

CONFIDENTIAL

RESEARCH STUDY ON OBSTACLES TO MOBILITY

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Client: The Employment and Training Corporation (EURES)
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1. RESEARCH OBJECTIVES

1.1 Impetus Europe Consulting Group was commissioned by the Employment and Training Corporation (ETC) – EURES Malta to carry out a research study on obstacles to mobility.

1.2 The research focused on the following key objectives:

- § The major obstacles faced by jobseekers who would like to work abroad.
- § Identify the respondents who have past experience in working abroad and those who actually wish to work overseas.
- § The job search techniques used to find work abroad and the level and kind of information which interest job seekers.
- § Analyse the respondents' awareness and usage of EURES services.

2. METHODOLOGY

- 2.1 The research was conducted at two levels. First Impetus Europe has conducted desk research in order to provide a literature review which is based on migration issues and labour mobility within the European Union internal market. The literature review makes specific references to literature published by the EU and studies conducted in Malta. The Bibliography is presented in Annex I of the report.
- 2.2 At a second level MISCO International was contracted to carry out a telephone survey among 500 unemployed job seekers who registered for work with the ETC and/or unemployed Maltese citizens who used EURES Malta services and stated that they were interested to work abroad.
- 2.3 A list with the details of the respondents who registered for work during October 2006 and January 2007 (both months included) was provided by the ETC.
- 2.4 Interviewing was based on a questionnaire designed by Impetus Europe and MISCO International and approved by the contracting authority. A copy in English Version and a copy in Maltese Version are reproduced in Annex II and Annex III respectively.
- 2.5 Fieldwork was carried out between 15 February 2007 and 7 March 2007.
- 2.6 All interviewers participating on the project were briefed on the purpose and method of the research before the commencement of fieldwork.
- 2.7 Once fieldwork was completed the questionnaires were checked and coded before being passed on for data input and analysis.
- 2.8 The tabulated data is presented separately.

3. CONFIDENTIALITY

- 3.1 Impetus Europe and MISCO International assure clients that the results of this research are confidential to them.

4. OVERVIEW

- 4.1.1 The capacity of the European Union's labour force to be highly mobile and flexible is of utmost importance. This is essential since the EU today faces a combination of unemployment and skill shortages.
- 4.1.2 However despite all this and the overall positive view of Europeans on mobility, the movement of workers between Member States is still limited.
- 4.1.3 Various EU initiatives have been actively pursued in order to promote labour mobility. In addition companies are normally willing to hire people from different Member States. However the number of EU citizens that have actually moved remains very low.
- 4.1.4 Various obstacles to mobility are pointed out by EU citizens in past literature on EU internal mobility. These include linguistic and cultural factors, legal and bureaucratic hurdles, and social issues.
- 4.1.5 From Eurobarometer data and past studies the Maltese in general share almost the same reasons for moving abroad as their European compatriots. The only major difference is that there is more emphasis on the prospect of better income. When asked to point out the major obstacles, the Maltese in general are again of the same opinion as other Europeans, with the exception of the loss of direct contact with family and friends which is given more prominence.
- 4.1.6 This study was carried out among job seekers who registered for work with the ETC and/or unemployed Maltese citizens who used EURES Malta services and stated that they were interested to work abroad between October 2006 and January 2007 (both months included).

- 4.1.7 The respondents participating in this survey were mainly single males without children who have a secondary (general) level of education and have worked in jobs which fall in the elementary occupations category. Most of the respondents are in the D-E socio-economic classification.¹
- 4.1.8 The majority of the respondents are willing to work abroad. They have also shown a rather positive attitude towards the benefits long-distance mobility has for the Individual, Labour Market, European integration and the Economy. Respondents were more doubtful about the impact long-distance mobility has on family-life. All this falls in line with the information obtained in the 2005 Eurobarometer (No. 237 – Wave 64.1). The only considerable differences resulted due to the fact that the Maltese unemployed felt more positive towards the impact long-distance mobility has on the labour market and the economy.
- 4.1.9 According to the Maltese unemployed, pull-factors such as better income and improved work conditions encourages people to work abroad. The prospect of better income proves to be also important for the Maltese in general (Eurobarometer No. 237 – Wave 64.1). Another factor which favours mobility is the opportunity to meet new people.
- 4.1.10 The loss of direct contact and the loss of support from family or friends are the main factors that discourage people to work abroad. This is further proven in the literature review where it is stated that people coming from small island cultures like Malta are more prone to such an obstacle.

¹ Semi-skilled workers and unskilled workers and those dependent on social security schemes.

- 4.1.11 Other main impediments for the respondents are to find a job, adapting to a different culture, longer commuting time and language barriers. The fact that Malta is a small island the issue of commuting time is more of concern (Eurobarometer No. 237 – Wave 64.1). In addition, according to a study (PricewaterhouseCoopers, 'Managing Mobility Matters 2006) language barrier is also a major obstacle for companies based in Europe that want to recruit foreign staff.
- 4.1.12 Most of the respondents who have experience in working abroad have worked in the European Union for the most part in the United Kingdom. A significant percentage of the respondents have also worked in Libya.
- 4.1.13 In terms of occupations men have worked mostly in jobs related to plant and machine operators and elementary occupations in the electricity, gas and water supply sector. Whereas women have worked in jobs which are more service oriented.
- 4.1.14 The majority of the respondents who have worked abroad in the past have not encountered any problems while looking for a job abroad. However, those respondents who had experienced problems stated that their main difficulties were to adapt to a different culture, finding suitable housing and lack of language skills.
- 4.1.15 Most of the respondents who are currently looking for a job abroad would like to work in the United Kingdom and Ireland, followed by Mediterranean European countries and Central Europe and Scandinavian countries. A significant percentage of respondents did not mention any country in particular.

- 4.1.16 Respondents gave their first preference to jobs like cleaners, handymen, kitchen-hands, porters and messengers. Second preference was given to occupations like travel attendants, stewards, housekeepers, cooks and waiters and third preference was given to extraction and building trade works such as carpenters, painters and plasterers. Males tend to seek more manual work whereas females seek more office-related jobs.
- 4.1.17 Finding a job and lack of feedback from foreign companies are the major obstacles faced by respondents. On the other hand, the main problem respondents are encountering to live abroad is to find suitable housing.
- 4.1.18 The respondents seek work mainly through the ETC website, through personal contacts and newspapers.
- 4.1.19 The respondents who believe that there is not enough information on working abroad are mostly interested in details about job vacancies in other countries and information regarding the conditions of work abroad when respondents are looking for work abroad. Additionally, respondents who think that there is not enough information on living abroad, would like to know more about accommodation details, cost of living and the way of life in the country they are considering working in.
- 4.1.20 Slightly more than half of the respondents have heard about EURES or have used EURES to look for a job abroad. The majority of the respondents that have used EURES services claimed to be satisfied with the services provided.

4.1.21 In spite of the entire positive attributes of labour mobility and the fact that EU policy stresses the importance of mobility, the literature review and also the study on obstacles to mobility, show that this is not enough. Mobility decisions are not taken in isolation. They are taken by what is know as 'bounded mobility' whereby people do not only take into consideration optimising their present work position but they also take decisions within a predefined context which includes *inter alia* families, social networks and cultural context. This is amplified within the context of the EU because of factors such as transferability of pension rights and bureaucratic hurdles, which further hinder mobility.

5. LITERATURE REVIEW

5.1 Introduction: The European immobility impasse

5.1.1 Europe's future economic growth and well-being depends on the ability of its workforce to respond and adapt to change. With Europe today facing a combination of skills shortages in certain areas and a lack of jobs in others, the capacity of its labour force to be highly mobile and flexible is of utmost importance.

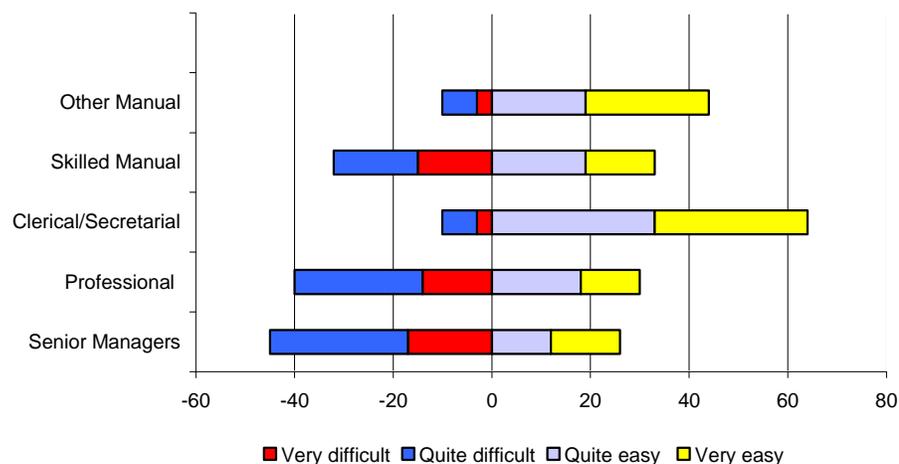
5.1.2 The EU's record in creating what the 1986 Single European Act describes as 'an area without internal frontiers in which free movements of goods, persons, services and capital is ensured' has been mixed. Whilst good progress has been achieved towards promoting the movement of capital, goods and to a lesser extent services – the movement of workers between member states has been by contrast limited.

5.1.3 It is remarkable that for instance so far only around 2% of Europeans have actually lived in an EU country other than their country of origin. This is ironic considering that work itself has become more mobile, whilst workers have not. In addition even though 17.2 million² people are still unemployed in the EU, between two and three million jobs remain vacant due to the lack of a genuine 'culture of mobility'.

² Eurostat, Euro-Indicators News Release, March 2007: Euro-area Unemployment down to 7.3%; EU 27 down to 7.4%, February 2007, 47/2007

5.1.4 In *Managing Mobility Matters 2006* – an EU commissioned report – employers confirm that in certain instances they find it difficult to recruit staff. The report points out that to 17% of the European companies surveyed, the availability of the right type of staff is a main driver impacting their business. The percentage of companies based in faster growing economies such as the UK (37%) and Ireland (30%) are higher.³ This confirms that a certain percentage of jobs remain vacant due to the unavailability of the necessary skills locally and the lack of European labour mobility to fill this demand

Figure 1 – How easy or difficult has it been to recruit staff?



Source: PricewaterhouseCoopers, *Managing Mobility Matters*, pg. 24

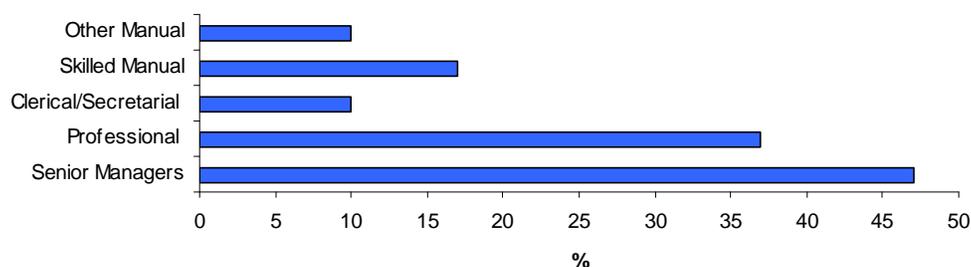
5.1.5 This is further verified by present European economic growth rates and European demographic projections. Several regions of the EU are predicted to have employment rates of 80% or above by 2010, including south of UK, Denmark, Sweden, Netherlands, central France, southern Germany, western Austria and the centre of Portugal. Without significant inflows of labour these regions will most likely face significant shortages of labour.⁴

³ PricewaterhouseCoopers, *Managing Mobility Matters*, pg. 23, 2006. The research report was done within the framework of the European Year of Workers' Mobility 2006, available online: http://www.pwc.ch/user_content/editor/files/publ_tls/pwc_managing_mobility_matters_e.

⁴ - European Commission Press Release, *2006: A boost for workers' mobility, but challenges lie ahead*, Brussels 11th December 2006, IP/06/1723. Available online:

- 5.1.6 When European companies recruit mobile workers, a good percentage do it on the grounds 'to obtain appropriate skills'.⁵ Therefore, a genuine lack of skills exists, and which can be filled by those who are currently unemployed. Simultaneously, employers have generally speaking a positive view of foreign workers and are perceived as "ready to fit in", less expensive, more likely to stay and hard working.⁶
- 5.1.7 The quest for more labour mobility between regions and between jobs is also seen by European policy makers as an essential part of the Lisbon Agenda of the EU.⁷ Higher mobility rates between employers, sectors and occupations are regarded as necessary in order to improve adaptability of companies in Europe and in the process guarantee high employment levels.
- 5.1.8 This is backed up in the *Managing Mobility Matters* report in which the companies surveyed point out that in all employment sectors a degree of mobility is an important requirement when recruiting staff.

Figure 2 – When recruiting staff, how important is that they are mobile?



Source: PricewaterhouseCoopers, *Managing Mobility Matters*, pg. 26

<http://europa.eu/rapid/pressReleasesAction.do?reference=IP/06/1723&format=HTML&aged=0&language=EN&guiLanguage=en>

⁵ PricewaterhouseCoopers, *Managing Mobility Matters*, pg. 27, 2006. The research report was done within the framework of the European Year of Workers' Mobility 2006, available online:

http://www.pwc.ch/user_content/editor/files/publ_tls/pwc_managing_mobility_matters_e.

⁶ PricewaterhouseCoopers, *Managing Mobility Matters*, pg. 28, 2006. The research report was done within the framework of the European Year of Workers' Mobility 2006, available online:

http://www.pwc.ch/user_content/editor/files/publ_tls/pwc_managing_mobility_matters_e.

⁷ In March 2000, the EU set itself a goal: 'to become the most competitive and dynamic knowledge-based economy in the world, capable of sustainable economic growth with more and better jobs and greater social cohesion'.

- 5.1.9 The principle of the free movement of people and labour is deeply rooted in Community law. One of the basic rights in the European Union is that citizens of member states have an unrestricted right to move and reside within the territory of the Union (Article 39 and 18 of the EU treaty). Today labour mobility is an element of the European Social Model and it appears in almost all policy documents dealing with employment. For example it appears in the European Employment Strategy and in the policies regarding the EU's Social Agenda. At the same time the topic has lately been in discussion about the balance between flexibility and security on the European labour market – the so-called 'flexicurity' concept.
- 5.1.10 The European Commission has throughout the years endorsed this right through various initiatives and policies - these include amongst others: the Action Plan on Skills and Mobility (2002), the Integrated Guidelines for Growth and Jobs (2005-2008), the European Health Insurance Card, the Action Programme in the field of Lifelong Learning (2007-2013) and the European Year of Workers' Mobility 2006. The Commission has also been active in areas such as the recognition of non-formal and formal learning, transparency and transferability of qualifications, the coordination of social security schemes and the recognition of professional qualifications for professions. In addition efforts have been made in order to reduce administrative and legal barriers to workers' mobility and to increase the portability of occupational pension rights.
- 5.1.11 In order to facilitate the free movement of workers in the European Economic Area (EEA)⁸ the European Commission together with national public employment services, in 1993 set-up the European Employment Services (EURES) network. An online job portal⁹ was launched in 2003 to enhance and expand the EURES network. Today the online service brings job seekers and employers together and provides clear information on everything one can imagine in living and working in another European country. Additionally, all national public employment services link their job

⁸ EU 27 plus Norway and Iceland

⁹ <http://ec.europa.eu/eures/>

offers to the EURES website, where they can easily be consulted. Concurrently, some 750 EURES advisors in 29 countries offer help for employers and employees interested in finding respectively staff or work in another European country.¹⁰

5.1.12 The Commission's effort at disseminating information through the EURES network and also other means is providing some results. In a recent report entitled *'Europeans on the move – Portrait of 31 mobile workers'* published by the European Commission, a respondent pointed out that *"There doesn't seem to be that much information out there to help people either. Although I did find the European Commission's sign-post service particularly helpful and would advise anyone making a move abroad to use it. It provides free advice on almost any question you may have regarding your rights in EU countries. You can submit a question and an expert will get back to you with an answer, or at least tell you who to contact"*.

5.1.13 Nevertheless, there are obstacles to labour mobility within the EU. Linguistic and cultural differences are obvious examples. Furthermore, a series of institutional and legal rules act as an impediment to workers mobility within Europe. For instance, pension rights are not automatically transferable, qualifications and skills acquired in other countries are not always recognised and the access to jobs in the public sector is limited. The European Commission has published various communications, reports and statistics aimed at removing the obstacles to labour mobility within Europe and at finding solutions to avoid the asymmetric treatment between nationals and EU-nationals. Although these obstacles are mentioned repeatedly in policy debates and in the scientific literature, little is known about their actual importance.

¹⁰ EURES has also developed links with other relevant information providers, in particular PLOTEUS, the Portal on Learning Opportunities throughout the European Space, and the European Researcher's Mobility portal, also known as ERACA-REERS, which aims at creating a more favourable environment for career development opportunities for researchers within the European research area.

5.1.14 From past studies and literature published on labour mobility within the EU, the limited use of mobile workers lies in the various barriers to European labour mobility. These barriers can be broadly divided into three broad and overlapping groups. The first group consists of 'policy related obstacles' most notably the lack of an integrated European-wide employment legislation, different tax systems etc. The second group consists of 'business related obstacles' which include for example language skills, employment opportunities for spouses and different remuneration packages. The third group is what can

be defined as 'individual related obstacles' which include *inter alia* cultural and social barriers, housing, lack of information and recognition of qualifications.¹¹

5.1.15 This study on obstacles to labour mobility will focus on the unemployed in Malta. It will assess the impediments to work abroad identified by the unemployed in Malta and will compare and contrast the results with other EU member states. All this will enable EURES Malta to gain knowledge on what are the obstacles that Maltese job seekers face when searching for work abroad.

¹¹ Prof. Dr. J.H.F. Junggebur, *Labour Mobility and Flexibility – Staffing attractions within and beyond the European Union*, Euro Attractions Show – February 3-5, pg. 6, 2006 Vienna. Available online: <https://www.iaapaimis.org/intproject/HandOuts/eas06LabourMobility.pdf>

5.2 Why should the unemployed become more mobile?

5.2.1 The subject of labour mobility is increasingly being perceived as a key instrument in the quest for more and better jobs. Intra-European mobility and job-to-job mobility helps both workers and enterprises to adapt more quickly to Europe's rapidly changing work environment and in the process to cope better with the effects of globalisation.

5.2.2 Since Malta's accession into the EU, the concept of labour mobility has a broader meaning for the Maltese. Today, a Maltese jobseeker is not confined to the local labour market but has the right to work in all the Member States of the EU.¹²

5.2.3 Both for the employed and the unemployed geographical mobility means a complete change of social environment. It very often involves the loss of established social networks of family and friends and the need to start again within a new social environment, with a different social security, health and school system, at times combined with the need to learn a new language. This situation is of course exacerbated for the unemployed, as long distance mobility usually goes hand in hand with the challenge of finding a new job.

5.2.4 Yet moving to another country does improve the chances of finding a job for the unemployed and the inactive. The 2005 *Special Eurobarometer survey on Geographic and Labour market mobility* (No 237 Wave 64.1) points out that 59% of those who were previously unemployed in an EU Member State and then moved to another Member State had found a job. This was in contrast to 35% that stayed in the same country.¹³

¹² Natasha Attard and Olivia Vassallo Bilocca, *What encourages and impedes job mobility?*, pg. 12, University of Malta, 2005.

¹³ Eurobarometer survey on geographic and labour market mobility, *Europeans and mobility: first results of an EU-wide survey*, pg. 4 2006. Available online: http://ec.europa.eu/employment_social/workersmobility_2006/uploaded_files/documents/FIRST%20RESU_LTS_Web%20version_06.02.06.pdf

- 5.2.5 This fact is substantiated from an economic perspective whereby it is normally envisaged that workers should be attracted to areas where there is high labour productivity and relocate from areas of high unemployment to areas of low unemployment. This is termed as “allocative efficiency”. Economic differentials lead to compensating migration flows with the differentials decreasing over time.¹⁴ Translated into the EU context this means that greater labour force mobility can help the European economy and labour force to adapt to changing conditions and respond in a competitive world.
- 5.2.6 According to the *Special Eurobarometer survey on European Employment and Social Policy* (No. 261 Wave 65.3) published in October 2006, remaining in the same area of work and applying for the same profession is important for a significant proportion of the unemployed in Europe (18%).¹⁵ On the other hand a relative majority of Europeans currently out of work have no preferences regarding either locality or type of work: 24% state that they are prepared to take any job. At the same time 14% of the unemployed in the EU believe that their best chance to find a job would be in another locality however within the same profession.
- 5.2.7 In spite of all this in a report entitled *‘Mobility in Europe’*, prepared by the European Foundation for the Improvement of Living and Working conditions.¹⁶ It appears that in general the unemployed in Europe – compared to those working – have displayed lower mobility in the past.

¹⁴ Michele Belot, *The European Immobility Puzzle and the role of Migration costs*, University of Essex. Available online:

http://ec.europa.eu/employment_social/employment_analysis/eie/eie2006_conf_belot_en.pdf

¹⁵ Special Eurobarometer, *European Employment and Social Policy*, No 261 – Wave 65.3 - TNS Opinion & Social, , pgs 29-30, 2006.

¹⁶ European Foundation for the improvement of Living and Working conditions, *Mobility in Europe – Analysis of the 2005 Eurobarometer survey on geographical and labour mobility*, 2006. Available online: <http://eurofound.europa.eu/pubdocs/2006/59/en/1/ef0659en.pdf>

Table 1 – Past mobility level in distance moved, by employment status

| | Within city/town or region | Across regions | Within the EU | Outside EU |
|------------|----------------------------|----------------|---------------|------------|
| Working | 56% | 18% | 4% | 3% |
| Unemployed | 49% | 16% | 4% | 2% |
| Retired | 59% | 20% | 4% | 3% |
| Homemaker | 56% | 16% | 5% | 2% |

5.2.8 This situation is of concern to both the unemployed and the EU *per se*. As the Union continues moving in the process of an 'ever closer union' with supranational policies such as the Economic and Monetary Union (EMU), this will never be accomplished in full, so long as the citizens of Europe, especially those unemployed, are not mobile. This is known as the Optimal Currency Area (OCA) theory which identifies characteristics necessary for an economy to function effectively after integrating with a larger economic area. One of the basic OCA criteria is that of labour mobility. It maintains that the costs of joining a larger economic area would be eliminated if the factors of production, capital and labour were fully mobile across borders. Since it is normally assumed that capital is mobile, the real hurdle then comes from the lack of labour mobility in Europe.

5.2.9 This characteristic implies that economic asymmetric shocks are likely to be met by unemployment in countries facing a loss of competitiveness. When this happens, migration plays a small role in the EU, with the unfortunate result that employment takes most of the burden. Hence labour mobility should be seen as one of the most important vectors for establishing a genuine European labour market. By making it possible to attract workers to European regions with specific needs whilst, at the same time, reducing the overload in regions with excess skills, lower levels of unemployment will occur in the Member States.

5.2.10 In addition, according to a recent research report on Mobility commissioned by the European Commission,¹⁷ companies in Europe believe that higher levels of mobility will be needed in the near future to support the development of their businesses. Hence, there is a perceived mismatch between the expectations of companies and those of individuals in relation to mobility, a gap which needs to be addressed in order for the European economy to reach the Lisbon Agenda objectives.

Table 2 – Unemployment rate in the EU

| | 2004 | 2005 | 2006 |
|----------------|------|------|------|
| EU | 9.1 | 8.7 | 7.9 |
| Belgium | 8.4 | 8.4 | 8.3 |
| Bulgaria | 12.0 | 10.1 | 8.9 |
| Czech Republic | 8.3 | 7.9 | 7.2 |
| Denmark | 5.5 | 4.8 | 3.8 |
| Germany | 9.5 | 9.5 | 8.4 |
| Estonia | 9.7 | 7.9 | 5.6 |
| Ireland | 4.5 | 4.3 | 4.4 |
| Greece | 10.5 | 9.8 | : |
| Spain | 10.6 | 9.2 | 8.6 |
| France | 9.6 | 9.6 | 9.0 |
| Italy | 8.0 | 7.7 | : |
| Cyprus | 4.6 | 5.2 | 4.9 |
| Latvia | 10.4 | 8.9 | 6.9 |
| Lithuania | 11.4 | 8.3 | 5.9 |
| Luxembourg | 5.1 | 4.5 | 4.8 |
| Hungary | 6.1 | 7.2 | 7.5 |
| Malta | 7.4 | 7.3 | 7.4 |
| Netherlands | 4.6 | 4.7 | 3.9 |
| Austria | 4.8 | 5.2 | 4.8 |
| Poland | 19.0 | 17.7 | 14.0 |
| Portugal | 6.7 | 7.6 | 7.4 |
| Romania | 8.1 | 7.2 | : |
| Slovenia | 6.3 | 6.5 | 6.0 |
| Slovakia | 18.2 | 16.3 | 13.3 |
| Finland | 8.8 | 8.4 | 7.7 |
| Sweden | 6.3 | 7.5 | 7.1 |
| United Kingdom | 4.7 | 4.8 | : |

Source: Eurostat

¹⁷ PricewaterhouseCoopers, 'Managing Mobility Matters', pg. 13, 2006. The research report was done within the framework of the European Year of Workers' Mobility 2006, available online: http://www.pwc.ch/user_content/editor/files/publ_tls/pwc_managing_mobility_matters_e.pdf

5.3 What do Europeans think about mobility?

5.3.1 The latest Eurobarometer data on the opinions of European citizens towards geographical and job mobility provides an important source of information on what are the latest attitudes towards mobility.

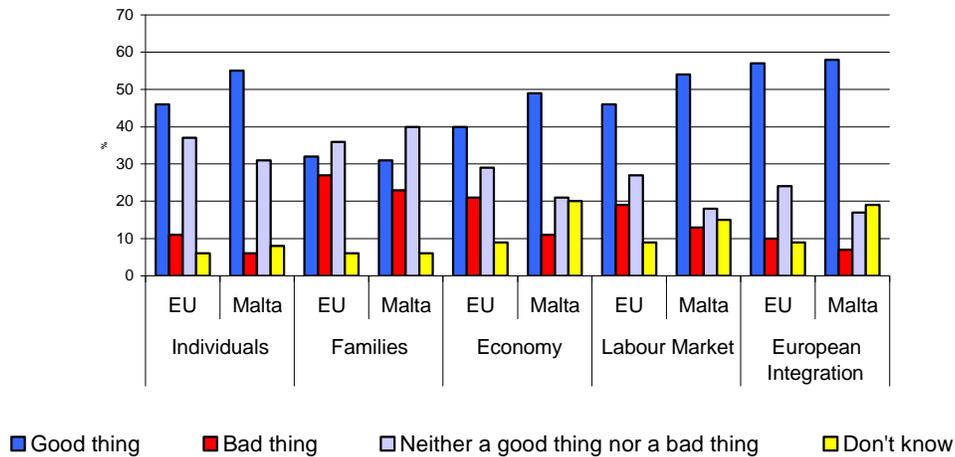
5.3.2 When European citizens are asked what the EU represents to them, 53% say 'freedom to travel and work in the EU'. This answer comes first, well ahead of the introduction of the Euro as a common currency (44%) and safeguarding peace (36%).¹⁸

5.3.3 Europeans also have a rather positive view on the benefits of long-distance mobility and think that it is of importance for European integration (57%), individuals and the labour market (both 46%). For instance in 2006, 35% of the enquires to the EU's Europe Direct advice centre were related to mobility issues¹⁹. However Europeans are more doubtful about the impact of long-distance mobility on family life with only 32% saying it's a good thing and 27% saying it's a bad thing. The Eurobarometer data (No 237 – Wave 64.1) for Malta shows that the Maltese believe more, than Europeans in general, in the advantages of mobility with regard to individuals with 55% claiming it is a good thing. The views in the other Member States vary with only 22% of the Cypriot respondents believing that mobility is a good thing for individuals whilst 68% of the Irish believe it is.

¹⁸ Special Eurobarometer, 'Survey on geographic and labour market mobility', No 237 – Wave 64.1 – TNS Opinion & Social, 2005.

¹⁹ - European Commission Press Release, *2006: A boost for workers' mobility, but challenges lie ahead*, Brussels 11th December 2006, IP/06/1723. Available online: <http://europa.eu/rapid/pressReleasesAction.do?reference=IP/06/1723&format=HTML&aged=0&language=EN&guiLanguage=en>

Figure 3 – Do you think that long-distance mobility is a good thing for...?

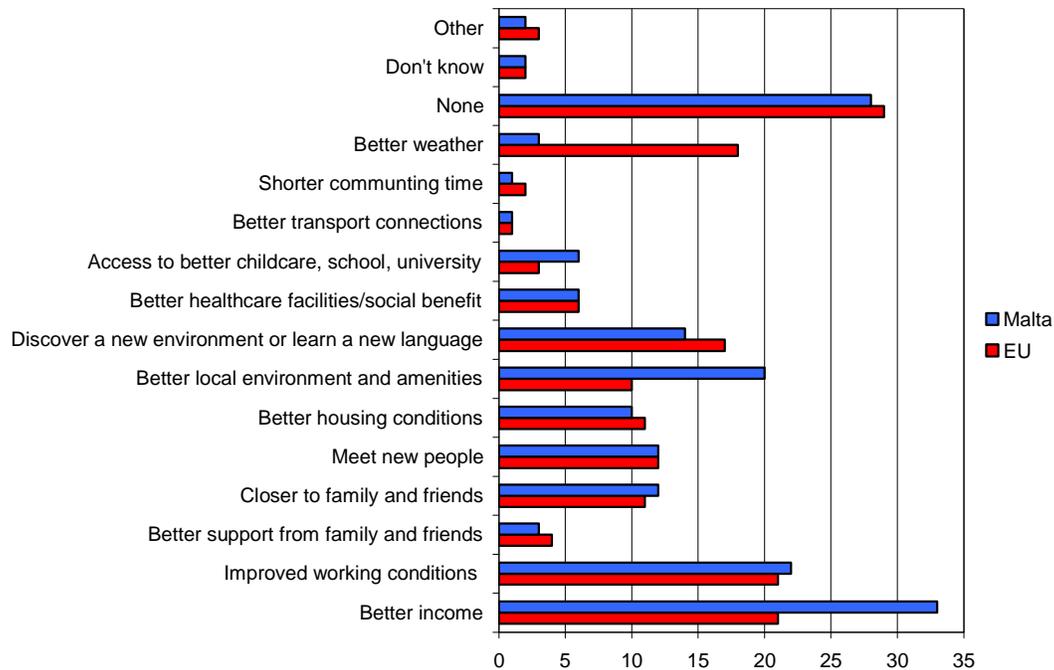


5.3.4 Despite the overall positive view of Europeans on mobility it is again depicted that a considerable majority have no personal intention of moving in the near future. Taking again the data from the Eurobarometer (No 237 – Wave 64.1) only 3% of the respondents are likely to move to another country in the EU whilst 8% are willing to move within the same region, 7% in the same country and 2% in another country outside the European Union. Naturally, the EU total on geographical mobility represents only an average of the different levels of mobility in each Member State, with some having higher mobility rates than others. In general, Nordic countries tend to have the highest overall mobility rates, in Central Europe the level of mobility is around the EU average whilst in the Southern countries the level of mobility is the lowest. However, the trend is of low labour mobility between the EU states, compared to for example the USA. This is confirmed by a mobile Norwegian worker who has worked in both the USA and in Hungary; “Moving to work from one European country to another isn't like moving from one US state to another. Of course, we do have free movement of workers in Europe now, but it can still be a lot of work (to move) as far as I can see.” (Europeans on the move – Portraits of 31 mobile workers).

5.3.5 Regarding Malta, 70% of the Maltese pointed out that they do not intend to move in the next five years (Eurobarometer No 237 – Wave 64.1). This compares to the EU average of 68%. The people who are most inclined to move within the next five years are the French (with only 55% stating that they plan not to move) whilst those who are prone to move the least are the Czechs (81% stating they do not plan to move) (Eurobarometer No 237 – Wave 64.1). The largest demographic differences in intentions to move are found across age groups and educational levels. The young are more inclined to move than the old and the same applies to people with a high level of education compared to those who are less educated. Though here one must note that having no intention to move does not necessary reflect immobility or a lack of willingness to move.

- 5.4 What are the main motives and obstacles to work abroad?**
- 5.4.1 An effective and targeted mobility policy needs to take account of people's motivations. What are the perceived drivers enticing people to move to another country? What are the perceived barriers preventing such a move? To what extent is long-distance mobility motivated mainly by economic considerations?
- 5.4.2 When Europeans are asked what factors would encourage them to work abroad they mention a mixture of material and non-material 'pull' factors. These include better income and working conditions, better weather conditions and discovering a new environment.
- 5.4.3 The Maltese in general have the same preferences as their European compatriots. Yet, what is interesting is the emphasis of the prospect of better income, with 33% saying that improved earnings would drive them to move, compared to a EU average of 21% (Slovakia 50% whilst the Netherlands 7%). At the same time 20% believe that improved local environment and amenities would encourage them to work abroad (EU 10%). Also a significant percentage difference concerns better weather conditions with 18% of the EU average citing it as a reason to work abroad whilst for Malta it is only 3%.

Figure 4: Which of the following would encourage people to work abroad?



5.4.4 When respondents were asked to point out the main difficulties in finding a job abroad, the majority of Europeans (44%) cite the loss of direct contact with family and friends. For the Maltese this is even more important with 54% claiming it is the main difficulty. A respondent who participated in a local study (*What encourages and impedes job mobility?*) and used to work abroad when he was younger, maintained that he is now “definitely” not interested in working abroad since he wants to “settle down in Malta and be close to his family”.²⁰ Another respondent claimed that although he is supposed to be moving to the UK in the near future “he is encountering problems with his family...since his wife is not so willing to move to the UK. She...is very tied with her family”.²¹

²⁰ Natasha Attard and Olivia Vassallo Bilocca, *What encourages and impedes job mobility?*, pg. 43, University of Malta, 2005.

²¹ *Ibid*, pg. 42

- 5.4.5 The loss of direct contact with family and friends is of particular importance to respondents coming from island cultures. An Icelandic person partaking in *'Europeans on the move – Portraits of 31 mobile workers'* stated that *"...People have very strong family ties in Iceland. I think that's common in island cultures. A strong sense of family and a strong sense of home. Home is the centre of the universe. I've met people from other islands, Sicily and so on. I think we have a special way of looking at life. In bigger countries it's different"*.²² However this factor is not at all restricted to island cultures, it is just more evident. A company which took part in the *Managing Mobility Matters* survey claimed that; *"I think that the most important barrier for both men and women is family issues. When a couple each has their own job in their home country the family income is higher. When one of them moves, the other partner loses their income and trying to compensate for that is costly and complicated"*.²³
- 5.4.6 The other main difficulties for both Europeans in general and the Maltese are the loss of support from family and friends (EU-27%, Malta 21%), the problem of finding a job (both EU & Malta 29%) and adapting to a different culture (EU 23%, Malta 33%). A respondent in the *What encourages and impedes job mobility?* study claimed that he likes the idea of working abroad yet is *"afraid...of starting all over again"*. These barriers are in contrast to those which European companies believe act as an impediment to mobility which are mainly the lack of language skills and employment opportunities for the worker's spouse.²⁴

²² European Commission, Directorate-General for Employment, Social Affairs and Equal Opportunities, *'Europeans on the move – Portraits of 31 mobile workers'*, pg. 80, 2006. Available online:

<http://bookshop.europa.eu/uri?target=EUB:NOTICE:KE7606115:EN:HTML>

²³ PricewaterhouseCoopers, *'Managing Mobility Matters'*, pg. 37, 2006. The research report was done within the framework of the European Year of Workers' Mobility 2006, available online:

http://www.pwc.ch/user_content/editor/files/publ_tls/pwc_managing_mobility_matters_e.pdf

²⁴ PricewaterhouseCoopers, *'Managing Mobility Matters'*, pg. 11, 2006. The research report was done within the framework of the European Year of Workers' Mobility 2006, available online:

http://www.pwc.ch/user_content/editor/files/publ_tls/pwc_managing_mobility_matters_e.pdf

- 5.4.7 Language skills are of utmost importance for mobile people within EU. For example in *'Europeans on the move – Portraits of 31 mobile workers'* a Danish person who now works in Germany asserted that *"Speaking other languages is a big advantage to me now- I can speak to almost the entire northern part of Europe in their own language. That helps business. If you are not from the country and you are reasonably fluent in the language, people are very, very accommodating – it shows you have a good attitude."*²⁵ The language barrier is also the most important obstacle for companies based in Europe (20%) ahead for example of visa requirements.²⁶
- 5.4.8 What is of particular interest from the Eurobarometer data is that whilst for the EU commuting time is not of any particular relevance, with only 2% citing it as a potential problem. For the Maltese - the fact that Malta is an island - the issue of commuting is of relevance, with 19 % citing it as an obstacle to mobility.
- 5.4.9 Of course, there are other specific obstacles that workers encounter when searching for jobs in other areas of the EU. In *'Europeans on the move – Portraits of 31 mobile workers'* a worker from Dublin who now works in the Czech Republic pointed out the various bureaucratic difficulties that European nationals encounter when they start working abroad. Another respondent maintained that, *"If you leave your country, be prepared for the paperwork! You'll have to do a lot of it yourself...the EU may enable you to travel and work in different countries but it ends there. Everything after that such as social security issues, residency and so on you will have to sort it out yourself"*.²⁷ The same respondent, who worked before in the Netherlands and now works in

²⁵ European Commission, Directorate-General for Employment, Social Affairs and Equal Opportunities, *'Europeans on the move – Portraits of 31 mobile worker's'*, pg. 27, 2006. Available online: <http://bookshop.europa.eu/uri?target=EUB:NOTICE:KE7606115:EN:HTML>

²⁶ PricewaterhouseCoopers, *'Managing Mobility Matters'*, pg. 34, 2006. The research report was done within the framework of the European Year of Workers' Mobility 2006, available online: http://www.pwc.ch/user_content/editor/files/publ_tls/pwc_managing_mobility_matters_e.pdf

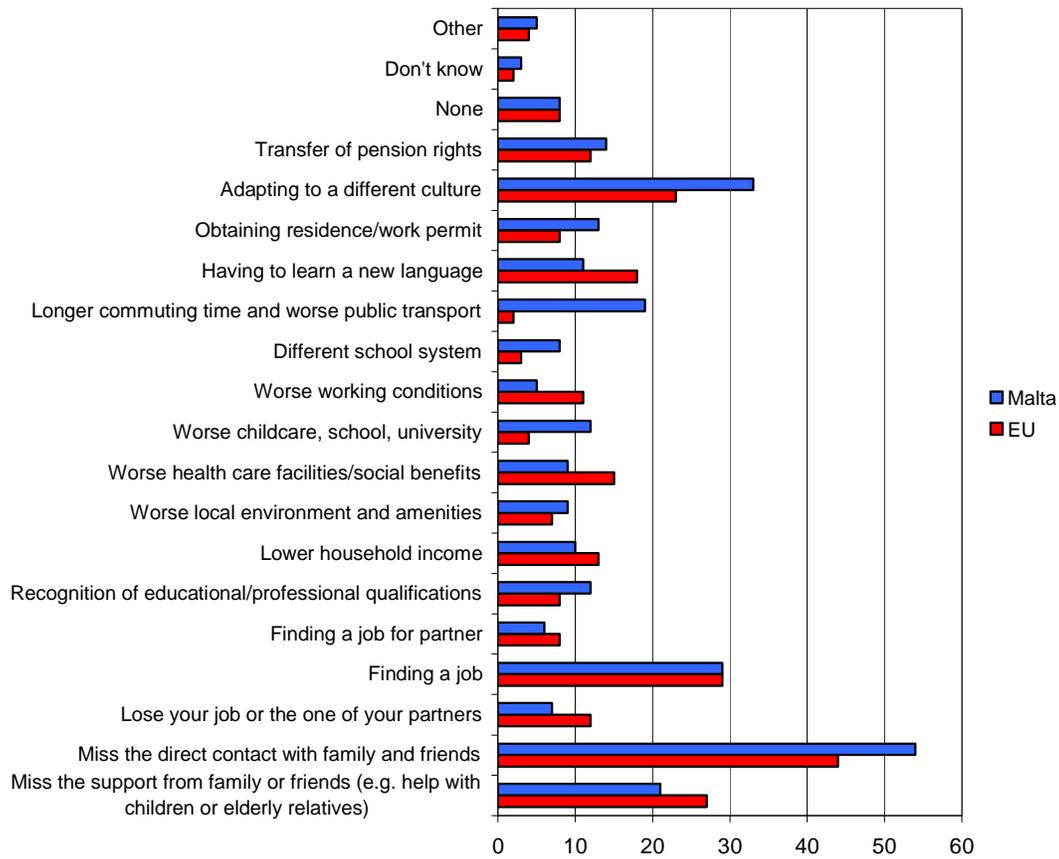
²⁷ Ibid, pg. 29

Germany, continued by saying that *“one of the problems within the EU is that for example, the Netherlands has the rule that you pay tax where you earn it – but if you live in Germany and you start paying tax in the Netherlands, a German bank will not give you a mortgage because you don’t have an income in Germany. A Dutch bank won’t give you a mortgage because your house is in Germany. That’s one of the challenges for Europe”*.²⁸

- 5.4.10 The above mentioned problems prop up in other various studies conducted on the EU level. These, together with the other obstacles in Figure 5 play a large part in stifling mobility in Europe. This can be demonstrated when an individual for example moves from France to Germany. He or she will move to a different language, a different culture, work ethic, tax system, education system, health system etc. everything is basically different.

²⁸ Ibid, pg. 28

Figure 5 – Which of the following would be the main difficulties that would discourage people to work abroad?



5.4.11 The Eurobarometer results (No 237 – Wave 64.1) show some note worthy differences in barriers to mobility across the EU. Economic factors, such as the prospect of a better income and job opportunities, are more important in the new member states (EU 10). On the other hand everyday life factors such as adjusting to a new environment are more important to the old member states (EU 15). The main obstacles in both the new and old member states are concerns over losing one’s social network, having to learn a new language and worse housing conditions.

5.4.12 These economic pull-push factors may diminish over time as economic conditions in the new Member States begin to converge. Yet the report *Managing Mobility matters* points out that 'nevertheless, differential rates of growth between Member States will provide the greatest incentive to mobility'²⁹. The fastest-growing economies within the EU will always tend to attract workers at all levels (hence substantiating the allocative efficiency theory). The report continues by pointing out that the most recent example of this has been Ireland which as a result of a sustained high level of economic growth has attracted a higher level than average immigration from other EU Member States (especially EU 10) over the last years.

²⁹ PricewaterhouseCoopers, *Managing Mobility Matters*, pg. 21, 2006. The research report was done within the framework of the European Year of Workers' Mobility 2006, available online: http://www.pwc.ch/user_content/editor/files/publications/pwc_managing_mobility_matters_e.pdf

6. THE SURVEY REPORT

6.1 Respondents' Profile

6.1.1 This section of the report provides an overview of the respondents' profile in terms of age, gender, civil status, region, level of education, last occupation, the length of unemployment and socio-economic classification.

6.1.2 This analysis provides an understanding of the sample composition. This facilitates the interpretation of the results. Each category is illustrated in the following figures. The base is 500 respondents.

Figure 6 – Age

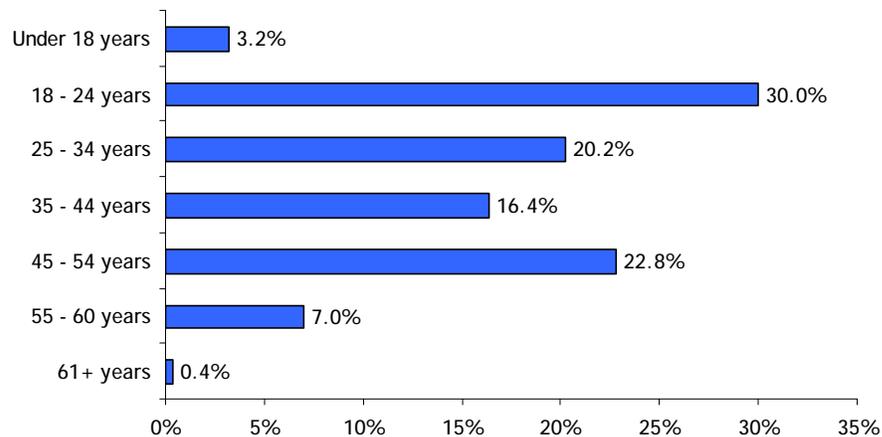


Figure 7 – Gender

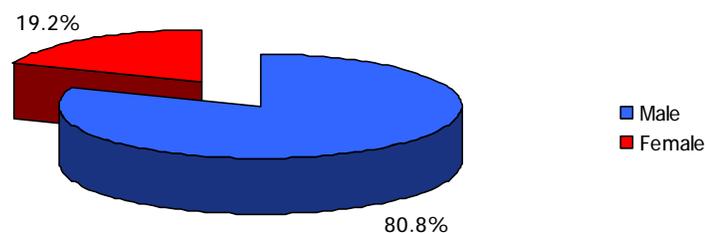


Figure 8 – Civil Status

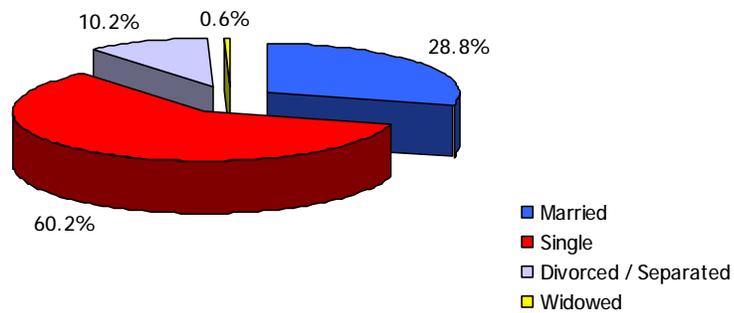


Figure 9 – Number of dependent children under 18 in the household

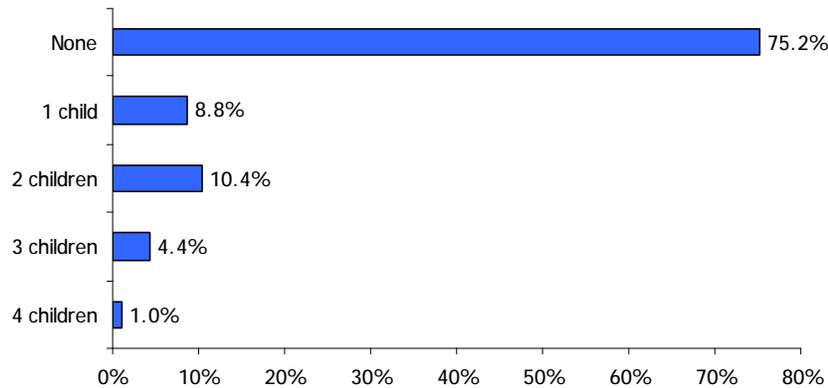


Figure 10 – Region

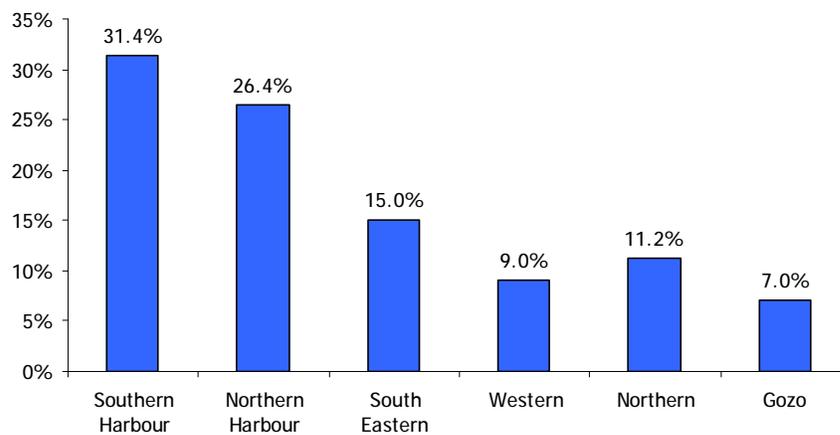


Figure 11 – Level of Education

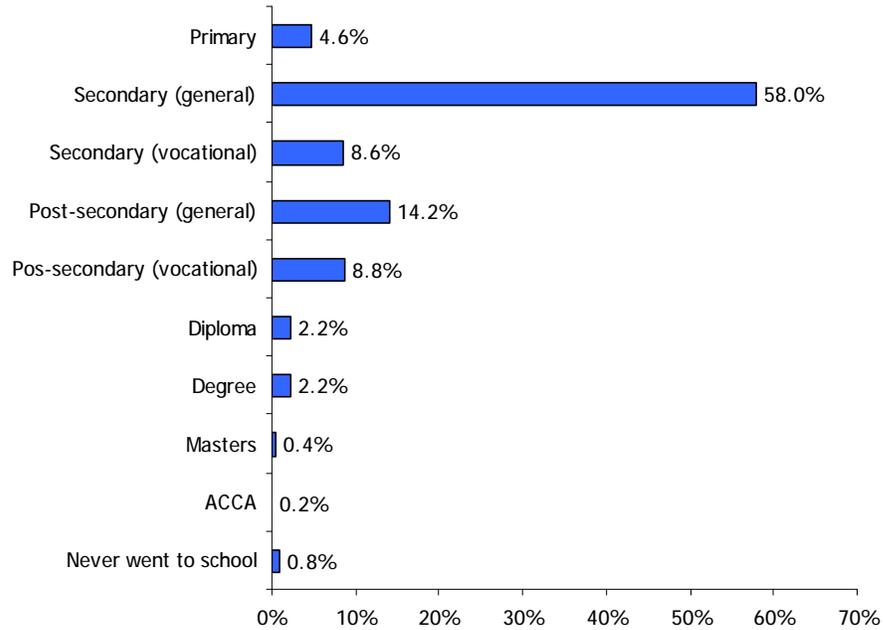


Figure 12 – Last Occupation

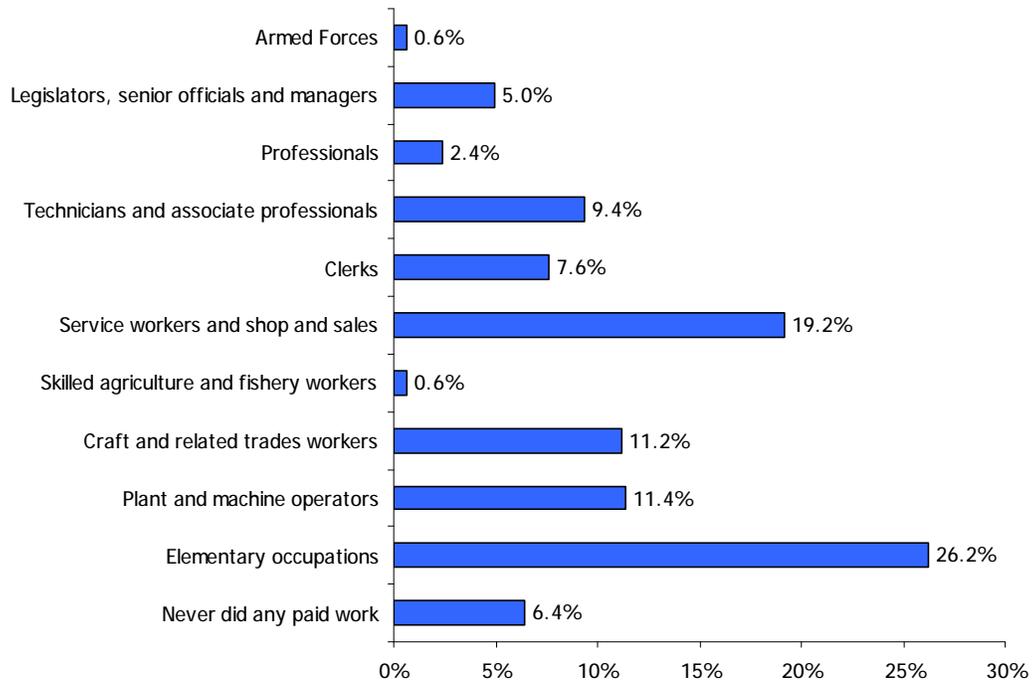


Figure 13 – Length of Unemployment

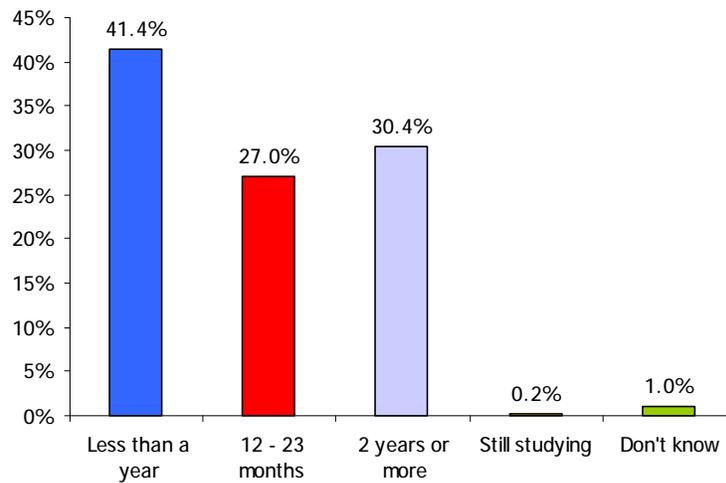
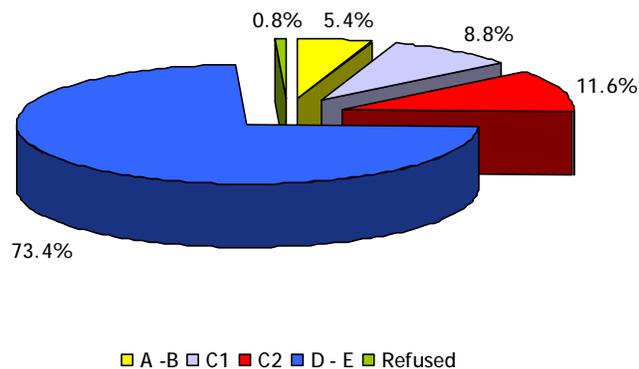


Figure 14 – Socio-economic classification



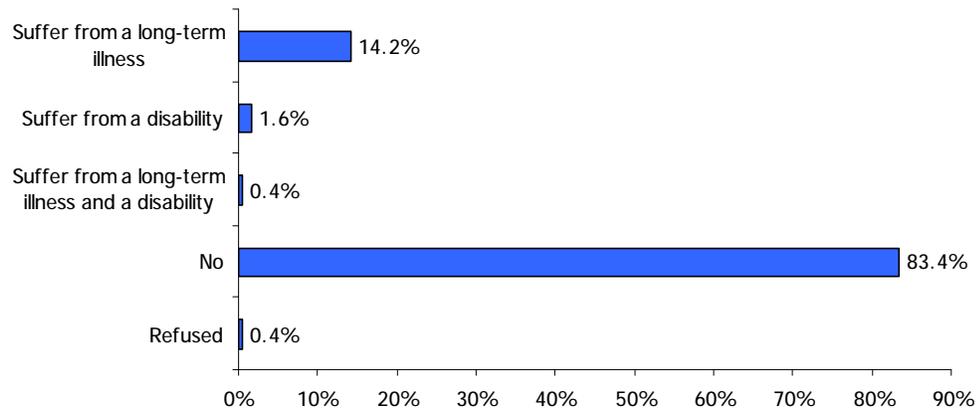
Group A/B households are those where the head of the household is a successful businessman, a professional, a senior level civil servant, a manager, or has considerable private means.

Group C1 households are those where the head of the household is a small tradesman or a non-manual worker who carries out less important administrative, supervisory or clerical work.

Group C2 consists mainly of skilled manual workers and their families.

Group D/E consists of semi-skilled workers and unskilled workers and those dependent on social security schemes.

Figure 15 – Suffer from a long-term illness or a disability



- 6.1.3 In general the respondents who participated in this survey were aged between 18 and 24 and between 45 and 54 and they were mostly single males without children. Males accounted for 80.8% of the respondents. This corresponds to the fact that male registrants are in a majority with respect to females. According to the NSO November 2006 Registered Unemployed News Release males account for 63.0% of all the unemployed population.
- 6.1.4 Classified by region, the largest concentration of the respondents was in the Southern Harbour District followed by the Northern Harbour District.
- 6.1.5 Most of the respondents have a secondary (general) level of education. It was also identified that two out of five respondents have been unemployed for less than a year.
- 6.1.6 Among men their last occupation falls mainly in the elementary occupation category whereas women have worked mostly in jobs related to service and retailing.
- 6.1.7 More than seven out of ten respondents are in the D-E socio-economic classification.

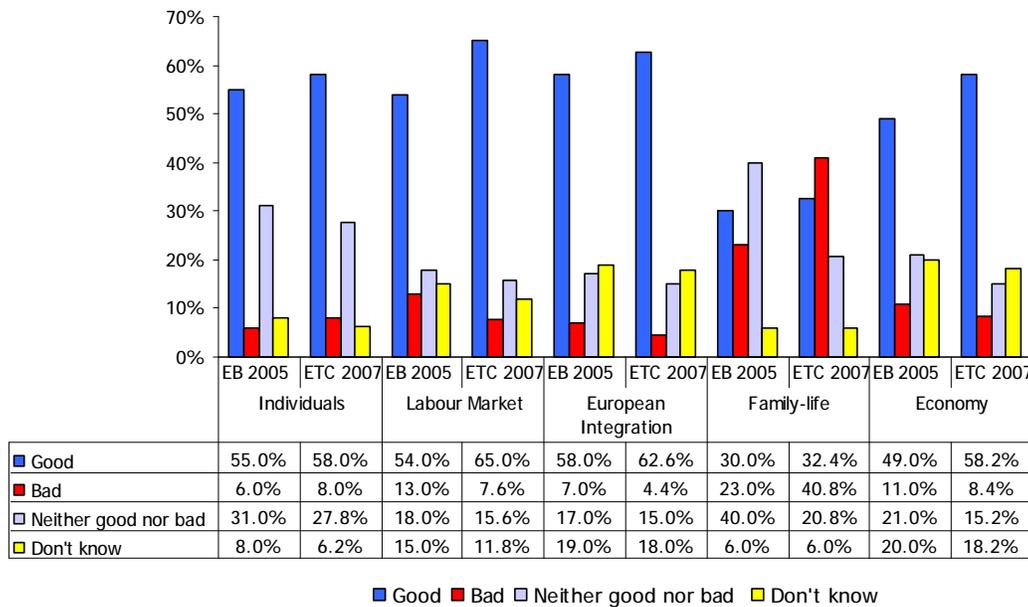
6.2 Perception on Mobility

- 6.2.1 Primarily the survey identified those respondents who would like to work abroad. 64.6% of respondents are willing to work abroad, 33.6% of respondents are not interested and 1.8% of the respondents are uncertain (Q101). Those respondents who have been unemployed for 17 months or less showed more interest in working abroad than those who have been unemployed for longer. On the other hand there was no significant variation across the age bands and the civil status of the respondents.
- 6.2.2 The respondents showed a rather positive view on the benefits long-distance mobility has for the individual (Q102a). 58.0% of the respondents are in favour and only 8.0% of the respondents think it is a bad thing for the individual. 27.8% of the respondents stated that it is neither a good thing nor a bad thing while 6.2% were unable to answer. This solidifies the fact that in the 2005 Eurobarometer the Maltese believed more than Europeans (55% against 46%) in the advantages mobility has to offer to individuals.
- 6.2.3 Respondents were further asked what they think about the impact long-distance mobility has on the labour market (Q102b). 65.0% of the respondents are in favour while 7.6% of the respondents are against. 15.6% of the participants remained impartial (neither a good thing nor a bad thing) and 11.8% did not know how to answer.
- 6.2.4 62.6% of the respondents think that long-distance mobility is beneficial for European integration (Q102c) in contrast with 4.4% who think the opposite. 15.0% of the respondents believe that it is neither a good thing nor a bad thing and a similar share of respondents (18.0%) were unable to respond. When compared to previous studies the Maltese have showed a rather positive attitude towards the benefits of long-distance mobility and think that it is of importance for European integration (58.0% in favour and 7.0% against).

- 6.2.5 Respondents were more doubtful about the impact long-distance mobility has on family-life (Q102d). 32.4% of the respondents think that the impact might be positive, 40.8% think that the impact would be negative and 20.8% of the respondents said it is neither a good thing nor a bad thing. This view was similar across the sub-categories and also similar to the results obtained in the 2005 Eurobarometer where only 31.0% of the Maltese thought it is beneficial for family-life.
- 6.2.6 More than half of the respondents (58.2%) believe that long-distance mobility is a good thing for the economy while 8.4% of the respondents think the opposite (Q102e). 15.2% of the respondents think that it is neither a good thing nor a bad thing for the economy and 18.2% did not know how to answer. The 2005 Eurobarometer results show that 49.0% of the Maltese believed that long distance mobility is a good thing for the economy and 11.0% thought the opposite.
- 6.2.7 The following illustration shows a comparison between the results from the 2005 Eurobarometer and this study. It is important to note that respondents who participated in the Eurobarometer represent the general public whereas the respondents participating in this study represent the unemployed Maltese population who showed an interest in working abroad by registering for work with the ETC and/or used EURES Malta services and stated that they were interested to work abroad. However this comparison illustrates the similarities between the general public and the unemployed.

Figure 16 – Perceived impact long-distance mobility has on...

Base: 500 respondents



6.2.8 The above comparison illustrates a considerable difference in percentages between the two studies specifically in the Labour Market and the Economy. This may have resulted due to the fact that the unemployed might have a different perception from the public in general towards the impact long-distance mobility has on the Labour Market and the Economy.

6.2.9 Respondents were asked which factors would encourage people to work abroad (Q103). Pull-factors including better income (87.0%) and improved work conditions (67.2%) were mentioned the most. The opportunity to meet new people also ranks high as a factor favouring mobility (32.0%). Further analysis indicates that the age and gender of respondents is irrelevant since all the respondents cite income-related or work-related motives. The prospect of better income also proved to be very important in the 2005 Eurobarometer (No. 237 – Wave 64.1) were 33.0% of the Maltese stated that improved earnings would drive them to move, compared to an EU average of 21.0% (refer to 5.4.3).

6.2.10 The following figure shows the importance of both material and non-material factors according to the EU, Malta in general and the respondents participating in this survey (unemployed).

Table 3 – Factors that would encourage people to work abroad

Base: 500 respondents

| | EU EB 2005 | Malta EB 2005 | ETC Survey |
|--|---------------|------------------|---------------|
| Better income | 21% | 33% | 87.0% |
| Improved working conditions | 21% | 22% | 67.2% |
| Meet new people | 12% | 12% | 32.0% |
| Discover a new environment or learn a new language | 17% | 14% | 18.4% |
| Better local environment and amenities | 10% | 20% | 17.8% |
| Better housing conditions | 11% | 10% | 7.0% |
| Better support from family and friends | 4% | 3% | 5.4% |
| Better healthcare facilities/social benefit | 6% | 6% | 4.4% |
| Closer to family and friends | 11% | 12% | 4.0% |
| Access to better childcare, school, university | 3% | 6% | 3.6% |
| Shorter commuting time | 2% | 1% | 1.2% |
| Better transport connections | 1% | 1% | 1.0% |
| Better weather | 18% | 3% | 0.8% |
| None | 29% | 28% | 0.4% |
| Don't know | 2% | 2% | 2.6% |
| Other | 3% | 2% | 3.0% |

6.2.11 Respondents were then asked to point out the main factors that would discourage people to work abroad (Q104). 65.2% of the respondents stated that they would miss the direct contact with family or friends and 26.8% mentioned the loss of support from family or friends such as help with children or elderly relatives. The loss of primary social networks is discouraging for all the respondents irrespective of their age, status and gender. This proves the fact that primary social networks are of particular importance to people coming from a small island culture like Malta (Eurobarometer No 237 – Wave 64.1).

- 6.2.12 Other main obstacles for the respondents are finding a job (23.2%) and adapting to a different culture (19.6%). For the respondents - the fact that Malta is an island - commuting time is of relevance, with 19.0% citing it as an obstacle to mobility which is identical to what resulted in the 2005 Eurobarometer (No 237 – Wave 64.1).
- 6.2.13 Language barriers also prove to be an obstacle for 17.0% of the respondents which corresponds to a major obstacle for companies based in Europe that want to recruit foreign-based staff (PricewaterhouseCoopers, 'Managing Mobility Matter' 2006).

6.2.14 The following table compares these main barriers with the EU and Malta in general (Q104).

Table 4– Factors that would discourage people to work abroad

Base: 500 respondents

| | EU EB 2005 | Malta EB 2005 | ETC Survey |
|--|---------------|------------------|---------------|
| Miss the direct contact with family and friends | 44% | 54% | 65.2% |
| Miss the support from family or friends (e.g. help with children or elderly relatives) | 27% | 21% | 26.8% |
| Finding a job | 29% | 29% | 23.2% |
| Adapting to a different culture | 23% | 33% | 19.6% |
| Longer commuting time and worse public transport | 2% | 19% | 19.0% |
| Having to learn a new language | 18% | 11% | 17.0% |
| Lower household income | 13% | 10% | 14.2% |
| Worse working conditions | 11% | 5% | 7.4% |
| Lose your job or the one of your partners | 12% | 7% | 7.2% |
| Worse Housing conditions | - | - | 7.0% |
| Recognition of educational/professional qualifications | 8% | 12% | 6.4% |
| Worse local environment and amenities | 7% | 9% | 4.0% |
| Finding a job for partner | 8% | 6% | 3.4% |
| Worse health care facilities/social benefits | 15% | 9% | 3.0% |
| Obtaining residence/work permit | 8% | 13% | 2.8% |
| Different school system | 3% | 8% | 2.2% |
| Worse childcare, school, university | 4% | 12% | 2.0% |
| Transfer of pension rights | 12% | 14% | 2.0% |
| The climate | - | - | 0.8% |
| None | 8% | 8% | 6.2% |
| Don't know | 2% | 3% | 2.4% |
| Other | 4% | 5% | 2.4% |

6.3 Experience in working abroad

6.3.1 This section of the report focuses on those respondents who have experience in working abroad. 35.6% of the respondents have worked abroad in the past (Q105). In terms of age, the older age groups (45 to 60 years) have more experience in working abroad when compared to the younger age groups (16 to 34 years). From a gender perspective more males have worked abroad than females.

6.3.2 Three out of four respondents (77.6%) have worked in the European Union while 62.4% have worked in other non-European countries including Africa and the Middle East, Australia, United States, Canada and South America. Among those respondents who have worked in the EU, 37.1% have worked in the United Kingdom. On the other hand out of those respondents who have worked outside Europe 28.7% have worked in Libya (Q106).

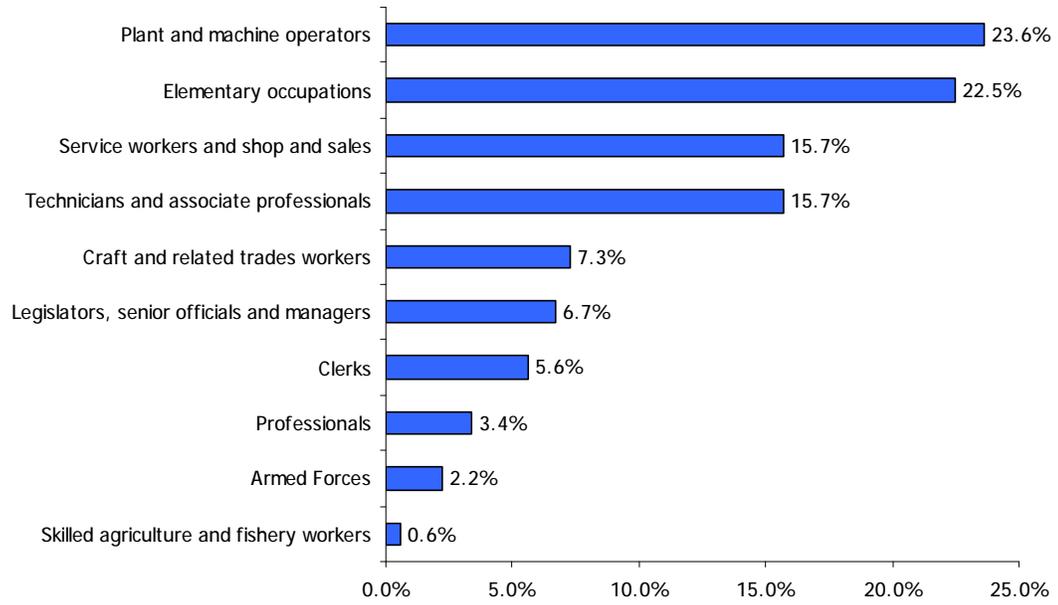
6.3.3 In aggregate the respondent's occupation (Q108) fell mostly in the plant and machine operators' category (23.6%) followed by the elementary occupations category (22.5%).

6.3.4 Among men, occupations related to plant and machine operators and elementary occupations were the most common, whereas women have worked in jobs which are more service oriented (service workers and retailing).

6.3.5 The following figure shows all the occupation categories (according to ISCO – 88 standards) and the percentage of respondents who have worked in these categories.

Figure 17 – Occupation Categories

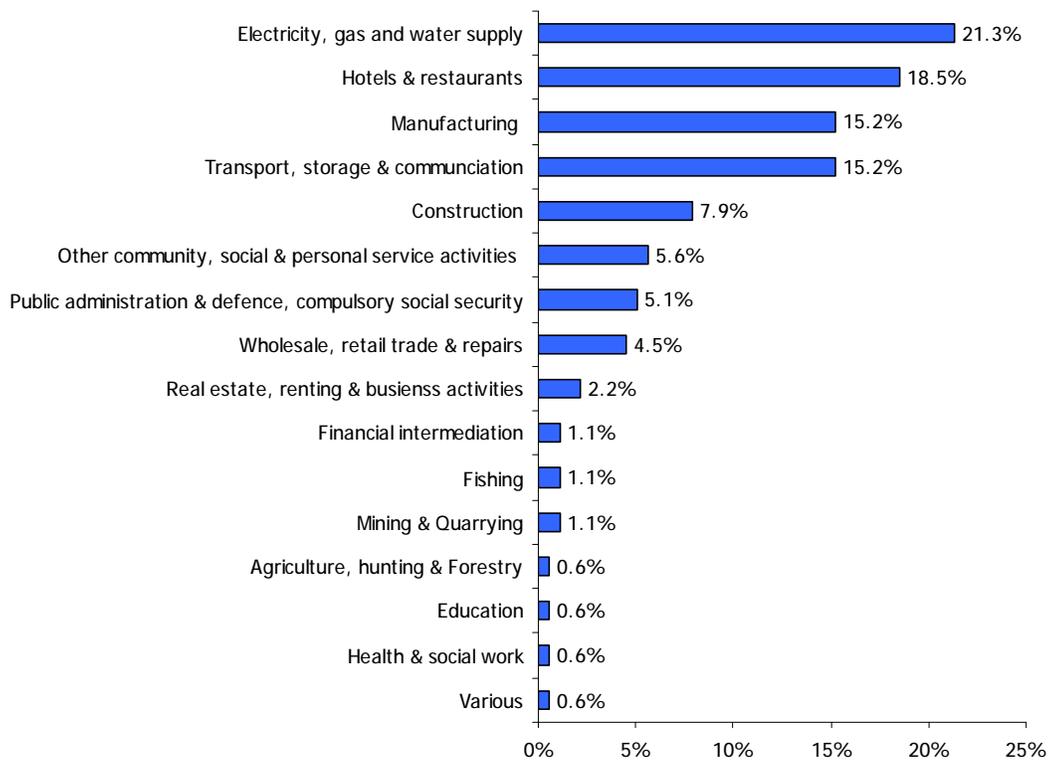
Base: 178 respondents



6.3.6 In terms of sector (Q109), 21.3% of the respondents (all males) have worked in the electricity, gas and water supply sector, 18.5% worked in the hotels and restaurants sector (most popular among women), 15.2% of the respondents worked in the manufacturing sector and another 15.2% worked in the transport, storage and communications sector. The following figure illustrates all the job sectors mentioned.

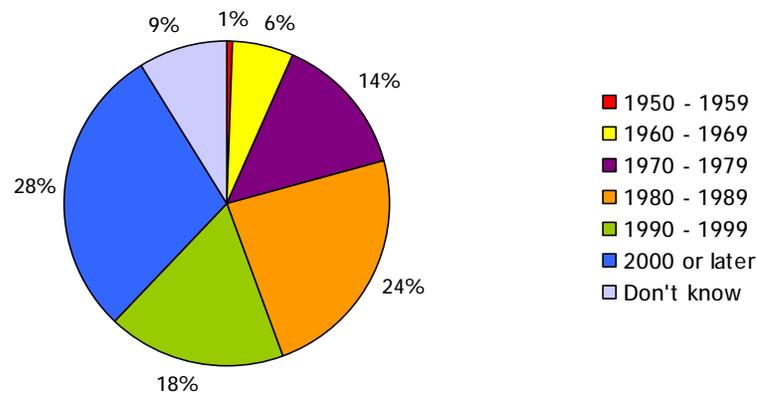
Figure 18 – Job Sectors

Base: 178 respondents



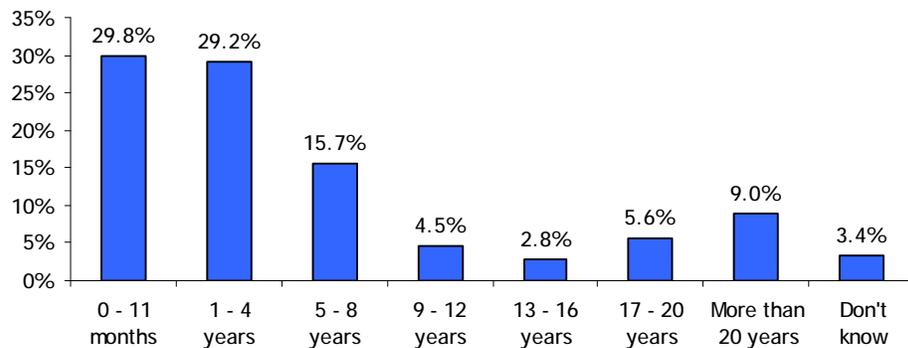
6.3.7 The respondents were asked to indicate the starting date of their work phase abroad (Q110). Most of the respondents have started work abroad during this century (28.7%) whereas 23.6% of the respondents have started working abroad during the 1980s. The following chart illustrates the starting date respondents have worked abroad.

Figure 19 – The Years in which respondents worked abroad
 Base: 178 respondents (have worked abroad)



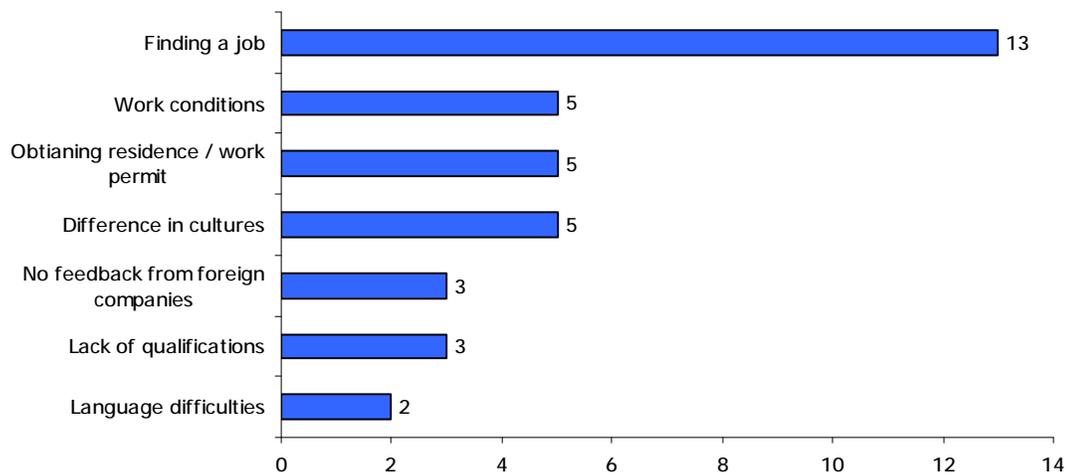
6.3.8 The duration of the work phase (Q111) ranged from one month to 45 years. The following chart shows the duration of their stay abroad while working.

Figure 20 – Duration of work phase abroad
 Base: 178 respondents (have worked abroad)



6.3.9 Nearly four out of five respondents (78.7%) who have worked abroad in the past have not encountered any problems while looking for a job abroad while 21.3% (38 respondents) have experienced some problems (Q112). The main difficulties which were mentioned by two or more respondents are illustrated below (Q113).

Figure 21 – Problems encountered while looking for a job abroad
Base: 38 (have worked abroad; encountered problems while looking for a job abroad)

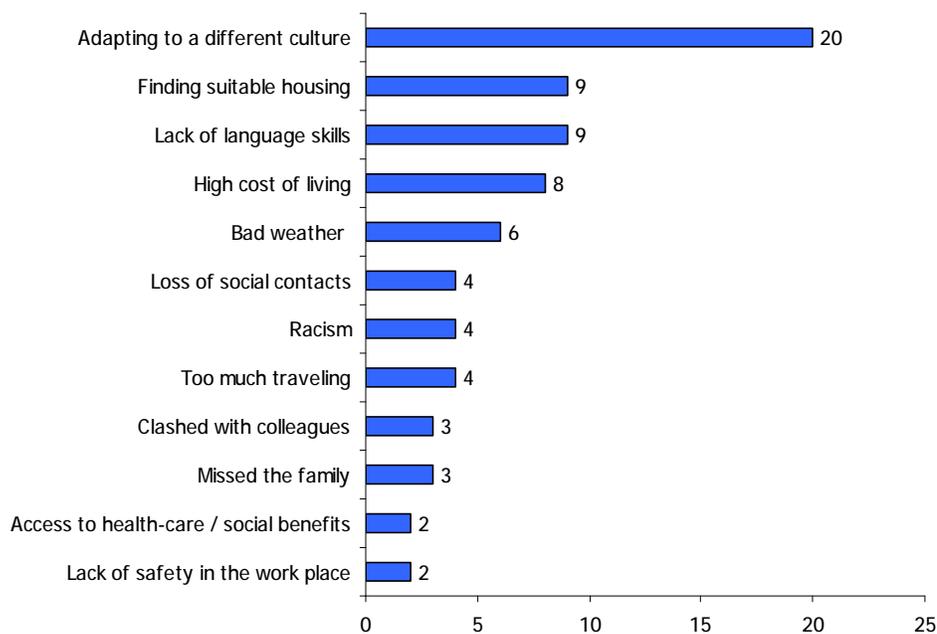


6.3.10 Nearly seven out of ten respondents (66.9% - 59 respondents) who have worked abroad did not experience any problems while living abroad. On the other hand 33.1% of the respondents encountered some problems (Q114).

6.3.11 The main problems respondents faced (Q115) were to adapt to a different culture (33.9% - 20 respondents), finding suitable housing and lack of language skills (15.3% each – 9 respondents). The problems mentioned by two or more respondents are illustrated in the figure below.

Figure 22 – Problems encountered while living abroad

Base: 59 respondents



6.3.12 The participants who used to work abroad mentioned several reasons why they came back (Q116). The following table shows the main reasons why 2% or more of the respondents came back to Malta.

Table 5 – Reasons for coming back to Malta

Base: 178 respondents

| | |
|--|-------|
| Missed the family & friends / Family matters | 34.8% |
| Termination of contract | 28.7% |
| Workers were dismissed | 6.2% |
| Missed my home country | 4.5% |
| Personal problems | 4.5% |
| The company stopped operating | 4.5% |
| Better working conditions in Malta | 2.8% |
| Health problems | 2.8% |

6.3.13 Almost half of the respondents (46.3%) returned to Malta because of work related reasons whereas 34.8% came back because they missed their family & friends or had family matters. The following table lists the several work related reasons respondents mentioned.

Table 6 – Work related reasons

Base: 178 (have worked abroad)

| | |
|--|-------|
| Termination of contract | 28.7% |
| Workers were dismissed | 6.2% |
| The company stopped operating | 4.5% |
| Better working conditions in Malta | 2.8% |
| Difficult to get a full time job and didn't want to work part time | 1.1% |
| Difficult to get a work permit | 0.6% |
| Lack of job stability | 0.6% |
| Low wages | 0.6% |
| No opportunities for career advancement | 0.6% |
| Working conditions were not as promised | 0.6% |

6.4 Interest in working abroad

6.4.1 In this section of the report the respondents were divided into three separate categories; the respondents that are currently looking for work abroad (142 respondents), the respondents that have experience in working abroad and have tried to look for another job overseas (34 respondents) and the respondents who have tried to look for work abroad in the past (50 respondents). Since the sample of the latter two categories is considerably small this section will focus on those respondents who are *currently looking for work* outside Malta.

6.4.2 The respondents were asked to name the countries in which they would like to work (Q120) and these were grouped as follows.

Table 7 – Preferred countries for work

Base: 142 respondents (Currently looking for a job abroad)

| | |
|--|-------|
| United Kingdom and Ireland | 49.3% |
| Mediterranean (European) countries | 13.4% |
| Central Europe and Scandinavian countries | 13.4% |
| Australia, United States, Canada, Asia & South America | 10.6% |
| Libya and other African countries | 5.6% |
| Other | 34.5% |

6.4.3 Most of the respondents would like to work in the United Kingdom and Ireland (49.3%) followed by 13.4% who stated that they would like to work in Mediterranean European countries (mostly Italy – 11.5%) and another 13.4% mentioned Central Europe and Scandinavian countries (mostly Holland – 6.2%). A significant percentage of the respondents (34.5%) who are predominantly male did not mention a country in particular.

6.4.4 The respondents were asked to specify the kind of job they are currently looking for (Q121). The respondents were given the option to mention a maximum of three occupations by order of preference. The following table shows how the occupations were ranked.

Table 8 – Preferred Occupations Categories

Base: 142 respondents (currently looking for a job abroad)

| Occupations Categories... | First preference | Second preference | Third preference | Total |
|---|------------------|-------------------|------------------|-------|
| Cleaners, handymen, kitchen-hands, porters & messengers | 12.7% | 6.3% | 3.5% | 22.5% |
| Extraction and building trades workers (e.g. carpenters, painters, plasterers) | 9.9% | 4.2% | 0.7% | 14.8% |
| Travel attendants, stewards, housekeepers, cooks and waiters | 9.9% | 7.0% | 2.8% | 19.7% |
| Oil rig workers including building, metal workers and labourers | 9.2% | 0.7% | 1.4% | 11.3% |
| Office clerks, receptionists and telephone operators | 7.7% | 3.5% | 2.8% | 14.0% |
| Labourers in agriculture, construction, transport and manufacturing | 7.0% | 2.1% | 1.4% | 10.5% |
| Managers in sales, restaurants, hotels and other managers | 7.0% | 3.5% | - | 10.5% |
| Engineers, technicians, ship deck officers and computing professionals/technicians | 6.3% | 1.4% | - | 7.7% |
| Metal and machinery workers, crane and machine operators, and ships' deck crews | 6.3% | 2.1% | 2.1% | 10.5% |
| Drivers | 4.9% | 4.9% | 0.7% | 10.5% |
| Artistic, entertainment, sports and other professionals/associate professionals | 4.2% | 3.5% | 0.7% | 8.4% |
| Health, teaching and social science and other related professionals/associate professionals | 4.2% | 2.1% | - | 6.3% |
| Security officers | 4.2% | 0.7% | - | 4.9% |

| Occupations Categories... | First preference | Second preference | Third preference | Total |
|--|------------------|-------------------|------------------|--------|
| Care workers, hairdressers, salespersons and other protective services workers | 3.5% | 2.8% | 2.1% | 8.4% |
| Other skilled workers including agricultural and fishery workers | 2.1% | 0.7% | - | 2.8% |
| Something interesting | 0.7% | - | - | 0.7% |
| No other | - | 54.2% | 81.7% | 135.9% |

6.4.5 In aggregate, respondents prefer jobs like cleaners, handymen, kitchen-hands, porters and messengers (22.5%). Second preference was given to occupations like travel attendants, stewards, housekeepers, cooks and waiters (19.7%) followed by extraction and building trades works such as carpenters, painters, plasterers (14.8% - all males) which was given third preference.

6.4.6 Males tend to seek jobs like cleaners, handymen, kitchen-hands, porters and messengers whilst females seek more office related jobs such as office clerks, receptionists and telephone operators.

6.4.7 It is also important to note that a significant percentage of respondents only gave their first preference. This can indicate two things; the respondents might not have enough qualifications for other types of occupations or else they are determined to do one particular job. Nevertheless, whatever the reason, this answer reflects a lack of flexibility on the part of the respondents.

6.5 Obstacles to Mobility

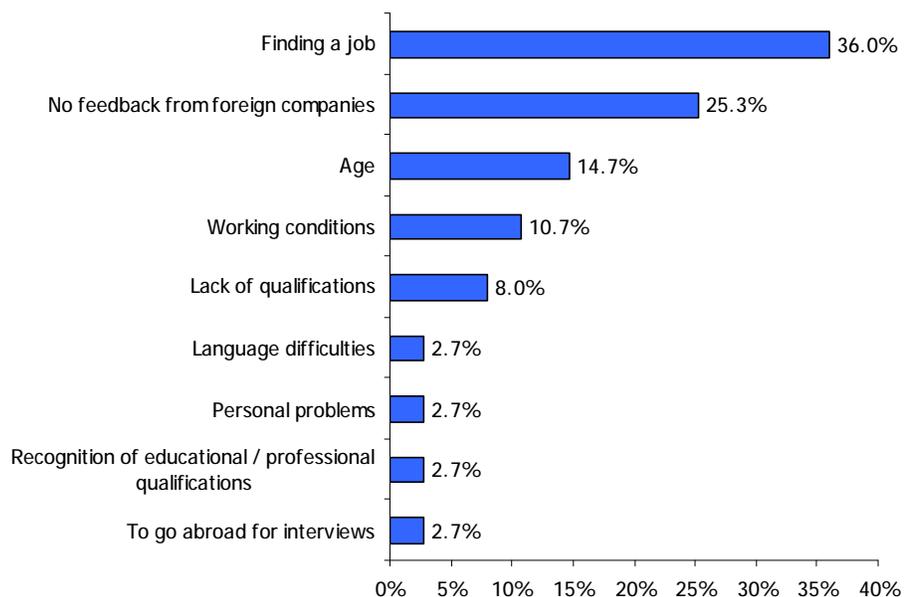
6.5.1 This section also focuses on the respondents who are currently looking for work abroad.

6.5.2 More than half of the respondents (52.8%) are encountering obstacles while looking for a job abroad whereas 47.2% of the respondents are not finding any problems (Q123).

6.5.3 Finding a job (36.0%) and lack of feedback from foreign companies (25.3%) are the major obstacles respondents are facing (Q124). Participants who are aged 35 years and older are encountering problems related to their age. The following chart illustrates the various difficulties two or more respondents are facing.

Figure 23 – Problems encountered while looking for a job abroad

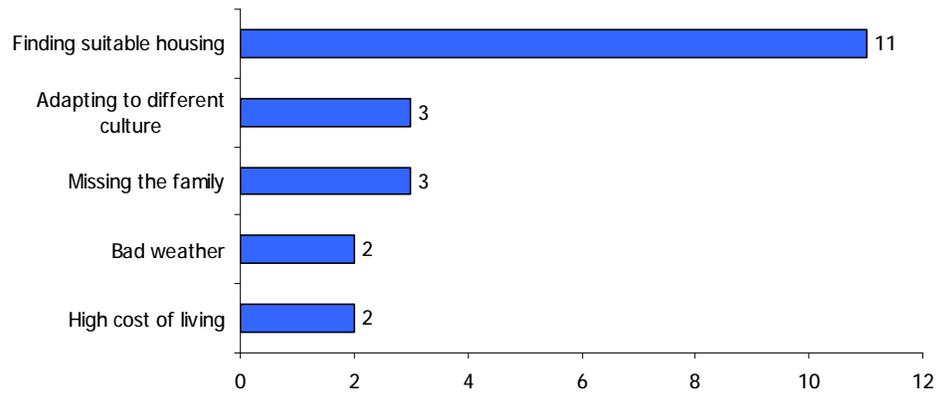
Base: 75 respondents (currently looking for a job abroad; encountering problems)



6.5.4 Four out of five respondents (83.1%) are not encountering problems to live abroad (Q125). The rest of the respondents (16.9% - 24 respondents) have reported that the main problem is to find suitable housing (11 respondents). Other main difficulties were adapting to a different culture (3 respondents), and missing the family (3 respondents). The following chart presents the main problems two or more respondents are running into (Q126).

Figure 24 – Problems encountered to live abroad

Base: 24 respondents (currently looking for a job abroad; encountering problems)



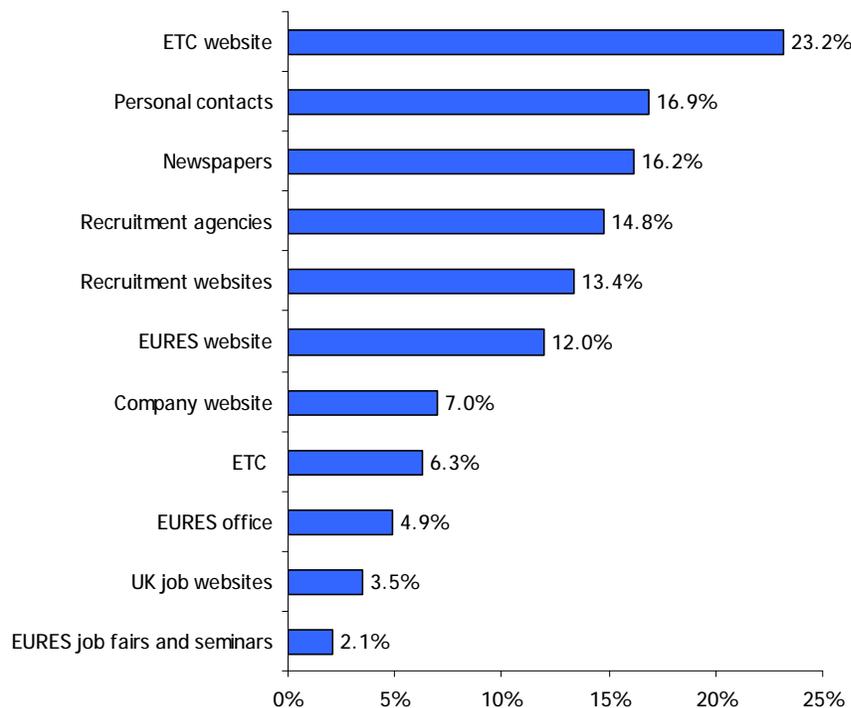
6.6 Information available to jobseekers

6.6.1 This section identifies the job search techniques of the respondents who are currently looking for a job abroad. This section also identifies the information that interests the respondents in terms of mobility.

6.6.2 Respondents were asked to mention where they look for when in search of work abroad (Q122). 23.2% of the respondents seek work in the ETC website, 16.9% of the respondents have personal contacts and 16.2% search for job opportunities abroad in the newspaper. The following chart shows the most popular sources for job search (mentioned by more than 2% of the respondents).

Figure 25 - Sources for job search abroad

Base: 142 respondents (currently looking for a job abroad)



6.6.3 62.7% of the respondents who are currently looking for work abroad believe that there is enough information (Q127). 33.1% of the respondents think the opposite and 4.2% of the respondents were unable to give an answer.

6.6.4 Respondents are mostly interested in details about job vacancies in other countries (27.7%) and they are also interested in information regarding the conditions of work abroad (25.5%). The following table shows the factors that two or more respondents are mostly interested in (Q128).

Table 9 – Information respondents are interested in when working abroad

Base: 47 respondents (currently looking for a job abroad; do not think there is enough information on working abroad)

| | |
|---|-------|
| Details about job vacancies in other countries | 27.7% |
| More information regarding conditions of work | 25.5% |
| Information which is more accessible | 12.8% |
| Information about job vacancies abroad from ETC | 10.6% |
| How to look for a job abroad | 8.5% |
| ETC should brief job applicants | 4.3% |
| Social benefits | 4.3% |
| Others | 4.3% |

6.6.5 Nearly three out of four (72.5%) think that there is enough information on living abroad while 23.2% - 33 respondents stated the contrary. 4.2% of the respondents did not know how to answer (Q129).

6.6.6 The respondents who feel that there is not enough information on living abroad are interested in knowing more about the accommodation (15 respondents), cost of living (11 respondents) and 7 respondents would like have more information regarding the way of life in the countries they are considering working in (Q130). The factors mentioned by two or more respondents are shown in the table below.

**Table 10 - Information respondents are interested in when living abroad
Base: 33 respondents (currently looking for a job; do not think there is enough information on living abroad)**

| | |
|--|----------------|
| Accommodation details | 15 respondents |
| Cost of living details | 11 respondents |
| More information regarding the way of life in that country | 7 respondents |
| Job availability | 4 respondents |
| Information which is verified so workers are not misled | 2 respondents |
| More guidance | 2 respondents |
| Schooling | 2 respondents |

6.7 Awareness and Usage of EURES services

- 6.7.1 This section focuses on the awareness and usage of EURES services by the respondents who are currently looking for work abroad.
- 6.7.2 Those respondents who had not mentioned EURES in Q122 and are currently looking for work abroad (76 respondents) were asked on their awareness of EURES services (Q131). It resulted that 45.0% of the respondents are aware of EURES services while 55.0% are not.
- 6.7.3 However the above percentages exclude those respondents who are currently looking for a job through the EURES website, EURES office and EURES job fairs and seminars (Q122). Therefore, in reality more respondents are aware of EURES services. Out of the sample of respondents who are currently looking for work abroad (142 respondents), 53.5% are aware of EURES services.
- 6.7.4 The respondents who have not mentioned EURES in Q122 were also asked if they have used/ are using EURES services (76 respondents). It resulted that 59.2% have used EURES services whereas 40.8% of the respondents had never used them (Q132). However, in aggregate (including the respondents who have mentioned EURES in Q122), 64.1% of the respondents that are currently looking for work abroad have used EURES services.
- 6.7.5 The majority of the respondents (66.7% - 30 respondents) who are currently looking for work abroad and have used the service/s provided by EURES claimed to be satisfied with the service/s. The rest of the respondents (33.3% - 15 respondents) expressed dissatisfaction (Q133).

6.7.6 Respondents are mainly dissatisfied because they do not receive acknowledgments (26.7% - 4 respondents) or because EURES does not provide information about jobs and employers abroad (20.0% - 3 respondents).

6.7.7 The following table shows the reasons why respondents expressed dissatisfaction with EURES services (Q134). It is important to note that a number of responses are not applicable to EURES Malta since some of the respondents made reference to the EURES network.

Table 11 – Reasons for being dissatisfied with EURES services

Base: 15 respondents (currently looking for a job; have used EURES services; were not satisfied with the service/s provided)

| | |
|---|---------------|
| They don't send acknowledgements | 4 respondents |
| They don't provide information about jobs and employers abroad | 3 respondents |
| They have opportunities in countries where I am not interested in working | 2 respondents |
| Clearer information on how to apply for jobs | 1 respondent |
| Gender discrimination | 1 respondent |
| I prefer direct contact with ETC rather than websites | 1 respondent |
| No results from contacts made | 1 respondent |
| Received information regarding a seminar without a date of the seminar | 1 respondent |
| Website is not updated | 1 respondent |

ANNEX I - BIBLIOGRAPHY

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ANNEX II – The Questionnaire (English Version)

Good morning/good afternoon. I am _____ from MISCO International. We are conducting a survey on job mobility on behalf of the ETC and you have been chosen randomly to participate in this survey. The questionnaire is confidential; your responses will be used only for research purposes. The questionnaire will not take more than 10 minutes. May I ask you a few questions?

S1. Are you a Maltese Citizen?

- 1. Yes – GO TO S2
- 2. No – TERMINATE INTERVIEW

S2. Are you currently unemployed and looking for work?

- 1. Yes – GO TO Q101
- 2. No – TERMINATE INTERVIEW

101. Would you like to work abroad?

- 1. Yes
- 2. No

102a-e. Do you think that long-distance mobility is a good thing for?

| | | Yes | No | Neither a good thing nor a bad thing | Don't know |
|------|---------------------------------|-----|----|--------------------------------------|------------|
| 102a | ...for individuals | 1 | 2 | 3 | 9 |
| 102b | ...for the labour market | 1 | 2 | 3 | 9 |
| 102c | ...for the European integration | 1 | 2 | 3 | 9 |
| 102d | ...for family-life | 1 | 2 | 3 | 9 |
| 102e | ...for the economy | 1 | 2 | 3 | 9 |

103. Which of the following would encourage people to work abroad? Please choose the three most important factors. **READ OUT – MAXIMUM 3 ANSWERS**

- 1. Better income
 - 2. Improved work conditions
 - 3. Better support from family or friends
 - 4. Closer to family or friends
 - 5. Meet new people
 - 6. Better housing conditions
 - 7. Better local environment and amenities
 - 8. Discover new environment or learn a new language
 - 9. Better healthcare facilities / social benefit
 - 10. Access to better childcare, school, university
 - 11. Better transport connections
 - 12. Shorter commuting time
 - 13. Better weather
 - 14. None (**DO NOT READ**)
 - 99. Don't know (**DO NOT READ**)
- Other (please specify) _____

104. Which of the following would be the main difficulties that would discourage people to work abroad? Please choose the three most important factors. **READ OUT – MAXIMUM 3 ANSWERS**

1. Miss the support from family or friends E.g. Help with children or elderly relatives
 2. Miss the direct contact with family or friends
 3. Lose your job or the one of your partner
 4. Finding a job
 5. Finding a job for partner
 6. Recognition of educational / professional qualifications
 7. Lower household income
 8. Worse housing conditions
 9. Worse local environment and amenities
 10. Worse health care facilities / social benefits
 11. Worse childcare, school, university
 12. Worse working conditions
 13. Different school system
 14. Longer commuting time and worse public transport
 15. Having to learn a new language
 16. Obtaining residence / work permit
 17. Adapting to a different culture
 18. Transfer of pension rights
 19. None (**DO NOT READ**)
 99. Don't know (**DO NOT READ**)
- Other (Please specify) _____

105. Have you ever worked abroad?

1. Yes – **GO TO Q106**
2. No – **GO TO Q117**

106. Where?

WRITE IN _____

108. What was your occupation?
WRITE IN AND CODE BELOW _____

1. Armed Forces
2. Legislators, senior officials and managers
3. Professionals
4. Technicians and associate professionals
5. Clerks
6. Service workers and shop and sales
7. Skilled agriculture and fishery workers
8. Craft and related trades workers
9. Plant and machine operators
10. Elementary occupations

109. In which sector?
WRITE IN AND CODE BELOW _____

1. Agriculture, hunting & forestry
2. Fishing
3. Mining and quarrying
4. Manufacturing
5. Electricity, gas and water supply
6. Construction
7. Wholesale, retail trade & repairs
8. Hotels & restaurants
9. Transport, storage & communication
10. Financial intermediation
11. Real estate, renting and business activities
12. Public administration and defence, compulsory social security
13. Education
14. Health and social work
15. Other community, social and personal service activities

110. When did you work abroad? (LAST JOB IF MORE THAN ONE)
WRITE IN START DATE (Month & Year) and END DATE (Month & Year)
START DATE: _____ **END DATE:** _____

111. For how long did you stay abroad?
WRITE IN _____

112. Had you encountered any problems while looking for a job abroad?

- 1. Yes – GO TO Q113
- 2. No – GO TO Q114

113. What kind of problems had you encountered? DO NOT READ OUT

- 1. Finding a job
 - 2. Work conditions
 - 3. Recognition of educational / professional qualifications
 - 4. Lack of qualifications
 - 5. Obtaining residence / work permit
 - 6. Transfer of pension rights
 - 7. No feedback from foreign companies
 - 8. Disability issues
- Others (please specify) _____

114. Had you encountered any problems while living abroad?

- 1. Yes – GO TO Q115
- 2. No – GO TO Q116

115. What kind of problems had you encountered? DO NOT READ OUT

- 1. Finding a job for partner
 - 2. Lack of language skills
 - 3. Adapting to different culture
 - 4. Access to health-care / social benefits
 - 5. Access to childcare, school, university
 - 6. Finding suitable housing
 - 7. Loss of social contacts
- Others (please specify) _____

116. Why did you come back to Malta?

WRITE IN

ASK ALL

117. Are you currently looking for a job abroad?

- 1. Yes – GO TO Q120
- 2. No – GO TO Q118 OR Q119 ACCORDINGLY

ASK Q118 TO RESPONDENTS WHO HAD WORKED ABROAD BEFORE

118. Have you tried to look for another job abroad?

- 1. Yes – GO TO Q120
- 2. No – GO TO DEMOGRAPHICS AND TERMINATE INTERVIEW

ASK Q119 TO RESPONDENTS WHO HAVE NEVER WORKED ABROAD

119. Did you ever look for a job abroad?

1. Yes – GO TO Q120
2. No – GO TO DEMOGRAPHICS AND TERMINATE INTERVIEW

ASK ALL

120. In which country / countries would you like to work? **DO NOT PROMPT**

WRITE IN _____

121. What kind of job are you looking for/did you look for? Please state a maximum of three occupations by order of preference

1st Preference: _____

2nd Preference: _____

3rd Preference: _____

122. Where do you look when in search of job vacancies abroad? **DO NOT READ OUT**

1. EURES website
 2. EURES office
 3. EURES job fairs and seminars
 4. Other EU related websites
 5. ETC website
 6. Recruitment agencies
 7. Newspapers
 8. Recruitment websites
 9. In my company's internal vacancies
 10. Personal contacts
 11. Company websites
- Others (please specify) _____

123. Are you encountering any problems while looking for a job abroad?

1. Yes – GO TO Q124
2. No – GO TO Q125

124. What kind of problems are you encountering? **DO NOT READ OUT**

1. Finding a job
 2. Work conditions
 3. Recognition of educational / professional qualifications
 4. Lack of qualifications
 5. Obtaining residence / work permit
 6. Transfer of pension rights
 7. No feedback from foreign companies
 8. Disability issues
- Others (please specify) _____

125. Are you encountering any problems to live abroad?

- 1. Yes – GO TO Q126
- 2. No – GO TO Q127

126. What kind of problems are you encountering? DO NOT READ OUT

- 1. Finding a job for partner
- 2. Lack of language skills
- 3. Adapting to different culture
- 4. Access to health-care / social benefits
- 5. Access to childcare, school, university
- 6. Finding suitable housing
- 7. Loss of social contacts
- Others (please specify) _____

127. Do you think there is enough information on working abroad?

- 1. Yes – GO TO Q129
- 2. No – GO TO Q128

128. What kind of information would you be interested in?

WRITE IN

129. Do you think there is enough information on living abroad?

- 1. Yes – GO TO Q131
- 2. No – GO TO Q130

130. What kind of information would you be interested in?

WRITE IN

ASK Q131 TO RESPONDENTS WHO HAVE NOT MENTIONED EURES IN Q122

131. Have you ever heard about EURES?

- 1. Yes – GO TO Q132
- 2. No – GO TO DEMOGRAPHICS

132. Have you ever used EURES services?

- 1. Yes – GO TO Q133
- 2. No – GO TO DEMOGRAPHICS

133. Were you satisfied with the service/s provided?

1. Yes – GO TO DEMOGRAPHICS
2. No – GO TO Q134

134. Why not?

WRITE IN

DEMOGRAPHICS

D1 How old are you? **WRITE IN AGE AND CODE BELOW:** _____

1. Under 18
2. 18 – 24 years
3. 25 – 34 years
4. 35 – 44 years
5. 45 – 54 years
6. 55 – 60 years
7. 61+

D2 Gender (**DO NOT ASK**)

1. Male
2. Female

D3 What is your civil status?

1. Married
2. Single
3. Divorced / Separated
4. Widowed

D4 How many children under 18 that are dependent on you live in your household?

WRITE IN _____

D5 Where do you live?

WRITE IN _____

D6 What is your highest level of education completed?

1. Never went to school
2. Primary
3. Secondary (general)
4. Secondary (vocational)
5. Post-secondary (general)
6. Post-secondary (vocational)
7. Diploma
8. Degree
9. Masters
10. Doctorate
11. Schools for students with special needs

D7 What is the highest level of qualification obtained?

1. I don't have qualifications
 2. Secondary school certificate
 3. Ordinary level
 4. City and Guilds or trade certificate
 5. HTD/OTD
 6. Other vocational certificate
 7. Intermediate level
 8. Advanced level
 9. Diploma / Certificate from University
 10. Diploma / Certificate not from University
 11. Degree
 12. Masters
 13. Ph.D
- Other (please specify) _____

D8 What was your last occupation?

WRITE IN AND CODE BELOW: _____

1. Armed Forces
2. Legislators, senior officials and managers
3. Professionals
4. Technicians and associate professionals
5. Clerks
6. Service workers and shop and sales
7. Skilled agriculture and fishery workers
8. Craft and related trades workers
9. Plant and machine operators
10. Elementary occupations
11. Never did any paid work - GO TO D10

- D9 What was your professional status?
1. Self-employed with employees
 2. Self-employed without employees
 3. Employee
 4. Unpaid family worker

- D10 For how long have you been unemployed?
1. 1 - 2 months
 2. 3 - 5 months
 3. 6 - 11 months
 4. 12 - 17 months
 5. 18 - 23 months
 6. 24 - 47 months
 7. 4 years or more
 9. Don't know

D11 What is the occupation of the chief wage earner?

WRITE IN & CODE BELOW _____

1. A - B 3. C1 4. C2 5. D - E

D12 Do you suffer from a disability or a long-term illness?

1. Yes I suffer from a disability
2. Yes I suffer from a long-term illness
3. Yes I suffer from a disability and a long-term illness
4. No

D13 Interviewer's Name: _____

D14 Interviewer's Signature: _____

D15 Date of Interview: _____

D16 Respondent's Locality: _____

D17 Telephone Number dialled (DO NOT ASK): _____

END TIME: __ __: __ __

THANK RESPONDENT FOR HIS / HER TIME

Coder's Ref : _____

Checker's Ref : _____

ANNEX III – The Questionnaire (Maltese Version)

Bongu /il-wara nofs inhar it-tajjeb, jien _____ mill-MISCO International. Oegħdin nagħmlu stħarriġ dwar job mobility ikkummissjonat mill-ETC u int ġejt magħżul/a biex tiegħu sehem f` dan l-istħarriġ. Il-kwestjonarju huwa kunfidenzjali; ir-risposti tiegħek ser jintużaw biss għal raġunijiet ta` riċerka. L-istħarriġ jiehu madwar 10 minuti. Nista insaqsik xi ffit mistoqsijiet?

S1. Inti ċittadin Malti?

1. Iva – GO TO S2
2. Le – TERMINATE INTERVIEW

S2. Inti bħalissa bla xogħol u qed tfittex impjieg?

1. Iva – GO TO Q101
2. Le – TERMINATE INTERVIEW

101. Tixtieq taħdem barra?

1. Iva
2. Le

102a-e. Taħseb li meta n-nies jiċċaqalqu minn pajjiż għall-iehor hija xi haġa tajba, xi haġa ħażina jew la tajba u l-anqas ħażina għall-....?

| | | Tajba | Ħażina | La tajba u l-anqas ħażina | Ma nafx |
|------|--------------------------|-------|--------|---------------------------|---------|
| 102a | ...individwi | 1 | 2 | 3 | 9 |
| 102b | ...suq tax-xogħol | 1 | 2 | 3 | 9 |
| 102c | ...integrazzjoni Ewropea | 1 | 2 | 3 | 9 |
| 102d | ...familja | 1 | 2 | 3 | 9 |
| 102e | ...ekonomija | 1 | 2 | 3 | 9 |

Liema minn dawn il-fatturi li ġejjin jistgħu jħajjru lin-nies biex imorru jaħdmu barra? Jekk jogħġbok għażel l-iktar tlett fatturi importanti. **READ OUT – MAXIMUM 3 ANSWERS**

1. Dħul finanzjarju akbar
 2. Kundizzjonijiet tax-xogħol aħjar
 3. Għajjnuna mingħand familja u ħbieb
 4. Eqreb tal-familja jew ħbieb
 5. Tiltqa` ma` nies ġodda u tagħmel ħbieb ġodda
 6. Kundizzjonijiet ta` housing aħjar
 7. Ambjent lokali u kumditajiet ta` madwarek aħjar
 8. Tiskopri ambjent ġdid u titgħallem lingwa ġdida
 9. Faċilitajiet aħjar għall-kura tas-saħħa / benefiċċji soċjali
 10. Aċċess aħjar għal childcare, skejjel u universita
 11. Aċċess aħjar għat-trasport pubbliku
 12. Inqas ħin biex tmur u tiġi mix-xogħol
 13. Temp aħjar
 14. Xejn (DO NOT READ)
 99. Ma nafx (DO NOT READ)
- Oħrajn (please specify) _____

104. Liema minn dawn il-fatturi li ġejjen jistgħu jaqta' qalb in-nies biex imorru jaħdmu barra. Jekk jogħġbok għażel l-iktar tlett fatturi importanti. **READ OUT – MAXIMUM 3 ANSWERS**

Li titef l-għajnuna mingħand il-familja jew il-ħbieb (eżempju għajnuna bit-tfal jew xi qraba anzjani)

Li titef il-kuntatt dirett mal-familja jew il-ħbieb

Li titef l-impjeg tiegħek jew tas-sieħeb/sieħba tiegħek

Biex issib impjeg

Biex issib impjeg għas-sieħeb/sieħba tiegħek

Li jkollok il-kwalifiki edukattivi jew professjonali rikonoxxuti

Li jkollok inqas dħul finanzjarju

Li jkollok kundizzjonijiet ta` housing aghar

Li jkollok ambjent lokali u faċilitajiet aghar

Li jkollok faċilitajiet għall-kura tas-saħħa/benefiċċji soċjali aghar

Sistema ta` childcare, skola u universita aghar

Li jkollok kundizzjonijiet ta` xogħol aghar

Sistema ta` skola differenti

Fin itwal biex tmur għax-xogħol u lura u trasport pubbliku aghar

Ikkollok titgħallem lingwa ġdida

Biex iġġib il-permess tar-residenza jew tax-xogħol

Biex taddatta għal kultura differenti

Biex titrasferixxi d-drittijiet tiegħek tal-pensjoni

Xejn (**DO NOT READ**)

99. Ma nafx (**DO NOT READ**)

Oħrajn (Please specify) _____

105. Ġieli ħdimt barra?

1. Iva – **GO TO Q106**

2. Le – **GO TO Q117**

106. F`liema pajjiż?

WRITE IN _____

108. X` kien l-impjeg tiegħek?

WRITE IN AND CODE BELOW _____

Forzi armati

Leġislaturi u uffiċjali għolja

Professjonisti

Tekniċi u assoċjazzjonijiet professjonali

Skrivan/a

Bejjiegħa tal-ħwienet u fis-swieq

Ħaddiema tas-sengħa fl-agrikoltura u s-sajd

Ħaddiema ta` artiġġjanat ieħor u industriji relatati

Operaturi ta` magni u makkinarju

Xogħolijiet bażiċi

109. F` liema settur?
WRITE IN AND CODE BELOW _____

- Agrikoltura, kačča u xogħol fil-foresti
- Sajd
- Xogħol fil-minjieri u barrieri
- Manifattura
- Provediment tas-servizz ta` l-elettriku, gass u ilma
- Kostruzzjoni
- Kummerċ bil-grossa u bl-imnut
- Lukandi u ristoranti
- Trasport, ħażna u komunikazzjoni
- Servizzi finanzjarji
- Propjeta, kiri u attivitajiet kummerċjali
- Amministrazzjoni pubblika u difiża
- Edukazzjoni
- Saħħa u ħidma soċjali
- Attivitajiet ta` servizzi komunitarji, soċjali u personali oħra

110. Meta ħdimt barra? (LAST JOB IF MORE THAN ONE)
WRITE IN START DATE (Month & Year) and END DATE (Month & Year)
START DATE: _____ **END DATE:** _____

111. Kemm domt barra?
WRITE IN _____

112. Iltqajt ma` xi diffikultajiet waqt li kont qed tfittex impjeg barra?

1. Iva – GO TO Q113
2. Le – GO TO Q114

113. X` tip ta` diffikultajiet iltqajt magħhom? **DO NOT READ OUT**

1. Biex sibt impjeg
2. Kundizzjonijiet ta` xogħol
3. Biex jiġu rikonoxxuti il-kwalifiki edukattivi jew professjonali tiegħi
4. Nuqqas ta` kwalifiki
5. Biex ġibt permess tar-residenza jew tax-xogħol
6. Biex trasferixxejt id-drittijiet tiegħi tal-pensjoni
7. Il-kumpanji barranin li kkuntattajt ma bagħtuliex risposta
8. Problemi ta` diżabilita`
Oħrajn (please specify) _____

114. Iltqajt ma xi diffikultajiet waqt li kont tgħix barra?

1. Iva – GO TO Q115
2. Le – GO TO Q116

115. X` tip ta` problemi iltqajt magħhom? **DO NOT READ OUT**

1. Biex sibt xogħol għas-sieħeb jew sieħba
 2. Nuqqas ta` abilita` fil-lingwa
 3. Biex addattajt f` kultura differenti
 4. Aċċess għall-kura tas-saħħa / benefiċċji soċjali
 5. Aċċess għal childcare, skola, universita`
 6. Biex sibt dar addattata
 7. Telf ta` kuntatti soċjali
- Oħrajn (please specify) _____

116. Għaliex ġejt lura Malta?

WRITE IN

ASK ALL

117. Bħalissa qed tfittex xogħol barra?

1. Iva – **GO TO Q120**
2. Le – **GO TO Q118 OR Q119 ACCORDINGLY**

ASK Q118 TO RESPONDENTS WHO HAD WORKED ABROAD BEFORE

118. Ipprovajt tfittex xogħol ieħor barra?

1. Iva – **GO TO Q120**
2. Le – **GO TO DEMOGRAPHICS AND TERMINATE INTERVIEW**

ASK Q119 TO RESPONDENTS WHO HAVE NEVER WORKED ABROAD

119. Ġieli fittixt xogħol barra?

1. Iva – **GO TO Q120**
2. Le – **GO TO DEMOGRAPHICS AND TERMINATE INTERVIEW**

ASK ALL

120. F` liema pajjiż / pajjiži tixtieq taħdem / xtaqt taħdem? **DO NOT PROMPT**

WRITE IN _____

121. X` tip ta` xogħol qed tfittex / fittixt? Jekk jogħġbok semmi sa tlett impjegji fl-ordni ta` preferenza.

1st Preference: _____

2nd Preference: _____

3rd Preference: _____

122. Fejn tfittex meta tkun trid xi xogħol għal barra? **DO NOT READ OUT**
1. Website tal-EURES
 2. Uffiċju tal-EURES
 3. Fiera u Seminars tal-EURES
 4. Websites oħrajn relatati mal-EU
 5. Website tal-ETC
 6. Aġenziji ta` reklutaġġ
 7. Gażżetti
 8. Websites ta` reklutaġġ
 9. Xogħolijiet interni fil-kumpanija tiegħi
 10. Kuntatti personali
 11. Websites tal-kumpaniji
Oħrajn (please specify) _____
123. Qed tiltaqa / iltqajt ma` problemi waqt li qed tfittex xogħol barra?
1. Iva – **GO TO Q124**
 2. Le – **GO TO Q125**
124. X` tip ta` problemi qed tiltaqa` magħhom / iltqajt magħhom? **DO NOT READ OUT**
1. Biex insib impjieg
 2. Kundizzjonijiet ta` xogħol
 3. Biex ikollu il-kwalifiki edukattivi jew professjonali rikonoxxuti
 4. Nuqqas ta` kwalifiki
 5. Biex inġib permess tar-residenza jew tax-xogħol
 6. Biex nitrasferixxi d-drittijiet tiegħi tal-pensjoni
 7. Il-kumpaniji barranin li kkuntattjajt ma bagħtuliex risposta
 8. Problemi ta` diżabilita`
Oħrajn (please specify) _____
125. Qed issib problemi / sibt problemi biex tghix barra?
1. Iva – **GO TO Q126**
 2. Le – **GO TO Q127**
126. X` tip ta` problemi qed tiltaqa` / iltqajt magħhom? **DO NOT READ OUT**
1. Biex insib xogħol għas-sieħeb jew sieħba
 2. Nuqqas ta` abilita` fil-lingwa
 3. Biex naddatta f` kultura differenti
 4. Aċċess għall-kura tas-saħħa / benefiċċji soċjali
 5. Aċċess għal childcare, skola, universita`
 6. Biex insib dar addattata
 7. Telf ta` kuntatti soċjali
Oħrajn (please specify) _____

127. Taħseb li hawn informazzjoni biżżejjed biex taħdem barra?

- 1. Iva – GO TO Q129
- 2. Le – GO TO Q128

128. X`tip ta` informazzjoni tinteressak?

WRITE IN

129. Taħseb li hawn informazzjoni biżżejjed biex tgħix barra?

- 1. Iva – GO TO Q131
- 2. Le – GO TO Q130

130. X`tip ta` informazzjoni tinteressak?

WRITE IN

ASK Q131 TO RESPONDENTS WHO HAVE NOT MENTIONED EURES IN Q122

131. Ġieli smajt b` EURES?

- 1. Iva – GO TO Q132
- 2. Le – GO TO DEMOGRAPHICS

132. Ġieli użajt is-servizzi tal-EURES?

- 1. Iva – GO TO Q133
- 2. Le – GO TO DEMOGRAPHICS

133. Kont sodisfatt bis-servizz/i provduti?

- 1. Iva – GO TO DEMOGRAPHICS
- 2. Le – GO TO Q134

134. Għaliex le?

WRITE IN

DEMOGRAPHICS

- D1 Kemm għandek żmien? **WRITE IN AGE AND CODE BELOW:** _____
Under 18
18 – 24 years
25 – 34 years
35 – 44 years
45 – 54 years
55 – 60 years
61+
- D2 Sess (**DO NOT ASK**)
Raġel
Mara
- D3 Inti miżżewweġ/a?
Miżżewweġ /a
Guvni / Xebba
Divorzjat/a / Separat/a
Armel / Armla
- D4 Kemm għandek tfal jgħixu fid-dar taħt it-tmintax il-sena li huma dipendenti fuqek?
WRITE IN _____
- D5 Fejn toqghod?
WRITE IN _____
- D6 Sa fejn għamilt skola?
Qatt ma mort skola
Primarja
Sekondarja (ġenerali)
Sekondarja (vokazzjonali)
Post-sekondarja (ġenerali)
Post-sekondarja (vokazzjonali)
Diploma maħruġa minn Università`
L-ewwel degree jew kwalifika mill-kulleġġ ta` l-għalliema
Masters
Dottorat
Skejjel speċjali għall-istudenti b` diżabilita`

D7 X` inhi l-ghola kwalifika li għandek?

M` għandix kwalifiki

Ċertifikat ta` l-iskola sekondarja

Livell Ordinarju

City and Guilds jew ċertifikat tas-snajja

HTD/OTD

Ċertifikat vokazzjonali ieħor

Livell Intermedju

Livell Avvanzat

Diploma / Ċertifikat maħruġa minn Universita`

Diploma / Ċertifikat mhux maħruġa minn Universita`

L-ewwel degree, eż. B.Sc, eċċ.

Masters

Ph.D

Other (please specify) _____

D8 X` kien l-aħħar impjegat tiegħek?

WRITE IN AND CODE BELOW: _____

Forzi armati

Leġislaturi u uffiċjali għolja

Professjonisti

Tekniċi u assoċjazzjonijiet professjonali

Skrivan/a

Bejjiegħa tal-ħwienet u fis-swieq

Ħaddiema tas-sengħa fl-agrikoltura u s-sajd

Ħaddiema ta` artiġġjanat ieħor u industriji relatati

Operaturi ta` magni u makkinarju

Xogħolijiet bażiċi

Qatt m` għamilt xogħol imħallas - **GO TO D10**

D9 X` kien l-istat professjonali tiegħek? **READ OUT**

Self-employed bl-impjegati miegħek

Self-employed mingħajr impjegati

Impjegat

Impjegat mal-familja mhux imħallas

D10 Kemm ilek bla xogħol?

1 - 2 xhur

3 - 5 xhur

6 - 11 xhur

12 - 17 xhur

18 - 23 xhur

24 - 47 xhur

4 snin jew iktar

9. Ma nafx

D11 U x` jagħmel dak li jaqla` l-aktar biex iżomm il-familja?

WRITE IN & CODE BELOW _____

1. A - B

3. C1

4. C2

5. D - E

D12 Inti tbat i minn xi tip ta` diżabilità jew problema ta` saħħa fit-tul?

Iva, problema ta` saħħa

Iva, diżabilita`

Iva, problema ta` saħħa u diżabilita`

Le

D13 Interviewer`s Name: _____

D14 Interviewer`s Signature: _____

D15 Date of Interview: _____

D16 Respondent`s Locality: _____

D17 Telephone Number dialled (DO NOT ASK): _____

END TIME: __ __: __ __

THANK RESPONDENT FOR HIS / HER TIME

Coder`s Ref : _____

Checker`s Ref : _____