There are a number of reasons for this problem. First of all is the demographic problem. On one side is the low birth rate and aging population typical for Europe in general. On other side is the labour outflow toward highly developed economies. The emigrant population is in working age and often with high professional and university degree. Another factor is the change of the professional education. Most of the schools do not provide education on the traditional professions and are oriented more toward the



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modern ones. The reason is that demand for some professions decreases due to particular productions obsolescence and appearance of new ones facing the requirements of the new technologies and economic processes. Along with the unnecessary specialties dropped out some still useful professions with aging or completely missing professionals. Re-qualification gives some solution of the insufficiency problem but does not solve the general problem - the active population in both countries is seeking job abroad or in the highly developed cities.

A significant reason for working migration of Romanian and Bulgarian population is the remuneration. The good remuneration in the highly developed economies attracts for a long term or permanently a great part of the working population. Lately particular professions are offered better wages but the labour is underpaid in general. This is especially valid for the salaries in tourism and culinary sector, construction and agriculture. This opens a significant gap in the labour market that cannot be filled in without new labour inflow from other countries. The employers increase the requirements to the staff to answer the competitive business environment. Some additional abilities and knowledge are required along with the basic professional skills, such as qualifications, soft skills - adaptability, teamwork, stress management, time management, good communication, motivation to learn and master new information and skills, foreign languages literacy, etc. Both Bulgarian and Romanian educational systems do not prepare personnel according to the business needs and thus cannot adequately respond the labour market requirements.

Hiring personnel from the neighboring country

The opened borders, the rights of free movement and work within the European Union, the geographical proximity, the good of the two countries and the lack of labour are a good ground for labour mobility between Romania and Bulgaria. But there are also some obstacles that are still to be overcome. Serious is the language barrier. Despite the neighborhood of the two countries their languages significantly differ and just a small part of the population speaks the other country language. The need of language training is identified more than 15 years ago while the both countries were preparing for EU membership and started their first partnership projects.

But what are the attitudes of the business in both countries toward hiring workers and personnel from across the border?

A study of the National Institute for Cultural Heritage on the attitudes of the companies in the Cross-Border region Romania - Bulgaria toward the cross-border labour mobility (2017) shows that 56,2% of the 73 respondent Romanian companies would hire Bulgarians and 6,8% of them have a serious need of Bulgarian staff for their business. 37% of the 73 respondent Bulgarian companies would hire Romanian staff. Over 80% of the respondent Bulgarian and Romanian employers are not familiar with the employment conditions for hiring neighboring country citizens and the job offering and vacancies advertising means and channels.

On the grounds of the above study within the ICARUS Project - Evaluation Report I, Evaluation Report II and The regional action plan to promote the creation of sustainable jobs, based on training in the culinary and restaurant sectors in the cross-border region Romania - Bulgaria the following economic sectors in the region suffering insufficient labour power and having labour mobility potential, were identified:



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- Agriculture, forestry and fisheries
- Processing industry
- Transport, storage and mailing
- Hospitality and restaurants/culinary sector
- Construction

The seasonal specifics of the above sectors suggest employment flexibility. During the active season staff demand is very intensive and the shortage of appropriate working power is especially visible. Outside the season there is danger of a high unemployment rate among the personnel. The seasonal employment problem in tourism and agriculture is not new and different measures have been undertaken along the years but a permanent solution for the region is still not found. The demand of low and middle qualification personnel reduces the need and expenses of preliminary training and this facilitates inclusion in the labour market. The labour mobility possibilities and job offering on a broader labour market will increase the employment rate in both countries. Cross-border working power is an opportunity for the employers which is still unutilized but could solve part of the labour market problems. The business still relies on the available local manpower and collaboration with the employment services. During the last five years there is a tendency of workers and specialist' import from third countries (Moldova, Ukraine, Belarus), especially in tourism.

Bulgarian industrial chamber study among the employers shows that in order to solve the labour deficit problems the employers from the cross-border region prefer to collaborate with the local employment services; to arrange corporate training and development; to provide attractive and competitive remuneration; to attract young people through scholarship programmes; to hire staff from other regions in the country; to improve the working conditions; to use recruitment agencies' services. Only 10% of them would hire foreign workers and personnel from other EU member states and about 15% are prone to hire mobile labour power but from third countries (outside EU). There are some differences in the attitudes of the employers toward hiring Romanian labour depending on the regional placement. In Veliko Turnovo, Russe and Silistra there is higher interest in hiring neighboring country workers and personnel. This is due more dynamic economic development and bigger labour power insufficiency. Staff of interest are qualified and highly qualified specialists. Employers underline that the most serious obstacles for hiring foreign personnel are the adaptability, language barrier, legislation, social utilities (accommodation, transport, medical care, insurance, social security), the remuneration differences and differences in employees' qualification and skills.

3. What is the attitude of the employees toward labour mobility?

Professional mobility is significant for achievement of the European goal to increase the job opportunities and the growth, stated in Europe 2020. European labour market offers a number of opportunities and new experience to the employees. In order to benefit from them the job seekers need to be more mobile. The European labour power supply and demand is not evenly distributed between the countries and regions since they have different needs and the insufficiency of medical and engineering specialists cannot be easily overcome



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though local personnel recruitment. In that respect the mobility can improve the relevance between demand and supply. The mobile labour plays more and more significant part considering the insufficiency of particular specialists in one region and the free working power in others. The typical mobile employee is younger and better qualified. These employees can provide their skills whenever and wherever they are necessary for the employers. Often mobility is related to home country comeback and attracts more people both unemployed or seeking their first job. Practice shows that the unemployed moving to another country find job faster than those staying home. The single and younger people prefer labour mobility with change of place of residence while the married and older ones prefer to travel to the place of work even if it is remote.

Professional mobility is important for the labour market since it provides for gaps filling and gives opportunity for professional realization expanding the labour market. Job in another European country gives a chance to learn a new language, acquaintance with another culture and new skills development. Mobility becomes more and more natural element of the professional career of all Europeans. Recruitment fairs, international labour exchange and professional events presenting the businesses provide better orientation on the vast European market and contacts with foreign employers.

The mobile professional employment process is accompanied with a number of difficulties for workers and personnel - accommodation, transport, family services, change of the family status, environment, etc. Another obstacle is the reintegration on the homeland labour market after the abroad employment.

Traditionally the Europeans are not inclined to change their location due to the job despite the mobility actually stimulates better skills, higher living standard and better economic results. According to European Commission studies generally European citizens lead sedentary life. They prefer to travel daily, to undertake long-term business trips and remote jobs for foreign companies instead of changing their place of residence. Europeans are twice less mobile comparing to Americans and Canadians. Cross-border employment for Bulgaria and Romania is untypical and a very small number of job seekers would consider neighboring market. Usually Bulgarians working in Romanian companies near the border prefer to travel daily.

Serious problem for job seekers is the lack of foreign language literacy. There is no school along the Bulgarian-Romanian border providing Romanian, respectively Bulgarian language education. An alternative facilitating the cross-border labour mobility is English language literacy but the low qualified workers usually have poor knowledge on it. The language barrier is one of the basic obstacles for better attitude toward work in the neighboring country. Another obstacle is that the remuneration rate does not correspond to a worker or employee's accommodation and transport expenses in the neighboring country. The daily travelling to the place of work is appropriate for the regions where there is a good infrastructure - terrestrial border or bridges - for Dobrich, Silistra, Russe and Vidin regions. The similar geographic and climate conditions in Dobrich - Constanta region define development of similar economic sectors. Respectively this means demand for similar professions by the employers.



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The fast technical innovations have a great influence on the labour market. The new technologies provide new products and services. This leads to shortening the duration of use of the obtained specializations. The successful policy for labour market management should be able to face this new reality with fast reaction and targeted activity.

Tourism is one of the extremely fast developing sectors and the shortage of personnel is especially tangible - both professionally trained and low qualified. During the last few years Bulgaria imports staff for the summer tourist season from third countries - barkeepers, waiters, maids, valets, lifeguards, etc. in order to fill in the gap in the labour market. The country provides preferences to employers offering mobile employment. In Romania the shortage in labour force is significant in production and agriculture.

A special European audit office report shows The latest figures available indicate that, within a total EU working age population of 306 million, around 11 million EU-28 movers of working age (20-64 years) were living on a long-term basis in another EU Member State which is not the country of their citizenship, representing 3.7 % of the total working age population in the EU-28. In terms of annual flows of working age movers, 1.1 million moved in 2014 (that includes some 100 000 EFTA nationals moving to the Union and represents 0.4 % of the total working age population). A further 1.3 million cross a border each day to work in a different Member State to that in which they reside.

Scope	Type of mobility
11,3 mln.	Long-term reallocated persons of EC-28 in working age (20 - 64 years), living in EC-28
3,7 %	...share of the total working-age population in EC-28
8,5 mln.	Reallocated active persons from EC-28 (working or seeking job)
1,3 mln.	Cross-border employees from EC-28 (20 - 64 years) in 2015 r.
1,1 mln.	Annual flow of the working age persons reallocated during 2014 in EC-28 and EACT
0,4 %	... share of the total working-age population in EC-28 and EACT**
0,6 mln.	Reallocated persons returned to their home country in 2014

*EC-28: All 28 EU member states

**EACT - (Island, Lichtenstein, Norway and Switzerland)

European Commission is in process to establish a European labour authority that will facilitate the individuals, businesses and national administrations to gain maximum benefit from the free movement and will guarantee fair labour mobility. The authority has the following objectives:

- To provide information for job opportunities, mobility options, mobility schemes, internships and trainings, as well as guidelines for individual's rights and responsibilities while living and/or working in another EU member state;



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- To support the collaboration between national authorities in cross-border situations in order to guarantee easy and effective observation of the EU legislation for mobility protection and regulation;
- To provide mediation and facilitate solutions in case of cross-border disputes.
- The European Commission is aiming the above authority to be established and to start functioning in 2019.

4. What is EURES?

EURES* (EUROpean Employment Services, European employment services) is a cooperation network of the national employment agencies within the European Economic Area (28 member-states plus Norway, Iceland and Lichtenstein) and Switzerland. The network includes also partnering organizations - private employment services providers, trade unions, employers' unions, etc. It is coordinated by the European Commission. Despite the different structure of the employment authorities in the member-states they all share the common task to assist the match between the labour market's supply and demand providing information, recruitment and active assistance. Mission:

- Public employment authorities provide easy access to the labour market on local, national and European level to all job seekers, employers and businesses specialized in personnel recruitment. In that respect they provide complete and detailed information about the available vacancies, unemployed workers and other questions of interest. They also provide a wide variety of active services to assist job seeking and personnel.
- Where there are no enough vacancies for recruitment of all unemployed job seekers and/or the job seekers' skills do not meet the market demand, or other factors complicate employment, the public employment authorities provide access to more comprehensive services meeting the individual needs. They guarantee that no job seeker will be marginalized because of insufficient adequate assistance to find appropriate job. The potential employees are also encouraged to make sufficient and serious efforts to find job.
- The businesses are offered a number of quality services mediating their needs and the labour market conditions. Providing such services to businesses the public employment authorities also collaborate with employers in order to reach the economic and social objectives for workers' integration in the labour market.
- Set up in 1993, EURES network aims to support mobility of the European labour markets providing the necessary assistance to:
 - individuals seeking job and willing to live abroad;
 - employers willing to recruit workers from other countries;
 - workers and employers in cross-border regions.

EURES services for citizens and employers consist of providing:



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- data bases published in EURES Portal (European job mobility portal);
- information and consultancy provided by more than 900 advisers from all EURES member-states.
- EURES Portal data bases provide:
 - info on the vacancies announced through the national and public employment services in EURES member-states;
 - opportunity for job seekers to publish a professional CV in the relevant portal data base;
 - access to searching and sorting through job seekers' CV/profiles - for employers registered in the Portal who are interested in recruiting motivated job seeking individuals from other EU/EEA member-states following the rules and conditions for employers having access to CV/profiles of job seeking individuals derived from the EURES Portal data base;
- Information about the Living and working conditions in EU/EEA member-states;
- EU/EEA labour market information;
- Information on the transitional rules set by the old EURES member-states governing the free movement of workers from, to and between the new EU member states;
- Information on education and training opportunities throughout EU.

*(Employment Agency)

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www.jobs.bg

www.jobTiger.bg

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Romania

www.mojob.ro

www.jobsRomania.ro

www.ww.job-studenti.ro

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