



The European labour mobility steps

*Ways to explore
new jobs opportunities in
the European Union.*



HOW ABOUT WORKING IN ANOTHER EU COUNTRY?

Dreaming of a change? Of broadening your horizons and moving to another country? If you are thinking of finding a job somewhere else in the EU, check out what guidance and protection are available.

It is never too late though to think about change to **a new job or retraining in something totally new in another EU country**. That is the advantage of EU rules on freedom of movement, which have already provided opportunities for employment breakthroughs for millions of Europeans. **If you are an EU citizen wanting to embark on a new path** by finding a job in another EU country that matches your skills, needs, and most of all, your professional and personal aspirations, here is some **practical information and guidance**.

If you have been hesitating or do not know where to start, these **personal stories, a five-step roadmap** and a guide to **the four principles governing your social security rights** should help.

FOLLOWING THE ROADMAP

Following the roadmap enabled **Jane** (26), a recently graduated half Irish-half Portuguese biomedical engineer from Dublin (Ireland) looking for new challenges on the European mainland, to identify several job opportunities. That included the job she eventually took in Valladolid (Spain), where they were looking for someone with exactly her qualifications. Step-by-step, using [the EURES portal](#), Jane did some background research, figured out what positions she could obtain with her skills, checked out the job market, wrote an effective CV thanks to [europass](#) and sent it off, staying up-to-date via the portal while she waited to hear from the prospective employers. Within two months, **Jane had a new job**.

The roadmap can also help you achieve your goal. For each step, the roadmap points you to a **series of online tools** to assist you in identifying and applying for positions outside your home country. **Most of the tools are available in the European Union's 24 official languages**.



FIVE STEPS TO EXPLORE NEW JOB OPPORTUNITIES IN THE EUROPEAN UNION

1

START WITH SOME RESEARCH

- Other people have already changed their lives and work, thanks to the right of free movement. [Get inspired by their stories.](#)
- Thinking of working abroad, but you do not know how to overcome the daunting obstacles? Try [the EURES Targeted Mobility Scheme](#).
- Don't be put off by the thought that you might lose your social security protection. You won't. This [video](#) explains.

2

ASSESS YOUR POSITION

- Assess your skills and educational background.
- Assess your working experience.
- Assess your language skills.
- Think about the European countries you would like to explore.

3

CHECK OUT THE JOB MARKET

- Once you have assessed your position, make full use of the support provided by EURES, a European cooperation network of employment services, designed to facilitate the free movement of workers. Participate in the online recruitment events organised through the [EUROPEAN JOB DAYS!](#) Or check out job opportunities in the different EU Member States by simply clicking on the countries of your choice.

4

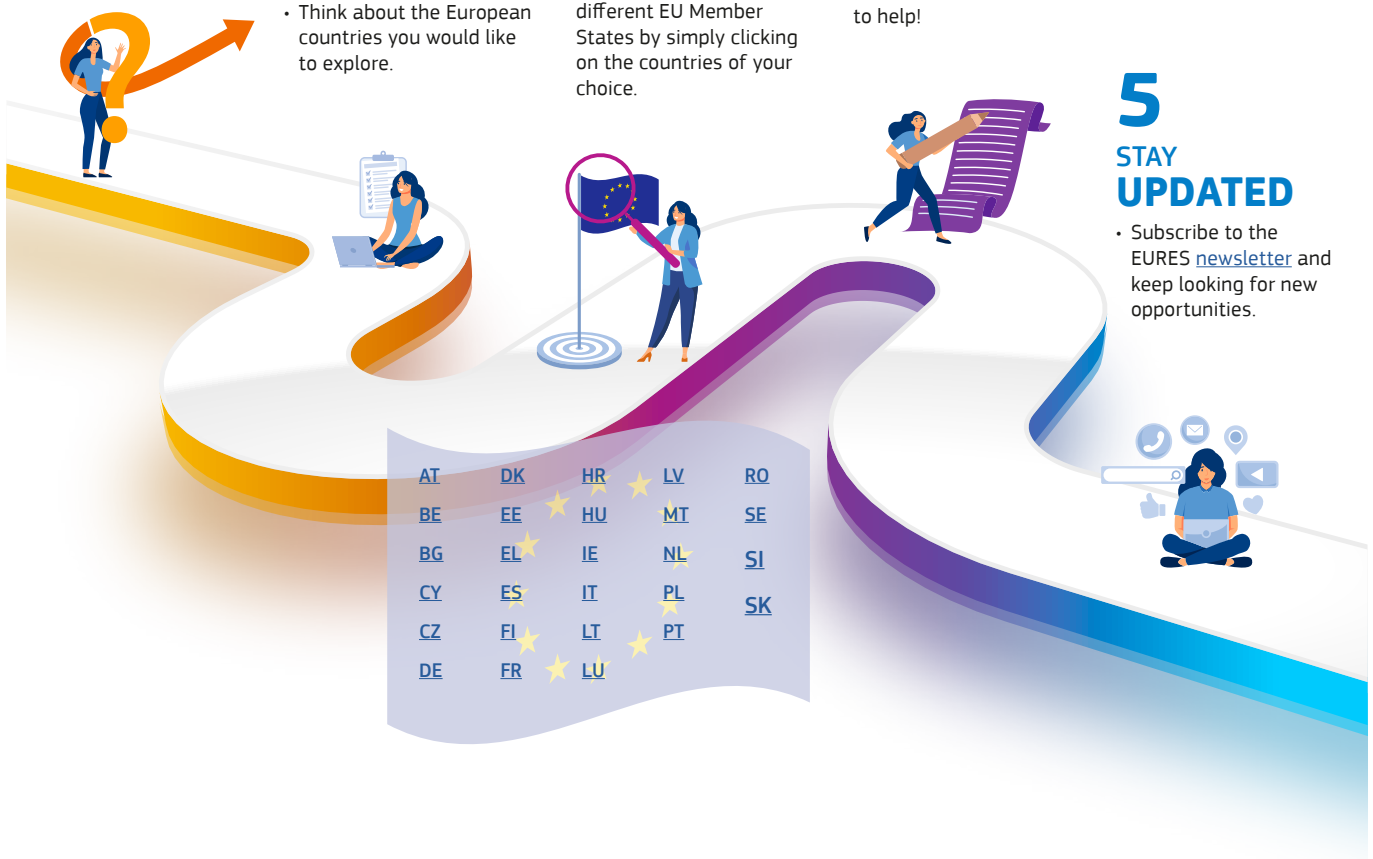
CREATE & SEND YOUR CV

- Use [online support](#) to create your EUROPASS CV and your cover letter.
- If while checking the job market you have found some interesting opportunities, send your CV and your cover letter.
- If you need support before sending your CV, [EURES Advisers](#) are there to help!

5

STAY UPDATED

- Subscribe to the EURES [newsletter](#) and keep looking for new opportunities.



THE FOUR PRINCIPLES OF SOCIAL SECURITY COORDINATION

Ginevra (41), a recently widowed certified translator, was looking for a new beginning. Having two small children did not deter her. So she started to look at what Member States she could be interested in, and what positions she could possibly obtain. But as she did so, she started to worry. Ginevra had already been working in her own country, Italy, for many years and **feared that by moving to another Member State she would no longer be able to access the social security benefits she had accumulated over the years.**

YOUR SOCIAL SECURITY RIGHTS AS A EUROPEAN UNION CITIZEN

Social security benefits are benefits in cash or in kind which cover social risks. These benefits are designed to prevent a social risk, compensate for it or recover from it. They are usually paid to meet an unexpected or particular cost (e.g., invalidity benefits, sickness benefits in kind) or to make up for lack of earnings (sickness benefits in cash, old-age benefits, unemployment benefits, survivor's benefits). Social security benefits can either be non-contributory, residence-based benefits or they can be contribution-based benefits. In the latter case they are accrued by social security contributions paid by employers; employees, the self-employed or civil servants. Family members of those who and/or for whom contributions were made, may also be entitled to these benefits.



Sickness benefits



Maternity and paternity benefits



Benefits in respect of accidents at work and occupational diseases



Pre-retirement benefits



Invalidity benefits



Family benefits



Unemployment benefits



Old-age benefits

Fortunately, Ginevra **found information about European Union social security coordination.** The European Union ensures continuity of her social security rights through **a coordination system based on four key principles enshrined in EU law¹.**

YOUR SOCIAL SECURITY RIGHTS ARE PROTECTED, THANKS TO 4 MAIN PRINCIPLES ENSHRINED IN EU LAW

1

ONE LEGISLATION APPLICABLE

Each beneficiary is covered by the legislation of one Member State only, and pays contributions in that Member State only.

2

EQUAL TREATMENT

Persons from other Member States have the same rights and obligations as the host state's own nationals.

3

AGGREGATION OF PERIODS

Previous periods of insurance, work or residence in other Member States are taken into account in the calculation of benefits.

4

EXPORTABILITY OF BENEFITS

As a general rule, social security benefits can be paid throughout the European Union, you do not need to reside in the Member State which is paying the benefit.

¹ [Regulation \(EC\) No 883/2004](#) and [Regulation\(EC\) No 987/2009](#)

1. ONLY ONE LEGISLATION IS APPLICABLE AT THE TIME

Each beneficiary is covered by the legislation of one Member State only, and pays contributions in that Member State only.

In our example, if Ginevra decided to accept a position in Slovenia as a translator and moved there, then Slovenia's rules would apply to Ginevra. If Ginevra decided to work in Slovenia while continuing to live in Italy, she would pay her social security contributions in Slovenia. If needed, she would receive sickness benefits in cash from Slovenia and she would be able to receive healthcare in Italy at the expense of Slovenia. However, in case she got unemployed, she would have to register with the unemployment services in Italy and apply for a benefit there.

2. EQUAL TREATMENT

All beneficiaries have the same rights and obligations as the host state's own nationals.

This principle ensures that Ginevra would receive exactly the same amount of a given social security benefit (invalidity, family, maternity, sickness, etc.) on exactly the same terms as would a Slovenian national in the same circumstances.

3. AGGREGATION

Previous periods of insurance, work or residence are taken into account in the calculation of benefits. In case of contribution-based benefits, all the consecutive contributions made in two or more EU Member States during a working life count toward the eventual benefit.

If the entitlement and/or the amount of the benefit depends on the number of years of social security contributions and someone has worked in two or more Member States, then all the contributions count. This applies, for example to old age and survivors' benefits. Each Member State will pay a benefit relative to the amount of time the person concerned worked in that country.

In other words, if Ginevra moves from Italy to Slovenia, then Italy will pay a part of the benefit based on the number of years of contribution there, and Slovenia will do the same providing that, in total, Ginevra has enough years of contributions to qualify for that benefit.

4. EXPORTABILITY

In general, all social security benefits can be paid anywhere in the Union.

You do not need to be resident in the Member State paying the benefit. If Ginevra initially retires in Slovenia but then decides to go back to Italy, Slovenia will continue to pay her Slovenian pension monthly.

Ginevra thus discovers that as **a European citizen she not only has the right to move wherever she wants in the Union, but that she will enjoy exactly the same rights as that country's citizens.** She will enjoy the same rights when it comes to employment, pay, working conditions, protection from and compensation for dismissal and social benefits. What is more, thanks to the cross-border cooperation of the concerned national social security institutions, **the social security rights that she has already accrued will not be lost.**

Her and your **social security rights are guaranteed by the EU social security coordination system, enabling genuine exercise of the right to free movement within the EU for EU citizens.**

REFERENCES

- [EURES, Hints & Tips.](#)
- [EUROPASS, Work in Europe, FAQs.](#)
- [European Commission, Finding a job in Europe, a guide for jobseekers](#)
- [Eurostat, Labour Market, including Labour Force Survey \(LFS\) — Overview.](#)
- [Working abroad, Your Europe.](#)
- [A-Z on Social Security Coordination](#)

Manuscript completed in November 2022.

This document has been prepared for the European Commission however it reflects the views only of the authors, and the European Commission is not liable for any consequence stemming from the reuse of this publication. More information on the European Union is available on the Internet (<http://www.europa.eu>).

Luxembourg: Publications Office of the European Union, 2022

© European Union, 2022

The reuse policy of European Commission documents is implemented based on Commission Decision 2011/833/EU of 12 December 2011 on the reuse of Commission documents (OJ L 330, 14.12.2011, p. 39).

Except otherwise noted, the reuse of this document is authorised under a Creative Commons Attribution 4.0 International (CC-BY 4.0) licence (<https://creativecommons.org/licenses/by/4.0/>). This means that reuse is allowed provided appropriate credit is given and any changes are indicated.

For any use or reproduction of elements that are not owned by the European Union, permission may need to be sought directly from the respective rightholders.