

# Spanish youth unemployment, an opportunity for the Dutch labour market?



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(GPM)

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## Summary

This research is about the labour mobility within the European Union, specifically the case of youngsters coming from Spain and their labour mobility towards the Netherlands. First of all, this research describes the situation that has occurred after the Schengen Agreement which was signed in 1995. As a result of the agreement, the free movement of people, trade and with that labour came to be in the European Union. This opening of the borders within the EU could have led to a rise in people moving across the border for work, since this was now facilitated by the EU. However, what can be seen now is that the labour mobility has not come off the ground, or at least not in the amount that was expected by the EU when the Agreement was signed. This seems illogical because of the opportunities that this agreement has given the labour force of the European Union. It also seems logical that this labour mobility would establish itself because the rates of employment and unemployment greatly differ within the EU.

In the research, the situation in Spain and their youth employment was described and from that concluded that the youth had to look for chances abroad because of high levels of unemployment in Spain itself. In the Netherlands the vacant positions for youngsters in especially the construction sector were rising. The match with the Spanish youngsters now seems obvious and beneficial for both countries and people. However, the statistics showed that this exchange has not happened, solely in small numbers.

In the literature, the most mentioned barriers for labour mobility are put in the aspects of education, cultural differences and legal boundaries. These three aspects form the basis of the research as they are also the important aspects in defining labour mobility. At the start of the research, all aspects were regarded as having an equal effect in their hindering of the establishment of labour mobility.

The methodology that is used in this research is the desk-research method in combination with a qualitative method in the form of semi-structured interviews. The research is conducted by comparing articles and theories about labour mobility, also specified about the European Union and Spain, and statistics of both countries. This will be combined with analyzed interviews. These will be held with Spanish migrants who came to the Netherlands for work purposes. These semi-structured interviews are built up with some general questions based on the three mentioned factors of labour mobility. The conclusion and the answer to the main question posed, is based on the outcomes of these articles, statistics and interviews. Every sub-question is built up in their own way, so that each factor of labour mobility is present, and with their own relevant articles, statistics and experiences gathered from the interviews.

What eventually comes out after the literature studies, the examination of the statistics and the analyzation of the interviews is divided in two mains parts. On the one hand, a lack of information, regarding both the aspects of education and legal boundaries, is a key barrier in hindering the migrant workers from Spain to the Netherlands. On the other hand, the aspect of culture plays a major role in the hindering of the flow Spanish migrant workers to the Netherlands. Within culture, language has the biggest influence but the importance of the weather and of family in the Spanish culture cannot be neglected. On all the three aspects there is a distance. For education, this distance hides in the fact that, on a smaller level, diplomas are not equally regarded and, largely that the vacancies in the Dutch job market are unknown to the Spanish youngsters. In the aspect of culture the distance lays first of all in the language. Since just a little percentage of the lower educated Spanish youngsters speaks

English, communication is difficult with Dutch employers. Besides the language, the Dutch and Spanish culture differs to a certain degree which can stop migrant workers from taking the initiative to move across the border, as can be seen by using the theory of Hofstede. Here the importance of family comes forward, as was mentioned in the interviews. Finally, the aspect of legal boundaries. Here, the distance is created in the amount of paperwork a person has to fill in and all the documentation that needs to be in order to be able to apply for a job in the Netherlands. There are very few organizations in Spain that aid in getting this paperwork filled in correctly. Besides that, the bureaucracy in Spain works very slowly so that is not motivational for Spaniards to try and make the move as it will take a long time before being able to leave Spain.

It can be seen that within these three aspects, there is a difference in the influence of one over the other. The factors do not seem to have an equal influence in the hindering of labour mobility. The factor of culture seems to be the biggest barrier in the process of labour mobility. Both the language and the aspect of uncertainty avoidance in combination with the strong family relations within the Spanish culture are big obstacles. This is also the aspect where it seems to be the most difficult in removing the "lack of information" barrier. For both the aspects of education and legal boundaries, removing the information obstacle seems to be a lot easier. Here lays a role for both the Spanish government and the European Union. The Spanish government can facilitate in this aspect by giving the youngsters more information about the opportunities in the Netherlands, whereas the EU can help in making a better and more transparent connection between the countries within the EU. Dutch companies interested in hiring Spanish workers can also play a role in distributing information, as well on the Spanish as on the Dutch side. By making the opportunity clear in Spain through advertisements and in the Netherlands by schooling both the Dutch and the Spanish employees about culture to ease the transition from the Spanish to the Dutch work environment.

This research has brought to light the biggest obstacle in the process of labour mobility and given suggestions as to how the different obstacles can be solved. It has not made clear which is the biggest perceived reason for the youngsters of Spain for not engaging in labour mobility. Psychologically, this can differ from the results presented here. This could be a subject for further research, with that also using a large scale survey or multiple interviews to get more first-hand information from the people involved. By conducting a research of this kind, it can become clear where the gain in information is most needed.

# Chapter 1: Introduction

This section will contain the introduction of the subject for this research. The current situation will be put into context along with the relevant historical moments. Furthermore, the main objective and research questions will be introduced, along with the societal and scientific relevance of the outcome.

## 1.1. Research context

In this paragraph, the research context will be described. This means that the current situation and important historical events will be mentioned and explained how they connect to the subject of the research. The subject here is labour mobility, which has the Schengen Agreement, the free movement of people within the EU, as its base for the functioning of labour mobility.

### 1.1.1. Schengen Agreement

In the past decades, cross border relations in Europe have increased immensely (Van Houtum, 1998). This is due to opening the borders for the free travel of people and goods in the European Union. This is stated in the Schengen agreement, which was signed in 1985 by five of the then 10 European Economic Community (EEC) states. The implementation of the agreement started several years later, in 1995, with seven European Union-countries opening their borders. The aim of the original Schengen agreement was to improve the international work relations and to ease the trade through road, rail- and waterways, easier said the implementation of an internal market. This was, from the beginning, one of the major principles of the European Union, i.e. the free movement of labour (European Central Bank, 2006). That involves for example, living in one country, working in the other. The EU wanted to improve this dynamic and therefore implemented the agreement. Since its implementation in 1995, with seven countries, Spain and Portugal joined after the signing in 1985, opening their borders. The Schengen agreement has expanded ever since. In 1997 it was taken into the official EU law and is therefore obligatory. However, with the current *Brexit* situation, the United Kingdom is still officially part of the EU, until November 2019, but it has drawn back from the Schengen agreement. Currently, 26 states are part of Schengen area, containing over 4 million square kilometers of land that can be accessed freely by EU citizens. This also means that a little under 420 million people can cross the border to seek for work in an EU country on a daily basis.

The Schengen agreement opens up enormous chances for border regions and the companies located in these areas. This is because its initial aim was to build a common working area for the citizens of the member states. But since then, the Schengen agreement has evolved. It has grown towards an agreement in which different aspects cooperate in order for a better use of the agreement (E. De Capitani, 2014). Besides that, the EU started with the aiding of the creation of demarcated cross border regions. These are the so called Euro-regions. It is important to notice that the Euro-regions were not officially implemented by the EU, in the way that the EU pressured upon the formation of a cross border region. The EU only aided in the creation of these regions. For example, the Dutch-German border regions came forward as a deal between both national governments.

The governments signed a deal in 1991 in order to increase trade, ease cross border labour and create a bigger, transnational network of professional connections for private companies to work in. Through this network, businesses have more possibilities of finding partners or solutions because of the knowledge that is now easier available and shared (Europarliament, 2005).

The Dutch and Germans could do so, thanks to the Madrid Convention in 1980 in which several European countries provided a base for transnational agreements. This was a treaty organized by the Council of Europe. This is not an organization under the wings of the European Union, it is an independent organization which focusses on human rights and all EU member states are part of the 48 countries big organization (Europarliament, 2005). Furthermore, the Schengen Agreement also laid the basis for the growth of these international (region) connections.

### 1.1.2. Cross border commuting

The EU wanted to respond to the Madrid Convention and aid in the cross border collaborations. It established a program in order to build a platform for the upcoming cross border regions. Interreg, as it is called, functions as a providing mechanism, in the form of subsidising projects and serves three main goals. The first is to provide and fund international collaboration between companies, second the transnational cooperation and third the interregional cooperation. For example, a self-set up cross border region can apply here for funding. This way, the Interreg funds the projects within the regions that are there to stimulate the networking but also cooperation between the countries present in the region. These projects vary from sharing ideas about product innovation concerning a more sustainable way of transport to a combined concert of two of the regions orchestras (Euregio Rijn-Waal, 2017). So it can be seen that not only economic functions and projects are funded by the EU through Interreg, also more general and societal projects like the music concert of sport events are supported.

Crucial to these cross border connections are the possibilities to move across the border, the labour mobility. With the earlier described Schengen agreement, the freedom of movement for people has become a fundamental law for every EU-citizen. However, it still seems very uncommon to work across borders. For example, in the northern Dutch German border regions, the rate of trans border workers is alarmingly low (CBS, 2016). On both sides of the border the participation ratio within the national border is about 73% of the net employment. The net employment include all the people between the age of 15-67 who are currently employed. That is for Dutch standards even above average, which is 70.2% on the national level in 2015 (CBS, 2016). Whereas in Germany, the national average lay at 83.3% (Destatis, 2016). Looking at transboundary workers in these regions, the numbers are extremely low. Of the Dutch net employees, only 0.3 percent was working in the border region of Niedersachsen (Germany), which lays directly across the border for the northern provinces.

The other way around, just 1.7 percent of the net employees of the Germans had a job in the Dutch border regions of Nedersaksen, which include the provinces of Overijssel, Drenthe and Groningen (CBS & LSN, 2016).

A number of reasons for this low percentage of cross border workers is given by the “Centraal Bureau voor de Statistiek” (CBS), the Dutch’ statistics center, and the ‘Landesamt für Statistik Niedersachsen’ (LSN), the German provincial data center. They point out that language differences might be an issue but also highlight juridical and administrative difficulties, all three very general terms to describe the lack in transboundary commuting. A more case specific explanation is that both regions lack major economic or industrial areas. Therefore, the demand of labour is not that big and no “international” workers seem to be needed (CBS & LSN, 2016).

The low percentage of commuting across borders can also be seen at the southern border of the Netherlands, which it shares with Belgium. Here too, the Dutch do not work across the border as much as the Belgians do. Again just 0.3 percent of the Dutch net employees work across the border in the Belgian border regions. Turning things around, 0.5 percent of the employees in the south of the Netherlands has the Belgian nationality. Here however, the same claim concerning language as the CBS & LSN made earlier regarding the Dutch-German border regions cannot be made because the Flemish and Dutch languages are very much alike.

**1.1.3. Unemployment and migration**

What is interesting here is what then really is the reason that cross border commuting is not that common. Given that Schengen provides the open borders, why is there still so little cross border commuting? This does not only apply to neighboring countries. What can also be seen is that over the whole of the EU there is little commuting or little cooperation regarding the labour market. For example, 6.000 Bulgarians were working in the Netherlands in 2015. This is even more than there were Germans working in the Netherlands (CBS, 2017). A difference with Germany that can be seen here is the following. In Bulgaria the employment rate is much lower than in Germany. This can be seen in statistics (Table 1) provided by Eurostat, published by CBS (2016). Germany had an unemployment rate of under five percent, with the workforce under the age of 25 at a little over 7 percent. Looking at Bulgaria on the other hand, the total unemployment rate lays at 9.5 percent, higher than Germany. More shockingly, the unemployment rate of the workforce of people under the age of 25 is slightly above twenty percent. Almost three times as much as in Germany. This is important to notice because, based on these statistics, the Germans do not need to find a solution for their unemployment.

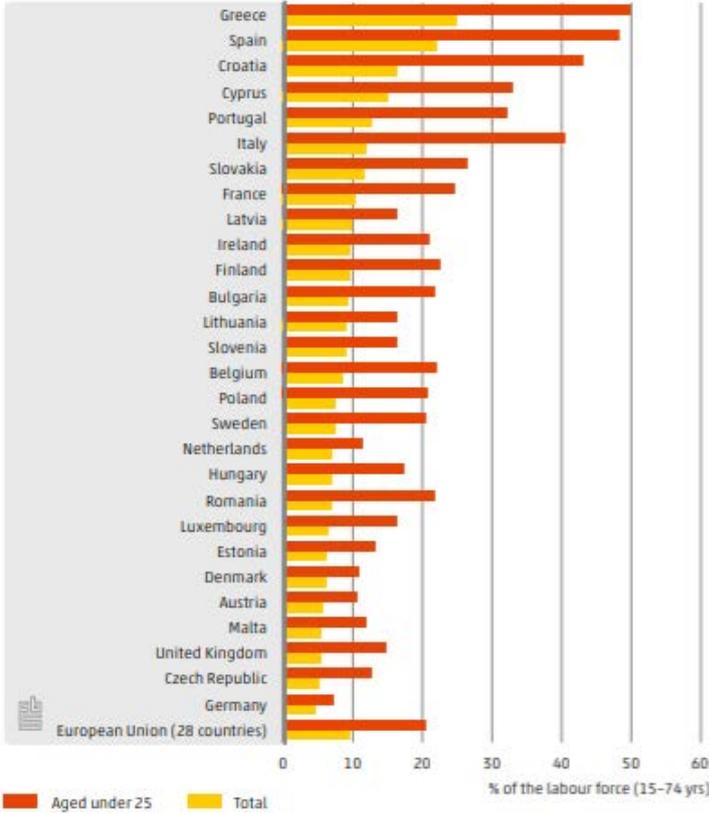


Table 1: Unemployment rates of EU countries (CBS, 2016).

Almost all of the unemployed people are the cause of market forces which have their effect on the labour market. This is explained as friction unemployment, which means so much as that the whole labour force cannot fill all the jobs, only in the way of an ideal, utopian world. This friction unemployment will therefore always exist in some amount or percentage. It is caused by the incapacibilities of the market. The time, for example, between leaving a job and starting a new one is enlarged by not being able to find what fits an employee best or when there is not enough transparency or clarity given by the recruiting company.

Bulgaria however, did make use of the opportunity to lower their unemployment rate. This is not a country specific problem per se, because the people who are unemployed are in need of a job either within the country's borders or outside of them. A solution for them was to look across the national border for a job outside of Bulgaria, within EU borders. The agreement of Schengen made this opportunity possible. Looking at the statistics provided by the Dutch National Statistics Bureau (CBS), the Bulgarians are starting to make more and more use of this opportunity. As mentioned above, already 6000 Bulgarians were working in the Netherlands in 2015, this is twice as much as there were in 2014 (CBS, 2016).

This solution seems to be fairly good for all parties: the unemployment rate in Bulgaria drops and jobs in the Netherlands that the Dutch people are unwilling or unable to fill are taken on by other EU citizens. This is also noted by the ECB (2006). They state that for the individual, moving across the border to find work is good for new opportunities as well as creating a better future for themselves. The host country can also benefit from the incoming workforce. They can promote their sustainable growth as well as redevelop or reboot their less developed areas ((Heinz and Ward-Warmedinger, 2006).

Other countries that could benefit from such a solution are Spain or Greece. The Spanish for example deal with a huge youth unemployment rate, of almost 50% in 2016. For them too, looking across their own borders in search of a job could be a solution. However, in contradiction to the Bulgarians, the Spanish have not yet taken advantage of this opportunity. Their labour mobility towards the Netherlands remains low which can be seen in table 2. The number of Spaniards coming to the Netherlands to find work is at its highest in 2013, as it reaches just over 4500 people who migrate that year. Comparing that to the Bulgarians who have doubled its numbers within one year, this is still relatively low (CBS, 2014).

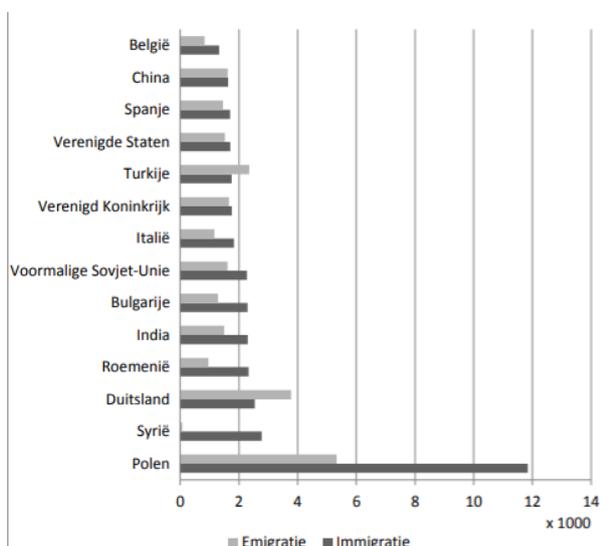


Table 2. Migration and immigration to and from the Netherlands in the first half of 2014 (CBS, 2014).

#### 1.1.4. European Union

Besides that, most EU-15 countries, the mostly west European countries, already EU members before the big expansion of eastern European countries in 2004, made regulations for these so called EU-8. The EU-15 countries are Austria, Belgium, Denmark, Finland, France, Germany, Greece, Ireland, Italy, Luxembourg, the Netherlands, Portugal, Spain, Sweden and United Kingdom. The EU-8 are the countries that joined in 2004 with the excluding of Malta and Cyprus. The people of these EU-8 countries were restricted in their movement across borders in the search for jobs. These restrictions were already in place in the decade before the big expansion. However, most of the EU-15 countries did not get rid of them at the time of joining. The reason for this was the fear that the new members would come in gigantic numbers and affect the wages, employment and security in the receiving countries. Several years later, in 2006, these restrictions were partly removed or lightened by most of the EU-15 member states, excluding Austria and Germany, who kept restrictions in place. They would only loosen them in 2011 (Heinz and Ward-Warmedinger, 2006)(Baas & Brücker, 2011). Taking this into consideration and comparing the numbers of Bulgarians and Spanish again, the difference is even bigger. Whereas for the Bulgarians, there were more legal restrictions in place and once they were loosened, they made more use of it. The Spanish however, remain at a low level of mobility, despite the fewer legal restrictions over a longer period of time.

Looking at other studies towards labour mobility in the European Union, data suggests that very few use was made of the opportunity to move across the border and work in another country (Heinz and Ward-Warmedinger, 2006). This could have been caused by the obstacles that are in place. The obstacles restrict or complicate the commuters to move away from their home country and settle in a different EU country. These obstacles are of administrative nature, such as pension and insurance rights. They also have to do with the difficulties in language and culture and the problems in the housing market over the last decade, arising from the difficulties in language are the problems with clarity in job openings, which are mostly in the native language. Last but not least, degrees and qualifications in one country are not regarded equally in other countries (Bass & Brücker, 2011).

Ad Knotter (2014) also spoke of this in his “Perspectives on cross border labor in Europe”; He said that “opening borders does not automatically lead to a gigantic flow of commuters. This is because also at first, the border itself was not the biggest problem for cross border commuting”. The problems that are in place were already briefly described in the above section. Therefore, it could also not be expected that the Schengen agreement would cause a sudden change in a short period of time.

However, a lot of time has passed now. With almost 30 years since the first agreement and still no important changes have occurred. This makes it clear that there has to be a deeper reason to this. No big changes have occurred looking at the commuting line from Spain to the Netherlands, even though this seems to be one with major possibilities. There are still very few arrangements entered into by the European Union or the Netherlands and Spain together on this specific matter. Also, no private organizations focus specifically on the situation between the two above mentioned countries to solve the gap in (un) employment or help stimulate the labour mobility or connection between Spain and the Netherlands.

### 1.1.5. Spain and the Netherlands

Data states that Spain deals with a high level of unemployment in the youth (< 25). Opposite to that, in the Netherlands there currently are many vacant jobs which the Dutch youth is unable or unwilling to fill. The 2017 rate of youth unemployment in the Netherlands is at 8.9% (Eurostat, 2017). This is, again, mostly friction unemployment (The Balance, 2017). The workforce under the age of 25 who are in search of a job but through the in capabilities of the market are not yet recruited. These reasons are unavoidable and therefore this small friction unemployment will always exist through the in capabilities of the market. Currently, with the Dutch economy regaining its power, there are jobs vacant because the labour force in the Netherlands cannot fill them.

Looking at Spain and their youth unemployment, it can be seen that the contrast with the Netherlands is very visible. The Spanish 2017 rate of youth unemployment lays at 38.6% (Eurostat, 2017). The Spanish economy is still suffering from the crisis and even though this percentage is lower than in the years before, it is still alarming and not expected to be solved in the coming years. Here the vacancies of the Netherlands could provide a solution.

Here lays a chance for the exchange of labour services, within the concept of labour mobility. While Dutch companies cannot get their hands on enough young employees, a large part of the Spanish work force under 25 remains without a job even though they are in the search of one.

The Dutch and Spanish have not made any official arrangements outside the European Union towards improving their relationship on the labour market. The website of the government of the Netherlands, [overheid.nl](http://overheid.nl), provides a database with every treaty and agreement the Netherlands has been involved in. Here can be seen that there have been contracts set up by the Netherlands and Spain regarding the administration of justice and fraud. Besides that, the Netherlands and Spain have an understanding for exchanging cultural and scientific information. This leaves out an arrangement regarding the workforce like the payment of taxes or insurance. Of course, this does not mean that there are just 2 agreements between the two. However, these are the only agreements regarding just Spain and the Netherlands. Other treaties which both countries have signed, are always with the involvement of other countries. Interreg (2018), also gives no current collaborative programs enlisted with them between the Netherlands and Spain both on a national as regional level. Only in the general Interreg treaties, such as Urbact and Espon, both countries are involved. But they only lie the base for further cooperation.

This means that, despite the action that has been taken by continental organizations and programs, there has been no connection on the field of labour and specifically the exchange of labour by the two countries. Following the Schengen agreement it was to be expected that more involvement would arise in the times where the Netherlands has a shortage of young employees whereas Spain is dealing with a massive surplus of unemployed youngsters. However, nothing has happened, no exchange has taken place. Also Interreg has not been able to aid in a solution. It is understandable that no cross-border region can be formed because of the sole fact that the countries do not share a border, but the two have also not been taken into an overlapping connection such as the Interreg Atlantic Area. These programs that involve non-neighboring countries can be seen as a larger form of Euro-regions and so far the Dutch and Spanish are yet to be involved in one together.

Another statistic that can be a base for the existence of labour mobility is how the main competences of the Spanish compare to the needs in sectors to the Dutch. Statistically speaking, most of the Spanish people work in the services sector, about 75% of the labour force. With 14% in industry, 7.4 percent in construction and 4.6 percent in agricultural sector, it may be stated that the power and strengths lay in the services sector. However, URBACT, which is the European Territorial Cooperation program and part of Interreg, states differently. Before the crisis hit in 2007, the constructional sector was of huge importance for the Spanish economy and many jobs could be found here. This has changed after the crisis as a shift can be seen towards the service sector. This can also be seen in the national Spanish statistics, kept by the Instituto Nacional de Estadística (2018), which is the database comparable to what Eurostat is for the European Union, but on a national level. Here is the growth in the service sector clearly visible, over a million more people work in the service sector nowadays compared to 10 years ago. Most of this rise can be found in the women's field, responsible for the growth of almost 800.000 over the course of a decade. A big loss in workforce can be spotted in the construction sector. During the crisis, there were a lot of people being laid off in the construction sector. Also for Spanish youngsters it was nearly impossible to find a job in this field. Besides that, the Dutch construction market is currently booming. The sector is even among the biggest growers in Europe according to the Economisch Instituut voor de Bouw (EiB), the leading Dutch analyzing bureau for the construction sector (EiB, 2017).

## 1.2. Research objective

The above described research context shows the problems that the current international labour market experiences. The main issue that was raised is the current lack of mobility in within the European Union. The main focus in the research context was the exchange of labour inside the EU borders. The case of Spain and the labour mobility towards the Netherlands will be the focus of the research because of the high youth unemployment in that country. Looking at the numbers, Spain has a youth employment rate of almost 50% in 2016. Opposite to the Dutch youth employment which is very high, looking at the statistics, with only a little over 8% unemployed in 2017 (Eurostat, 2017). This is mostly friction unemployment as earlier noted (CBS, 2017). Therefore, a lot of gain can be accomplished in this area. The Netherlands seem short of young employees where Spain seems to have them in abundance. Besides these statistical reasons, also a personal reason lays at the base of this choice. In brainstorming for a case area, several possibilities came up. Bulgaria was mentioned and described in the section above. However, looking at the current statistics, the possibilities seem larger at the connection between Spain and The Netherlands. Besides, it can also be seen that the Bulgarian flow of labour migration towards the Netherlands is in a growing phase. This can be seen in the statistics of the CBS (2016) which state that the amount of Bulgarians working in the Netherlands has doubled in 2 years. So here, the problem seems not to be present because here the flow of migrants does establish itself.

Greece for example has roughly the same stats as Spain. But Spain was chosen as the researcher speaks the Spanish language and therefore has a higher interest in this specific country. There lays a huge gap in the unemployment rates of the youth in Spain and the vacant positions that can be seen in the Netherlands. Therefore, lots of opportunities may present themselves in this area and it seems to be a fitting field for a solution which could help both countries. There is a need for research in this area because no sufficient research has been done in this specific case scenario. No research has been done about the exchange of labour in the case of Spain towards the Netherlands. Therefore, it is yet unclear why the lack of movement from the Spanish youngsters towards job possibilities in the Netherlands exist. Here, it is being tried to reach this goal at the end of the research:

*The objective of the research is to expand on the knowledge regarding the current lack of flow of young unemployed labour migrants from Spain towards the Netherlands by analyzing theories about labour mobility and imprinting them on the Dutch-Spanish case.*

This will be done with the help of a non-empirical research. The research will be aimed at problem analysis, therefore it is a practice-oriented research. The focus point used in this research is the above mentioned labour migration from unemployed Spanish youngsters towards the Netherlands. Reaching the main objective of the research will time-wise be achievable, since the set time period for the research exists of 5 months. Besides that, the objective of this research will be useful in field of academics because the case in combination with the subject have not been looked upon before in this way. The research objective is also to contribute to the gaining of knowledge on the aforementioned case. This knowledge could be used to generalize if the found results are not very country specific. This would mean that the knowledge gain would be even greater than thought in advance.

The sectors in which the major opportunities are present will be described and through desk-research the research goal is aimed to be reached. The main research question to achieve the research goal will be the following:

How come that there has been so little labour mobility from young unemployed Spaniards towards the Netherlands?

The underlying questions which will help answer the main question are based upon the most important factors that exist in the concept of labour mobility. Finding out why these particular sub-concepts are important and how they relate to the Dutch-Spanish labour exchange will be key to answering the main question and giving a concluding answer.

1. How does the educational level involve in the little labour mobility from young unemployed Spaniards to the Netherlands?
2. How does the cultural difference involve in the little labour mobility from young unemployed Spaniards to the Netherlands?
3. How do the legal boundaries involve in the little labour mobility from young unemployed Spaniards to the Netherlands?

To answer these sub questions, the first thing to do is to get to understand more about labour mobility. Here, first, the demarcation of the concept of labour mobility will be given and described. The further explanation of the concepts that labour mobility brings with itself, will be done on a global level in the next part of this research. The gained knowledge about the concept of labour mobility will then be used to explain the current lack of labour mobility between Spain and the Netherlands and will conclude to an answering of the main question.

### 1.3. Definitions of labour mobility

Labour mobility is a rather broad concept and without the right demarcation, the research cannot be funded on a theory fitting to the concept of labour mobility. To make a definition fitting for this research, it must be clear what the concept entails. Therefore, different definitions and theories will be used in order to form a definition that is to be used throughout the research.

Labour mobility can be defined as “Movement across different labour market statuses.” (Bernabé and Stampini, 2008). They then define the different labour market statuses as inactive, unemployed, formal employees, informal employees, self-employed and farmers. Part of this definition is useful for this particular research. The movement across the different market statuses is a part of the definition needed here. But something else is needed, that is the geographical aspect.

This geographical aspect is put forward by Lindgren and Westerlund (2003). They define the geographical aspect of labour mobility as “contracted migration or commuting across local labour market borders”. This points to a movement not only across labour market statuses, as was mentioned before regarding the definition used by Bernabé and Stampini (2008). The movement added to this definition is the one of moving across labour market borders. This can either be in a commuting way, that is living in one labour market and working in another. Or in a migrating way, that is moving from one labour market to another to both work and live there. Especially the last mentioned, the migrating way, is of importance for this research. Therefore, that part will also be used in the definition of labour mobility in this research.

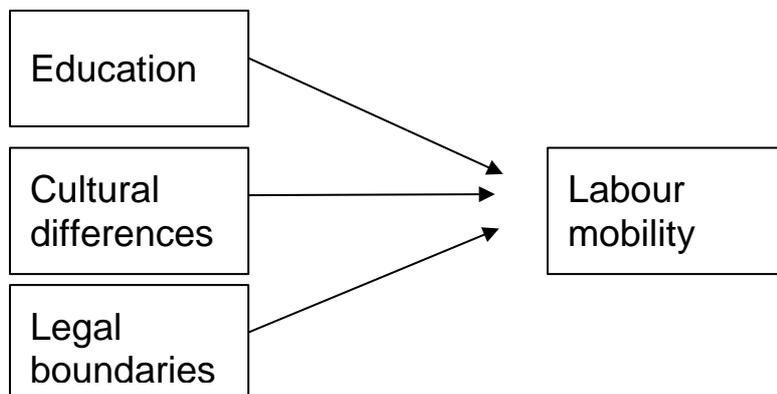
The definition to be used throughout this research for labour mobility is the following:

Labour mobility is the movement across different labour market statuses but also across labour market borders, either in a migrational or commuting way.

This definition comes forward as a result of the above mentioned articles and researchers and the definitions that were used in their research. These definitions form the base of the definition provided as most important for this research. The above described definitions together create the definition used throughout the rest of this research. Different key words from the already existing definitions used in other research have been used. The base is formed by the definition used by Bernabé and Stampini (2008), which has the same base as the definition used by Andrijasevic and Sacchetto (2016), that is the movement across labour market statuses. However, it is not only the movement across the labour market statuses that is important here, the geographical aspect of moving across a border is also of importance. This aspect was brought up by Lindgren and Westerlund (2003). They mention the movement across local labour market borders, which is also added to the definition used in this research.

Besides this clarification, it can be seen that 3 major aspects come forward in theory regarding obstacles in the possibility to be mobile in the search for labour. There is the aspect of education, which focuses on possibilities of the worker and the matchmaking aspect. Then there is the aspect of culture, which is a factor in the amount of commuting or migration that takes place. And finally, the aspect of legal boundaries, which play a role in the possibility of migration to and commuting towards certain countries (Lindgren and Westerlund, 2003)(Van Ham, Hooijmeijer and Mulder, 2001)(Andrijasevic, Sacchetto, 2016)(Nerb, Hitzelsberger, Woidich, Pommer, Hemmer, Heckzo, 2009)(Cremers, 2017).

The conceptual model on the base of these definitions with the major aspects that would lead up to the eventual labour mobility looks like figure 1:



(Figure 1, author, 2018)

Here is graphically put how the concept of labour mobility is described above. The three aspects of labour mobility, education, cultural differences and legal boundaries are chosen to be analyzed because they are likely to form the biggest influence on the establishment of labour mobility. These are the aspects that are most mentioned in the literature as well. Zaiceva and Zimmermann (2008) mention all three aspects used here as major influences on whether labour mobility establishes itself or not.

They state that education is a factor in the way that the education provides for a higher job possibility in the receiving country. This is supported by the research of Findlay, King, Smith, Geddes and Skeldon (2012) that also states education in combination with family status as a major aspect of labour mobility.

The aspect of culture is also mentioned by Zaiceva and Zimmermann in their research. The dependence of a person on its family, friends and cultural habits play a role in the possibility to migrate. This is supported by the research of Van Dalen and Henkens (2010). It is stated here that the psychological and social factors, together bundled as the factor of culture, play a role in the likeliness for labour mobility.

Then several more factors are listed, regarding homeownership, social security, international qualifications and insurances, which here is covered as a whole in the factor of legal boundaries. These legal boundaries consist out of all sorts of legality and formal issues that need to be assessed in order to be able to migrate even within the European Union (Zaiceva and Zimmermann, 2008). The research of Zaiceva and Zimmermann also mentions the economic crisis as one of the restraining factors, this research does not take that factor into account. This is because currently the economy is prospering again and therefore It cannot be considered a current factor for this research. In the aforementioned articles is barely spoken about the amount of influence each factor has on the main concept of labour mobility. Therefore, it is very hard to tell which aspect will be of major influence and which will not and because of that, the influence is being graphically given as equal. In the eventual results, it could lead to a sharpening of the conceptual model as the factors turned out to not be equal in the hindering of the labour mobility. However, as for now, the different aspects will be regarded and projected as equal.

## Chapter 2: Theory

In this chapter, the main concept of this research will be explored and explained. That is the concept of labour mobility. Different writings of different researchers will be looked at with the aim to build a foundation for the rest of the research.

### 2.1 Labour mobility

The basic concept of labour mobility used in this research is adopted from the theory of Harris and Todaro (1970). In their theory they examined the labour mobility from the rural areas within countries to the urban areas. It was explained with the use of four aspects, which served as the base for the establishment of labour mobility. The first aspect is that of the wage-rate in the agricultural sector. The model assumes that unemployment in the rural areas did not exist. Therefore, the main motivator to migrate to the urban areas lays in the wage-rate of these urban areas. This is the second aspect in the theory of Harris and Todaro. Wherever the wage-rate is the highest, is also the site where the migration flow is aimed at. However, the model does assume that in the urban areas unemployment is possible. The third factor takes all of the workforce into account currently present in the urban area and combines it with total number of jobs available in the urban area. The workforce consists of all the employed, and the unemployed actively looking for a job.

If the total number of jobs in the urban area transcends the number of people in the workforce it is certain that migration will take place, given that the wage-rate in the urban area transcends the wage-rate in the rural area. However, when this is not the case, the difference in wage-rate come into play. The rural wage-rate stands on its own, given that there is no unemployment in the rural agricultural sector. The urban wage-rate is multiplied with the coefficient of the total number of jobs available and the workforce in the urban area. When this number transcends the wage-rate of the rural area jobs, rural to urban migration will take place. Given the situation that the wage-rate in rural areas transcends the modified wage-rate in the urban area, urban to rural migration is expected according to the model (Harris, Todaro, 1970).

This theory can also be applied on an international scale. This was for example already done by Alvarez-Plata, Brücker and Siliverstovs (2003). Here again, the basic idea of the rural to urban migration is mirrored to the concept of international labour mobility. The rural wage-rate is replaced with the wage-rate of one country and then it is compared to the wage-rate of the other country multiplied by the coefficient of the total number of jobs available in the country and the total workforce in the country.

Another theorist that can be combined with the theory of Harris and Todaro (1970) is Sjaastad (1962). In his theory, he describes the effects of costs, both in money and psychologically on the labour mobility. He states that migration will only take place when the future gains of migration, that is the future salary gained from the new job, transcends the total costs of migration. These costs are twofold. On the one hand, there are the actual, money-wise costs of moving. This entails for example achieving a residence in the new area, travel costs and the increase in costs for food and supplies. On the other hand, the non-money costs of migration are taken into account. These mental costs can as well be split into two different forms. First, there are the opportunity costs. These costs consist of the time put into finding a job in the new area, as well as maybe learning for a new job in that new area.

Second, the mental costs of migrating. Sjaastad states that people are generally reluctant to moving away from known areas and surroundings and therefore the costs of migration are also mental. He then states that the main problem in his vision for migration hides in these mental costs. Because, when the mental costs of migration would be taken away, if they hypothetically were zero, migration would take place a lot more. Therefore, it can be seen as a barrier in the establishment of labour mobility, according to the theory of Sjaastad (1962).

The concept of labour mobility consists of multiple sub-concepts, which explain the larger issue that is labour mobility. In this chapter, these so called sub-concepts will be explained. The aspects of labour that are used here are part of the aspects given by Zaiceva and Zimmermann (2008). The factors of education, culture and legal boundaries are considered the most important aspects in the establishment of labour mobility. These terms are bundled terms, which means that they consist out of multiple other, more specific, factors. In the previous section can be read why these terms are fitting for the research and how they contribute to the concept of labour mobility. In this section, the three concepts are further explained on a general level. The definition of labour mobility used in this research is repeated here for clarification:

Labour mobility is the movement across different labour market statuses but also across labour market borders, either in a migrational or commuting way.

The three major factors are also discussed by Galgoczi and his colleagues (2011) in their work for European Trade Union Institute (ETUI). This is the research center of the European Trade Union Confederation, an continental organization which bundles all the European trade organizations. They point out that the main drivers and barriers are strongly connected to each other. The driver that can as well form a barrier in the flow of labour migration is the factor of education. The match-making subject of education is of importance here. This means that the flow of labour migration can only take place when on both sides of the market, the receiving and sending end, they are in need for new employees. However, this as well forms a barrier in the process of labour mobility when this equation cannot be made. It is a first requirement for any form of labour mobility (Galgoczi, 2011).

In the paper, Galgoczi (2011) also mentions the importance of institutional variables. This forms the factor here explained as legal boundaries. These institutional variables can differ in shape but they all have to do with the process of becoming a legal labour migrant, with all the right papers in order. This ranges from the legal documents to getting the taxes and insurances in order as well as certain subsidies among other documentation issues. When these variables are open and easy accessible the flow of labour mobility will be higher than when they are closed and difficult to access for the public (Galgoczi et al., 2011).

The last aspect mentioned as an influential aspect by Galgoczi is the aspect of culture. In his research, he involves language and geographical factors as aspects of the overarching subject that is culture. The effect of culture can therefore be divided itself into several different aspects. On both the social level and the professional level culture can differ. This mainly applies on the interaction with one another. Culture can also have to do with rituals or relations which make it harder or easier to be mobile as a person which influences your personal labour mobility (Galgoczi et al., 2011).

Another aspect discussed in the research by Galgoczi and his colleagues is the labour market situation in both the sending as the receiving country. It can be seen that at the beginning of the enlargement of the European Union that this forms a major driver for the migration decisions of people in the newly

added countries to the European Union. This was seen in the high percentages of migration from countries with relatively low or bad labour market situation towards countries with a higher or better labour market situation. The low or bad situation comes forward in the fact of high unemployment and low wages. On the other hand then, a high or good situation is present when a country experiences relatively low unemployment combined with relatively high wages earned. This factor was found in the statistics regarding the labour market situations in the early stages of the enlargement of the EU. However, what can be seen later on is that the factor of labour market situations becomes less and less of an impact on the migration decisions. According to the studies of Galgoczi (2011) this weakening of the impact of the labour market situation was affected by the previous moves of migration. This would lead to a more stable labour market on both the receiving and the sending side which diminishes the impact because the situation in which the difference between two countries is evident, is now not present anymore (Galgoczi et al., 2011). Therefore, this factor will not be taken into account in the remaining of the analysis.

### 2.1.1. Education

Education works in multiple ways as a factor of labour mobility. On one side, it can be seen as a chance for highly skilled professionals to pursue their best job possibility. But, on the other side, it is also an opportunity for the lower educated to earn more money in a more developed state doing the same job. First, the theory for high education that causes a bigger mobility will be explained, secondly the match-making between lower skilled employees will be assessed.

The higher the education, the bigger the willingness to travel for a job (Van Ham, Hooijmeijer and Mulder, 2001). This theory works two ways. On the one hand, from the employing companies perspective and the on the other hand the view of the highly educated employee him/herself. The employing company does not have a broad pool of fitting recruits for the job. The job that is offered by them is one for a higher educated individual, therefore their choice is limited. The fitting employee might not be living close by, given that not just anyone has had the right schooling for the vacant position. This leads to a wider search for a suitable employee and therefore the mobility from the eventual employee will be greater than the normal standard mobility (CBS, 2011).

On the other hand then, the perspective of the highly educated possible new employee. He or she has a higher standard and will therefore not take any job that is offered. In the search for the right job, they will also look beyond comfortable nearby locations. This is for the same reason as the employing company will not settle for a non-suitable profile for the vacant position, it is below their quality norm. For example, a recently graduated heart surgeon is looking for a job. His mobility is fairly high because he will not settle for just any job just because it is nearby. In his vicinity there might not be a hospital and the only job he can get is at a local pharmacy. Therefore, he will have to look further than that. In the province he lives in, there are several hospitals, however, these are hospitals not specialized in heart surgery. His mobility increases even further because the few hospitals that are fitting for his qualities are located further from his home location. They might even be across the border. This means that his labour mobility has become international (CBS, 2011).

A higher education in some cases also has to do with the financial state and social status of the family of a young student (Findlay, et al. 2012). This is explained by the term of student mobility. This also has an influence on labour mobility in a later stage. Because international students are often backed by their wealthy families, they tend to end up with an international degree and international experience. This also aids in expanding their labour mobility later on in their life, also aimed towards working across borders. (Findlay, et al. 2012). This argument is brought up as well by Haveman and Smeeding (2006). They argue that this also works through in the later working life of the student. They as well state that the travelling experience and the social status that the student finds himself in works in such a way that their mobility increases when they get into the world of jobs.

Education, however, is not only of importance when a person is highly skilled, it can also be valuable if the unemployed is unskilled (Andrijasevic, Sacchetto, 2016). With the Schengen Agreement, the free movement of labour is established. This could work beneficial for three parties, regarding the unskilled labour, i.e. the sending country, receiving country and the worker himself. The sending country in this case is the country which the worker originates from. The receiving country is in this case the place where the worker moves to, where he migrates to. For the worker, the benefits are rather clear. With the new job comes a salary. Regarding this salary, what can be seen is that most migration takes place either from south to north or from east to west. This normally has an influence on the migrants salary. The unskilled worker in the sending country has either no or a significant lower salary than what the

worker will receive for the (same) job in the receiving country (Barslund, Busse and Schwarzwälder, 2015). Besides that, the worker will be able to learn new competences as he or she is considered unskilled at the moment (Holzmann and Munz, 2004). The sending state will gain in the aspect of losing unemployed workers, which will work through on the unemployment rate of the country. As for the receiving state, the vacant jobs which the domestic people are unwilling to fill, are likely to be picked up by the migrant workers, which will close the vacancy in the sector with the lower-state jobs (Kahanec and Zimmermann, 2009).

This forms one of the main drivers for labour mobility. It is likely to take place in situations where a country or region finds itself with low job possibilities for their residents. The unemployed status of these residents is a motivational factor for engaging in eventual labour mobility. The second driver connects strongly with the availability of jobs in other regions and that is the salary that comes with it (Alvarez-Plata, et al. 2003).

Finally, education also works through in the sectors of the labour market. An example to clarify this situation. A worker in country A has an education in the industry sector. The current situation in country A however, is that the industry sector suffers from a crisis. This means that the worker is currently unemployed. The situation in country B is, in contradiction to country A, good and the work in the industry sector is in abundance. This results in a lot of vacant positions in the industry sector in country B. The worker then, has options to work in country B, since his education matches the vacant positions in country B. He could migrate and would be labeled in the concept of labour mobility since he is moving from one country to another for labour. This example illustrates why the matching aspect of sector for labour mobility is important. If in one country the labour force is specialized in technology but the other country does not ask for workers in that sector, the exchange of labour will not take place.

### 2.1.2. Cultural differences

Cultural differences are also an important aspect in the development and establishment of labour mobility. This concerns for example the language that is spoken in the receiving country, that is where the worker migrates to, and how it compares to the language in the sending country, where the working migrant originates from. Other factors that include in the cultural aspects of a nation are for instance mentality, which comes down to not only the work attitude but also the recognition of the receiving country's culture. Work attitude can be divided in different relations, such as the relations between colleagues but also the relation between employee and the employer. A study conducted by Gemot Nerb (2009) and his colleagues shows that in this mentality lay major problems for the labour mobility within the European Union. They defined certain aspects that concern the labour mobility within the EU market and tested them through surveys and expert interviews. The results were that the language issue is a big problem, or major obstacle, as they labeled it. Besides the language, another "major obstacle" is the lack of information. This mainly concerns the knowledge people have about the possibility to engage in labour mobility and thus actually go and work across the border (Nerb, Hitzelsberger, Woidich, Pommer, Hemmer, Heckzo, 2009).

Alvarez-Plata and his colleagues also mentioned culture as a determinant in the flow of labour mobility. They divided culture into different aspects, which include social and professional environments, the amount in which people adapt to those new environments, the amount in which the receiving country facilitates in the needs of migrants, the importance of relations with family or connectedness to the hometown. Also this lays in the larger issue of language, which is mentioned several times as one of the biggest obstacles in general for the hindering of labour migration.

An important researcher in explaining cultural differences is Geert Hofstede. His research about culture and how to compare them is very usable in this research as well. He had conducted research for over 15 years before writing his theory about cultural differences. On the base of his Hofstede Cultural Dimensions theory, the cultural differences will be described. First however, it is important to know how his theory works.

Hofstede begins with an explanation about the main aspects of culture. He divides it into four so called dimensions. If one is to indicate a country's culture, it is important to indicate where the country stands on these four dimensions. However, even more important to notice is that this solely gives an indication of a culture and it does not fully describe it. The first main aspects he positions against each other are collectivism on the one side, versus individualism on the other (Hofstede, 1984). Collectivism within a culture means that an individual is included in a larger social group, outside of the own direct family. This can mean a clan of some sorts or friends as well as a widener family outside the direct family members, also expecting the same care from them in return. This differs from individualism in the way that here the individual is dependent on solely its direct family and himself.

The next term he mentions as key to understanding culture is power distance. Hofstede splits the term power distance into large and small distance. Basically what power distance describes is to what amount or to what extent people in a society accept that the institutions and organizations distribute power unequally. If a culture is described with a low power distance, this means that the people in this society strive for equality and want the people that have brought inequality upon them brought to justice under the norm of equality. In cultures with a large power distance, the unequal situation is accepted and the hierarchy as it stands is not to be tempered with (Hofstede, 1984).

The third term that Hofstede describes as one of the main aspects of culture is uncertainty avoidance. This means as much as the extent to which the members of a culture can deal with uncertainty and unexpected situations. If this is categorized as low, the society has no problem with dealing with these situations and here lives more of a culture of let it be. When a society is pointed out as high on the scale, it stands for believing in strict regimes and holding on to rigid ideas or codes. What it basically comes down to is how a culture or society looks at their future and how they structure their organizations and institutions (Hofstede, 1984).

The final aspect Hofstede gives to describe culture is masculinity opposed to femininity. Masculinity stands for a society that strives for success, heroism and achievement. Feminism, as the opposite of that, stands for caring and prefer relationships and modesty. (Hofstede, 1984). The amount of differentiation within a society between the sexes determines the state of the culture between the two forms. In a masculine society, the men take on the role of being outgoing and assertive where the women care for the weak. In a feminine society the same roles are present. The difference however is that here the men and women are divided in the taking of their roles. This means that women can take on the role of being outgoing and providing for families and men stay at home to care and nurture. The more the difference between the sexes vanishes, the more feminine a society is.

### 2.1.3. Legal boundaries

One of the main problems in the European Union is that the national governments cannot control their labour market across the border because their legislation ends at the border. For now, there seems to only be a national market, this also means that the labour market contains and is solely focused on the national market and nothing more. This is a quite extreme picture but it does very well sketch the situation of nowadays, where the focus is mostly on the national market rather than outside of the border (Cremers, 2017). Furthermore, in a research conducted by the European Central Bank (2006) it was found that the legal barriers are present in multiple ways.

First of all, the research mentions the aspect of “legal and administrative” barriers. This consists of a large set of rules that restrict a member of the EU to set up a business or company in another EU country. Besides not being able to set up a company in a fellow EU country, companies also suffer under the limitations in moving their own staff from one country to another. These restrictions do not count for unemployed individuals who are looking for a job by themselves (Heinz and Ward-Warmedinger, 2006).

The next aspect mentioned by the ECB is the monetary costs of migrating. The obstacles within these costs are hidden in multiple layers. The assumption is made that the migration is made from a southern or eastern European country to a western European country. What then can be seen is that the prices for property in the western countries are higher than those in the country where the migrant originates from. Here lays the first problem. The second more administrative problem is caught up in the fact of taxes and then aimed at the taxes that are involved in selling and buying houses. These national institutions are not matched well with each other which results into problems for the migrating worker (ECB, 2003). Besides the tax problems, there also lay issues in the transparency of property markets for foreigners. For them, the new housing market in their new country comes with a lot of extra transaction costs which also is a general issue for the stagnating labour mobility. These transaction costs come forward out of the communication and negotiations with the estate holders and managers in order to sketch a clear image of the property (ECB, 2003).

A next issue that the ECB proposes is the tax and pension rights. Here the same problems occur as were just seen in the property taxes. Because of the lack of cooperation between countries, there is no good functioning institution which can provide quick aid in transferring these rights from one country to another (Heinz and Ward-Warmedinger, 2006).

Furthermore, there is the issue of recognition of educational degrees. This is an administrative problem because it has not so much to do with the level of education a particular person but more with the acknowledgement of the level of a degree. The problem hides in the fact that a college degree in one country is not regarded at the same level as a college degree in another country. This makes getting a job in another EU country more difficult and forms another administrative barrier (Heinz and Ward-Warmedinger, 2006).

These points are also discussed in the paper of Alvarez-Plata. There, they are described as legislation issues and institutional variables. These institutional variables can either hinder or accelerate the process of labour mobility and therefore contribute to the form and flow of it. As can be seen above, the aspects of the legality issues are diverse. This is also noted by Alvarez-Plata. He describes that the variables do not just lay within one or two aspects of the bureaucracies of the countries from which or whereto the migrants come. These variables are divided over tax issues, insurances, housing and subsidies as the main aspects of influence to the labour mobility. These aspects are difficult to assess by the migrant without any help and therefore it depends on the national bureaucracy how smoothly this is handled. This is of influence on the propensity to migrate for a job for people (Alvarez-Plata et al, 2003).

## Chapter 3: Relevance and Methodology

### 3.1 Societal relevance

The societal relevance is twofold. First, with the gained information as a result of this research, the exchange of labour force can be improved and expanded. By exploring reasons as to why the current labour mobility is low, first steps could be taken upon this to provide a better functioning international market. As a cause of this, multiple groups can benefit. For starters, the Spanish youngsters will benefit through getting a job, therefore being able to provide again for themselves and maybe even their family. Also the Dutch employers, the Dutch companies could benefit from the information gained by recruiting new willing to work employees from Spain. This way they will be able to fill their vacant positions when they are present. Coming forth from this expansion is the improved balance in employment and unemployment. The Spanish unemployment will decline if the exchange can be used to its full potential. Whereas in the Netherlands the vacant jobs will be filled and the economy can grow. Were this comparison put on a scale, it would show more balance. Therefore would this also be a good contribution for the European Union as a whole.

Besides the international relevance, this might also help in aiding the shrinking border regions that are present in the Netherlands. Especially in the eastern part of the country, the region *De Achterhoek* and parts of *Limburg* are currently dealing with shrinking issues. People move away to study or work in different parts of the country and the regions are left with a growing group of elderly people. A revitalized international labour market could aid in regaining population in these areas and making them grow again. With a growing population and economy these regions could be revitalized which is beneficial on a national but also regional level.

### 3.2 Scientific relevance

At the moment there is a gap of insight regarding solutions for the not optimally performing European labour market. This gap of insight is caused by a lack of information on the subject. Currently no research has been done on the case of the Netherlands and Spain looking at how these two countries relate to each other in the field of labour exchange. Particularly the movement of Spanish youngsters towards the Dutch labour market has not been researched by any researcher. It is therefore important to make progress in this field of research by investigating upon the lack of movement from the Spanish unemployed youngsters to the Netherlands.

However, there has been a lot of research towards mobility in general, also within the EU, however, regarding the labour mobility within EU borders there has been very few research (Nerb, 2009). It can be seen that there is a mismatch in the unemployment rate at the one hand and a shortage in employees at the other hand. Therefore, it could be stated that the potential to get labour mobility going is there. But it currently does not work this way. That is where this research can come in and aid. It can help clarify the reasons as to how labour mobility works and with that help explain why a collaboration has not been established yet.

With that information, first steps could be taken towards accomplishing a better connection regarding the exchange of labour between the Netherlands and Spain. This research therefore could more be seen as a start in a specific case within the field of labour mobility that is yet to be explored. Regarding the potential of the exchange of labour there is a lot of research.

However, it is all talk about the future and possibilities while very few regard the current situation and current solutions for the lack of actions at this time. This is also where the relevance of this research comes forward, it can help in providing a better insight on the current situation between the Netherlands and Spain as to why the exchange of labour does not occur in large numbers, which currently is not available. This clarification can be a first step towards building a solution. This will not be conducted in this research but will be an interesting topic for any research to follow upon this.

### 3.3 Methodology

The methodology of this research is based upon the research questions which contain the different factors of labour mobility. Each question needs an own specific method of research which will be discussed in this chapter.

First of all, the focus of the research is in the width, that is to widen the knowledge about the concept of labour mobility. Furthermore, the research is built upon a combination of different methods. This form of triangulation is applied to enlarge the reliability of the research. The method of desk-research is chosen because of the intention of the research to explore the theme of labour mobility in the search for reasons behind the stagnating exchange of labour among youngsters from Spain to the Netherlands. This not only contains the reading of conducted research and comparing these texts to each other, it is also combined with statistical analysis out of databases with not self-gathered data. Besides the for mentioned methods, a set of interviews is conducted in order to gather first-hand information and experiences from a selection of the migrated Spaniards themselves. The respondent must meet the qualification of having the Spanish nationality, currently working in the Netherlands and having moved to the Netherlands before the age of 30. This to best reflect the possible labour migrants, as they would be in the same category.

1. How does the educational level involve in the little form of labour mobility from young unemployed Spaniards to the Netherlands?
2. How does the cultural difference involve in the little form of labour mobility from young unemployed Spaniards to the Netherlands?
3. How do the legal boundaries involve in the little form of labour mobility from young unemployed Spaniards to the Netherlands?

These are the three questions that together help build the answer for the main question. The questions are built upon theories regarding labour mobility, it can be seen that the factors of education, culture and regulations are of big importance to establish labour mobility (Zaiveca and Zimmermann, 2008) (Lindgren and Westerlund, 2003)(Van Ham, Hooijmeijer and Mulder, 2001)(Andrijasevic, Sacchetto, 2016)(Nerb, et al., 2009)(Cremers, 2017). To answer the sub-questions, different theories are needed in the desk research, that is the aim for this underlying question. In order to get a solid answer, multiple articles and research texts need to be described and examined, coming forth from that is the data that is to be analyzed and compared to the situation for the labour mobility between the Netherlands and Spain.

First of all, the factor of education. Here not only research texts is analyzed but databases about working sector, unemployment and job availability will as well be analyzed. This is in order to find out the sector in which the most possibilities are and compare this to the statistics of the Spanish labour force. In the interviews the focus will be on how the respondent got the job in the Netherlands, further elaboration on the specific questions asked can be seen in Appendix 1.

Secondly, the factor of culture. This concept is difficult to grasp in statistics as it is very large in what it could contain. Therefore, it is to be explained with the culture model of Hofstede. This model was chosen to be used because of the international recognition of the theory. In researches of all kinds this model is used and reflected upon as very trustworthy and reliable. Another theory which describes the differences between countries is the theory of Newman and Nollen. This theory is more aimed at management purposes whereas the importance of national differences in this research also lay beyond that. Besides, the model of Newman and Nollen also uses the theory of Hofstede as a base for their own. This model gives an explanation as to how the culture of a country compares to that of another country. This model can provide the best look at both the culture of the Netherlands and Spain and give information as to how they are alike and how they differ, and also in which amount. For the interviews this is an important category because, as described, it is difficult to grasp in theory and it has to do with experiences rather than cold facts. Here the living environments and the language issue will be addressed, as well as the general differences in culture between Spain and the Netherlands.

Lastly, the factor of legal boundaries. Different research texts are being analyzed here once again. It is in order to form an image as to how the relationship is between the Schengen Agreement and the actual outcome and effectiveness of this agreement has evolved over the past years. The EU itself has contributed to the knowledge in this field with a research towards different possibilities regarding labour mobility through the European Commission and the European Central Bank, ECB, which can provide statistics to compare to the textual explanations. Cremers (2017) has also conducted research about the boundaries formed in the transition from one country to another on the level of documentation and legality. As a last source, JustLanded explains the path to a new job in a new country. This information can help explain the current labour mobility. In the interviews, the questions regarding the legality and documentation issues will be presented to the respondents. They then can react to that with their experiences regarding the process is.

These strategies per sub question lead to the answering of the main question posed in this research. In the conclusion, the answers will be compared and combined in order to form a well based and structured concluding answer.

The data is being gathered and analyzed in different ways. The theories and argumentations of the authors presented in the research will be aimed to be gathered at the platform of Google Scholar. The terms that are being searched upon are "Labour Mobility" or "Theories Labour Mobility" but also "Factors of Labour Mobility" and "Labour Mobility within EU". Exploring the results leads to the findings of generally accepted theories and articles about the concept of labour mobility. By scanning through the articles, the most important argumentations and underlying factors of labour mobility can be found. These are then critically reflected upon to see if they are useful for the conduction of the research and in which manner. Besides, the theories and argumentations given, are compared to one another to look for resemblances which makes the argument stronger and therefore more useful for the research.

For the sub research questions, similar methods are used. The leading factors from the sub questions are derived from the larger theories about labour mobility. Here it is stated that the three aspects out of which the sub questions exist are key to labour mobility in general. In order to gain more knowledge about these aspects, further exploratory research towards these aspects needs to be done. Again, Google Scholar is used as a starting point in the gathering of data. Via the key aspects that are used as key words in combination with the term labour mobility, but also labour mobility within the European Union articles are sought which can help clarify the situation. With this search method, articles are made available and are discussed and compared to one another. By doing this, the validity of the research is secured. Adding to that, the way the articles and lines of argumentation are gathered, consists of the same structure as explained before and can be seen in the appendix (Appendix 2) .

Besides the usage of Google Scholar as database for scientific articles, the databases of the three major institutions present in the research are used for reliable numbers and potential graphs. The statistical database that are relevant for the research are the Eurostat database, where the statistics of the European Union are collected. Then the national statistical databases of both the Netherlands and Spain are used in the data gathering for this research. That are the Centraal Bureau voor Statistiek on the one hand, responsible for all the Dutch national statistics and the Instituto Nacional de Estadística, the Spanish statistical office.

The interviews are held with approximately 3 respondents from the same overall category. However, the respondents are selected upon their paths and educational level. This makes for a wider range so that all groups within the overarching category are present. These interviews have taken place in the week of October 15<sup>th</sup>. All three interviews have taken place via a digital way, to reduce travel times in favor of the respondent. The interviews have taken about 30 minutes, in which all the questions have passed by and have been discussed. The respondents are referred to as Victor, Antonio and Maria. Victor arrived as a 28-year old via his company in the Netherlands in 2002 and stayed since then. Antonio first arrived as a student 5 years ago, but has come back now to work permanently and Maria has arrived in 2014, and has been employed in the Netherlands since 2015. After the interviews have been conducted, they will be formed in a transcription after which they will be coded using the three key aspects of labour mobility. This is done to analyze the interviews afterwards and to spot similarities between the experiences of the respondents. When these similarities occur, stronger conclusions can be drawn since it is more likely to be present in multiple cases.

## Chapter 4: Results

In this chapter the results and answers to the sub questions posed in the beginning of the thesis will be researched and concluded. They will be based upon the outcome of different theories, texts and data already conducted and gathered by other researchers or research bureaus as well as the outcomes of the interviews held. Together, they will help build the answer to the sub questions eventually leading to the answering of the main question.

### 4.1 Education

Education is seen as a possible barrier in the process of labour mobility. Therefore, it is seen as one of the major aspects in the establishment of labour mobility. The first aspect of education which was mentioned in the theory section was the aspect of the higher the education a worker has, the bigger his willingness to travel for a job. Looking at Spain, the CBS shows that in the years 2009, 2010 and 2011 the high educated workforce of Spain as a percentage of the total workforce lays around 30%. What also can be seen here is that the highly educated are way less unemployed. Compared to the lower educated workforce this lays at 22% for the lowest educated of Spain and just 9% for the highest educated of the workforce (CBS, 2018). What can be concluded from this is the following, the highly educated youngsters in Spain are not in the need for a job in a foreign country, which could be the Netherlands since they are mostly employed in their own country. However, the lower educated workforce in Spain could be using a job since their unemployment rate remains a lot higher. However, as is noted by Van Dalen and Henkens (2010), people with a lower education are less likely to move or even migrate for a job. This is because for them the move contains more risks and the costs of moving will take a longer time to gather and pay back. Besides that, the lower educated Spanish youngsters are way less capable of speaking another language besides Spanish. The level of English amongst these lower educated youngsters is seen as a barrier for labour mobility by all the respondents of the interviews. Antonio for instance mentions this problem among lowly educated workers, he says:

*“Now if you talk with anyone without studies in Spain they won’t speak English for sure but if they already have some kind of degree or anything like that, then they definitely will speak it.”* (Appendix 1, Antonio). Victor as well speaks of the lack of being able to talk English among the lower educated workforce. He experiences that you would only learn English on a conversational level if there is a strong necessity to do so, he states: *“... that people only learn English when there is a strong necessity. That the strong necessity is usually people that want to work abroad.”* (Appendix 1, Victor). Antonio also aims at this by saying: *“... when you don’t have that need of speaking English, you don’t invest your time in doing that.”* (Appendix 1, Antonio). They both agree upon the fact that the lower educated people never experienced that urge or necessity until they lost their job. By then it would have been too late to master the English language for the most and it has resulted in still not speaking the language.

An important aspect in the exchange of labour is not only the availability of the workforce. It is also key to see if the two countries for which the exchange is applicable have a match between job vacancies on the one hand and workforce on the other hand in the same sector.

What can be seen is that the main unemployment in Spain takes place within the industry and construction sector. This is also where the origin of the high unemployment in Spain amongst the youngsters originates from. When the crisis hit in Spain, the industry and construction sectors were hit the hardest and what followed was a high amount of layoffs in these sectors, with 120.000 Spanish youngsters, that is between 16 and 25, in total were without a job in 2010. All of these youngsters

educated in either the industry or the construction sector (Instituto Nacional de Estadística, 2018). Now, in 2018, the number of unemployed youngsters in the same sectors have dropped to 40.000, given by the statistical bureau of Spain (Instituto Nacional de Estadística, 2018). When we look at what the Netherlands is asking for, in terms of labour force and in which sectors the most people are asked, we can see that this is mainly workers in the construction sector. Both the EIB and the UVW, Dutch economic and labour bureaus, present numbers where the growth in the Dutch construction sector can be spotted. The UVW states that in 2018, a total of 13.000 jobs will be added in the construction sector alone. The Dutch industry sector is growing as well. Over the last three years this sector is growing with around 3% a year. This also means a need for more employees in the industry sector (CBS, 2018). This looks like a huge chance for also Spanish youngsters to take and get a job in the Netherlands. This opportunity is also recognized by the respondents. However, they do state that the opportunity is unknown or not discussed within the Spanish society. For example, Maria was looking for a job in the Netherlands while in Spain but she said “... it was very difficult” (Appendix 1, Maria).

In short, the opportunities for the Spanish youngsters are available in the Netherlands. The match in the construction and industry sectors are evident and the statistics point out that a match can be made, however, the fact that the lower educated are less likely to move or migrate for a job has to be taken into account. It is unclear how much of a role this factor plays but it can be stated that this in fact forms a barrier as far as education is concerned. Another barrier is the lack of information in Spain regarding the opportunities that lay on the other side of the border. It seems that the Spanish youngsters are quite unaware of the options in the Netherlands.

#### 4.2 Cultural differences

Before was noted that an important aspect of culture is language. What can be seen in the European Union is that language is a big issue regarding labour mobility. This can either be beneficial to the migrant flows or unfavorable. In the case of Estonia and Sweden, it is seen that the language is an important factor in going to foreign lands because the people are able to speak a language other than their native tongue. Even in secondary class, 75% of the Swedish and 60% of the Estonian pupils are capable of speaking a first foreign language. This is a lot compared to the numbers of the Spanish youngsters. Here, only 27% of the same aged pupils can speak a first foreign language (Barslund and Busse, 2014). This already indicates a lack of foreign language skills in Spain and can partly explain the difficulty they have adapting to their new country. These statistics are supported by the experiences of the migrants. All three of the interviewees suspect that language is the biggest barrier in the migrant flow from Spain to the Netherlands. Victor said:

*“But in general the people in Spain would be concerned because the level of English of especially of people in my age range, younger people would speak more but more willing to come to the Netherlands, but also that people is a bit scared of Dutch”* (Appendix 1, Victor).

He points at the fact that the level of English is not that good, however, he does mention that it is improving under the youngsters nowadays. He also mentions that: *“...the language is not embedded in our society and our accents make it so much harsher or harder”*. (Appendix 1, Victor). Antonio however, disagrees with Victor about the current level of English and states, in similarity with the data of Barslund and Busse (2014), that: *“if you talk to anyone without studies, they won’t speak English for sure”* (Appendix 1, Antonio). Maria experiences the language barrier as well as the biggest obstacle in the migration flow towards the Netherlands, *“... well the only barrier is the language I think”* (Appendix 1, Maria)

Thus already can be seen that language is one of the issues holding the Spanish back from migrating to the Netherlands. Another explanation could be the difference in other aspects of culture. Previously, the model of Hofstede was explained and with this theory, both cultures can be compared and possible differences can be spotted or swept away. The four major dimensions of Hofstede are repeated here:

1. Collectivism versus individualism;
2. Power distance, high or low;
3. Uncertainty avoidance, high or low;
4. Masculinity versus Femininity.

In Hofstede's research (1984) he has conducted a survey with participants from over 50 countries, including participants from both Spain and the Netherlands. With these scores, we can examine how the Netherlands and Spain compare on these scales and with these scores compare their cultures. Looking at collectivism and individualism, Spain ranks with a score of 51, and the Netherlands on the other hand, results in a score of 80. Ranked out of the 50 researched countries, the Netherlands ranks 46th and Spain ranks 31st. This means that the Netherlands is ranked as one of the most individualistic countries, whereas Spain is more collectivistic oriented but still tend to a more individualistic society.

In the section of power distance, the Netherlands scores 38 and ranks 14th out of the 50 countries that participated in the survey. Spain on the other hand, scores 57 and ranks 23th. What can be concluded from this is that both cultures do not differ that much on the part of power distance. The cultures are quite similar at this point because both countries are ruled by a democratic regime. Only a slight difference is noted in the fact that in Spain the public is less satisfied with the way of governing.

For the uncertainty avoidance we can see that the Netherlands scores 53 points, which leads to a ranking of 18. For Spain there is a score of 86 which means a ranking of 41. Here we can see a big difference between the two countries. The Netherlands tends to a very low uncertainty avoidance whereas the Spanish culture scores very high and therefore tends towards a high uncertainty avoidance. In the Netherlands this means that everything is more easily accepted and people are capable of adapting to new ideas and accepting these new ideas. This also works through in the work environment. The Dutch are as a consequence of the low uncertainty more open towards one another, something that is uncommon in the Spanish work environment. In Spain, on the other hand, the society is more used to strict ideas and fixed patterns also for the future. This is partly because of their close and tight relationship with family and friends. Leaving them for a whole new environment is less likely to happen in the Spanish culture. This could also mean that it is not in the nature of Spaniards to risk something quite big like migration. In the interview with Maria, the strong bond with family was also mentioned as a big influencer for Spanish youngsters not to go abroad, it is then more present than in Dutch culture, which can be explained by the statistics of Hofstede. She said "*Being far away from family is a big issue in a way, so you would think twice before making a move*" (Appendix 1, Maria).

The last aspect of culture named by Hofstede (1984) is masculinity versus femininity. Here the Netherlands scores extremely high with a score of 14, which ranks them 3rd. For Spain, their score is 42, which ranks them 16<sup>th</sup>. We may assume that both countries can be labelled as feminine and are therefore comparable to each other.

A last point that came forward in both the interview with Antonio and Victor was the factor of weather. They both argued that the weather formed an obstacle in the migration from Spain to the Netherlands, as Victor said, *“The biggest, when I talk with my Spanish friends and they would say the biggest concern would be the language, and well a bit maybe the weather”*. (Appendix 1, Victor). And also Antonio spoke of the weather in answering the question why Spaniards still would not come here even if they could speak English, *“I think it’s the weather, solely the weather”* (Appendix 1, Antonio).

What can be concluded for the factor of culture is that there seem to be two major factors of culture that contribute to the hindering of young Spaniards migrating to the Netherlands. The first clear barrier formed by culture is the language. Just 27% of the Spanish youngsters are capable of speaking a second language, as well as all the respondents experience this difficulty with their fellow Spaniards. They all mention it as maybe the biggest barrier in the process of labour mobility. This hinders the migration for Spaniards since first communication is difficult. The second barrier posed by the aspect of culture is explained by one of the aspects of Hofstede, the so called uncertainty avoidance. Here it is noted that not so much the difference between the cultures is an important hindering factor but the Spanish culture on its own is hindering the migration, which was also mentioned by Maria, who sees that family is of big importance to many Spaniards. Because of the connectedness of the Spanish to their close family and friends and their rituals in their work environment, they are less likely to move or migrate.

#### 4.3 Legal boundaries

At the moment the EU has taken initiative following the Schengen Agreement with the formation of a Single Market project. This uses the focal points of the Schengen Agreement, i.e. the free movement of goods, services, capital and citizens. This then also includes the movement of labour, more commonly referred to as labour mobility (European Commission, 2018).

Juncker, as the President of the EU at the time, opted in September 2017 for a so called European Labour Authority. This should take away the legal barriers that are in place now. The European Labour Authority (ELA) *“...should legitimise and facilitate cross-border cooperation between national competent authorities.”* (Cremers, 2017). The ELA could be stepping in at times where problems regarding labour mobility come forward. They will also offer support for EU countries with the aim on Union law and cross-border enforcement, in other words making the relation on the ground of labour between both countries better. This is not only in direct cross-border relations such as the Netherlands and Germany, but it can also regard labour mobility that concerns countries that do not share a direct border but are both included in the European Union. For example, the Netherlands and Poland or Germany and Italy. But in this case, the main focus lays on the situation between Spain and the Netherlands.

As noted before in the beginning of this research, no proper organization is yet in place to facilitate the labour mobility between the Netherlands and Spain. The problems that consist of the legal boundaries were only just recognized by the European Union itself, following the late action towards easing the labour mobility across the national border. After the Schengen Agreement, which was made effective in 1995, it took the EU 22 years to acknowledge the problems present in the international European labour market. It will yet take another 5 years, in 2023, when the ELA will be effective itself. The ELA will be an organization that can at least ease the labour mobility problems, but hopefully aid even further. The main point of aid that the ELA promises to deliver in the area of labour mobility is simplifying the cooperation between EU countries. This will be done by integrating smaller committees

and/or networks into the ELA (European Commission, 2018). This can be of big importance to the case presented in this research.

Looking at the Netherlands and Spain, it was seen that there is yet to be formed a successful organization on the field of labour mobility. The EURO-regions had no effect on the cooperation between the two countries, because there was a lack of a sharing border. Therefore, they were not included in smaller projects or organizations focusing on labour mobility across the border. Neither were the both of them included in overarching projects set up by for example the Interreg organization. (Interreg, 2018). Both the Netherlands and Spain were included in bigger transnational projects but not in the same ones. This automatically leads to a lack of information flow and connection between the two countries on the field of labour mobility because there is no connection on institutional and governmental level. This can be seen in the current flow of labour migrants from Spain towards the Netherlands (CBS, 2017). Regarding the potential, it is clear that there is yet a lot to gain. One of the main barriers that is currently stopping this potential to grow is then the legal boundaries. Because there is not yet an organization in the field of international labour formed by the EU that specifically involves both parties rather than all EU countries, no cooperation has been established between the Netherlands and Spain. And therefore, the potential flow of workers has not come to live up to its potential. With the formation of the European Labour Authority, a new step towards a growing flow of workers has been taken.

However, this is still an overarching project which again includes all European countries. This has proven to be quite unsuccessful for the Dutch-Spanish mobility relation as there is yet to form a steady flow when the possibility presents itself over the past 32 years, since the Schengen Agreement.

Besides the lack of organizational help in migrating from Spain to the Netherlands, coming to the Netherlands for a Spaniard as a working migrant is harder than it would be expected. Since both countries are part of the Schengen Agreement, implemented in 1995, theoretically it seems to be an easy transition, moving from Spain to the Netherlands. With the free movement of people and labour included in the Schengen Agreement, no real problems should appear in moving for labour purposes to another Schengen country (ECB, 2006).

However, in practice it is a lot different. JustLanded is an organization which helps and guides migrants with their paperwork before and during their migration. They come with a guide explaining what to do to become a legal immigrant in the Netherlands. Thanks to the Schengen Agreement, Spaniards aren't obligated to request a so called MVV (Machtiging tot Voorlopig Verblijf).

However, a TEV-document (toegangs- en verblijfsdocument) is required for a stay longer than 3 months in the Netherlands. In order to get this TEV, a number of documents is needed, but this differs from what the reason of the immigrant's stay is, f.e. work, study or differently related. They include for starters a health insurance which covers medical in the Netherlands, but also documents regarding current work and/or pension information. These documents are required to be handed in either in Dutch, English, French or German. If that is not the case, the forms will not be accepted.

Following up on that, the forms need to be translated into one of these languages by a registered translator, on the initiative by the immigrant. When all this is arranged, the immigrant has to wait 90 days for the answer of the Dutch government if their request is accepted. When this is completed, the immigrant can move to the Netherlands.

Also, the “Agencia Internacional” states that one of the difficulties for cross border labour is the set of arrangements the employee has to take before being able to work in a foreign country. The Agencia Internacional is an organization that provides aid in setting up a business in the Netherlands for Spanish speaking entrepreneurs. This is the case, even within EU borders. They mention that within Europe every country has their own labour and social security legislation. This complicates the transition of living and working in different countries. Lots of arrangements have to be made in order to even get the chance to work in another country (Agencia Internacional, 2018).

This difficulty was only experienced by one of the respondents. Both Victor and Antonio were aided in their migration process by their respectful companies. Maria, however, was not because she was out of a job when she arrived in the Netherlands and therefore did not have a company aiding her in the process. She experienced it as “... a tough process” (Appendix 1, Maria). The reasons she gives for it are on the one hand the lack of action and initiative from the Spanish government offices where she applied for the papers. She experienced it as if it were that “*governments are not really interested in people moving across countries*” and she also described the lack of action with the terms of “*hidden information*” and “*I had to fight for it*” (Appendix 1, Maria). She then concludes with praising the Dutch government’s efficiency and states that “*to arrive is easy, but to leave is quite a hustle*”.

In conclusion, the factor of legal boundaries can form an obstacle in the process of labour mobility. However, this seems to be easy to work around once the steps that are given are taken. What is more the case is that the Spanish people do not know their way around the documentations and when and where to apply for which document as can be seen in the example of Maria. This issue however, can quickly be eliminated with the right people in place. It is therefore more an issue of information about documentation that is the real barrier instead of the documentation process itself.

## Chapter 5: Conclusion and recommendations

In this chapter the final conclusions will be given, the answer to the main question will be provided and explained as will possible recommendations for further research or actions to be taken. The main question is: How come that there has been so little form of labour mobility from young unemployed Spaniards towards the Netherlands?

### 5.1 Conclusion

The major factors that play a role in the stagnating of labour mobility towards the Netherlands from Spain can be categorized in the concepts of the legal boundaries, cultural differences and in smaller form, education. The legal boundaries consists of lots of different aspects such as taxes, pension rights, housing but also becoming a legal working migrant. All these factors weigh up to the fact that it becomes very difficult for a single person to arrange all this by himself.

As far as the concept of cultural differences is concerned, this too has an impact on the current lack of labour mobility. What we can see is that language is a big issue because of the underdeveloped education in this subject in the Spanish schools. Here comes the factor of education to light, even though it is only in small matter. Besides the language, there are some differences in the cultures of the Spanish and the Dutch, according to the model of Hofstede. This too could be a factor in hindering the young workforce to migrate to the Netherlands. As also can be seen in the theory Hofstede put together, the Spanish have a need for a more structured live and closer bond to their family and friends, since their scores differ at these points from the Dutch. This too could explain the stagnating labour mobility from Spain to the Netherlands.

For education, it can be seen that here the match between the Netherlands and Spain is present. Current vacant positions, especially in the sector of construction, in the Netherlands can be filled by Spanish youngsters, in theory. The reason that this does not happen mainly lays in the factor of culture, but also in the fact that there is a lack of information on both sides of the market for both education and documentation. The lack of information in the aspect of education hides mainly in the form of not knowing that the opportunity to go abroad and find a job is present with the Spanish youngsters. They are mainly unaware of the possibilities in the Netherlands.

As a final conclusion, it can be seen that the previously anticipated impact of all the aspects used in the conceptual model of this research was not correct (Figure 1). Here the impact on the main concept of labour mobility was drawn as equal for all factors. However, after researching the issues per aspect, it is clear that this is not the case. The least impact on the factor of labour mobility in the case of Spanish youngsters moving towards the Netherlands comes from the factor of education. It does not form a barrier that based on this research should be taken into account as an obstacle in the labour mobility process. The Spanish education matches the Dutch labour market vacancies, although, it was also stated that lower educated people are less likely to migrate. This however, was not researched further and therefore it cannot be concluded as a factual barrier. The main gap hides in the lack of information about these possibilities.

The aspect of legal boundaries, or documentation, also has a little effect compared to the other factors. It solely consists of a barrier in the form of a lack of information which then makes it difficult for one person to make all documents in order, here again a lack of information about how to work through this overload of documentations is present. With the aid of a bureau or professional the whole barrier could be taken away.

The main obstacle for the limited labour mobility from young unemployed Spaniards towards the Netherlands is given in the concept of culture. Within culture it is twofold. On the one hand, the cultural factor of language plays a very big role since the ability of the Spanish youngsters to speak any foreign language is underdeveloped. This is supported by all three respondents because they all state that as the number one reason for the lack of Spanish youngsters working in the Netherlands. The fact that most of the lower educated youngsters in Spain are incapable of speaking English is the main hindering factor for the labour mobility between Spain and the Netherlands. The step to leave Spain for a country where you do not speak the language is perceived as the biggest barrier in the process in both the literature and the experiences of the respondents. On the other hand, the Spanish culture is more aimed at close relationships, networks and rituals. This has as an effect that leaving these relationships to family and friends and their own rituals is very difficult and not that common, which works through on the hesitation to leave their home country and therefore hinders the participation of Spanish youngsters in their labour mobility towards the Netherlands. This makes it that culture hinders the labour mobility more than the other two aspects.

## 5.2 Recommendations

There currently is a lack of information about the possibilities as well as the documentation process of labour mobility for youngsters from Spain towards the Netherlands and a cultural issue, divided between language and family relations, between the two countries. This research has pointed out where the lack of information is most present, that is in the categories of legal boundaries and education, and which aspects of culture is the main barrier in stopping the labour mobility from happening. What can be done in further research, is to investigate towards how this lack of information can be solved and distributed. Now it is known what the information has to be about and where the ambiguities are, the focus can be on where the information needs to be given and how this can be given in order to get the labour flow going to aid both countries and people.

The two aspects to give information about are in the factors of education and legal boundaries. For education, the lack of information is most present in the matchmaking between the asking and supply side of the market. Information needs to be given about the opportunity to come from Spain to the Netherlands. The problem here does not lay in the availability of work but in being aware of that availability in work. This could be an issue that can be taken up by the Spanish government, the European Union or the Dutch companies that are in need of new employees. The Spanish government can be of help in the distribution of this information and also the EU could step in to provide information on both sides. Also the Dutch companies themselves can take up the action and promote the opportunity that is working in another country, in this case the Netherlands.

As for the aspect of legal boundaries, the main gain can be won in Spain itself. For example introducing consultancies could be a step in the right way for the aiding of youngsters in the documentation process. These consultancies would be there to aid in leaving a country instead of aiding to arrive in the specific country. The other important aspects to improve upon are two factors of culture. With language, the improvement can be sought in the education of the Spanish youngsters.

The importance of speaking a second language should be noted by the Spanish government and implemented on the schools. Doing this, should take the barrier of language away and aid in the establishment of labour mobility from Spain towards the Netherlands. However, this would only be a long-term solution. It will not have any, or just little effect on the current Spanish youngsters since they are mostly finished with their school career. The other aspect of culture that hinders the labour mobility is formulated in the words of Hofstede, the so called uncertainty avoidance. Here again, a lot can be achieved with giving information to both the Spanish workers and the Dutch employers. The employers can, with this information, make the transition for Spaniards to the Dutch labour market more easy. From there the labour mobility from Spain to the Netherlands can be improved. However, it should be noted that making an adjustment in culture is very hard to achieve. The strong family bonds cannot be taken away just by giving more information about each other's culture. The development of technology could be important since then the mental distance between the Netherlands and Spain could become smaller with the invention of new devices.

As for possible further research, this could be done in the direction of the cultural aspects and how to remove or at least alleviate them. Here can be looked further into the aspect of uncertainty avoidance of Hofstede and with that the strong family bonds. With this maybe gather more information about the precise differences between the two cultures and further describe them. This then could lead to more clear ways and instructions for the Dutch companies on how to make the Spanish youngsters feel at home in the Dutch work environment.

### 5.3 Reflective discussion

During the research, the author has come up against certain barriers himself. First of all, finding the subject of the research was a difficult route. After several tries and brainstorm sessions, the analyzing of the labour market mobility between Spanish youngsters and the Netherlands was found as the subject of the research. Once the subject was chosen, the research came off the ground and the context and theory were established as the base of the further research.

In the beginning, the aim was not only to conduct the research with a desk-research method. I also wanted to conduct an interview to aid in the answering of the sub questions. However, due to a lack of timing on my side, the interview candidates were no longer available at the time of the research and the gathering of the results. This changed after the feedback of my supervisor Theo Soukos. It was noted that the need of interviews was eminent and the time was given to conduct these interviews, as I then did. Especially in the aspect of culture it was very hard to find good theory and especially regarding the differences between the Dutch and the Spanish. The number and background of the interview candidates can be expanded in further research. The gaining of extra, first-hand information could be very useful in conducting the research. The background of the interview candidates can be wider in research to come to explore multiple different situations. For example, an interview with lower educated Spaniards in the Netherlands can be helpful to find out their specific experiences with the language barrier. In this research, higher or middle educated Spaniards were interviewed. Another option for an interview would have been with an expert on the field of labour mobility within the EU. This would give a better view at the entire research, since, depending on the expertise of the interviewee, anything can be asked and can be clarified by them. Also, the information that was Spanish specific most of the times was written in Spanish. This was hindering the gathering of information as it was more difficult to understand this literature.

The positive is that once the first difficult steps were taken and the subject of the research was clear, the gathering of the data and reading of the literature became fun and very instructive. Thanks to this, I was able to learn a lot and I believe that in the end a good research was conducted. After the first time submitting the thesis, it came back with an insufficient result. But with the comments and instructions given by the reviewers, I was able to adjust the thesis and in the end submit it again.

I believe that the results of this research can to a certain amount be generalized. Especially the lack of information is likely to be present in a lot of other countries and relationships between countries as well, mainly then on the aspects of education, culture and legal boundaries. Looking for example at Greece, that deals with the same unemployment issues as Spain, also here these factors are likely to play a role in the hindering of labour mobility. Therefore, the same frame of the research could be used to compare different countries to each other. However, the limitations of this research should be taken into account and be applied on the new research with the new case. It then makes the research more reliable and trustworthy.

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## Appendix

### Appendix 1. Interview scheme and transcriptions

#### Interview scheme, semi-structured interview

##### Interview scheme:

Questions related to the three major aspects, explained as to why they relate to the aspect and therefore to the overarching subject of labour mobility.

##### Education:

Educational questions will have to do with different aspects. It is about the process of getting a job and also about the possibilities to get to a certain job. How did this go into work? Which agents or other parties were involved in this process or did the informant gain the knowledge him or herself?

- How did you find a job in the Netherlands? How did the process go?
- Did you find it hard to find a job once you arrived in the Netherlands? Or did you already have a job secured in the Netherlands when you were still living in Spain?
- Were you aware of the job possibilities in foreign countries when you were living in Spain?
- Did you ever consider as a youngster to move abroad for work? Why (has this changed)?
- Do you know any other Spaniards who moved to the Netherlands solely for work purposes? Have they followed a similar path?

Culture. As is noted in the theory section, culture plays a role in the establishment of labour mobility. Big differences in culture can lead up to an uncomfortable way of settling of the labour migrants. This may lead to stagnation of the migrant flow from one country to another and eventually to a decreasing of this migrant flow. Therefore it is important to notice if here lays a major role in the failure of the establishment of the labour migration from Spain towards the Netherlands.

- What do you think of Dutch culture?
- How does it differ from Spanish culture?
- How did you adapt to your new living environment?
- Is there a difference between the Dutch and Spanish working environment? What is it?
- Was it difficult adapting to these differentiations to what you were used to?
- How do the Dutch workers react to you as a Spanish worker?

Documentation. The process of documentation is mainly a process of papers and strict rules, which would make it hard to research on an empirical basis. However, it also is a process of experience. The proximity, openness and the popularity of aiding organisations are of importance here. Are they for example easy accessible for interested Spanish youngsters? Do they make themselves known enough?

- How did you find it to work through all the administrative issues, such as insurance, pension rights etc.
- Did you have any aid in this process? By whom?

**Transcription interview Victor Sanchez Chumillas.** A 44 year old Spaniard who has been living and working in the Netherlands for the past 16 years. Referred to as Victor in the text.

Interviewer = Roel (R )

Interviewee = Victor (V)

**Coding:**

education

culture

documentation

other

(R) : First of all, thanks again for being able to help me. I will ask you question in three different subjects because there is uhm I did some desk research before of course, and I came across three major aspects that are of importance, and that's education, culture and documentation, these play a role in the migration and so first of all can you just for the record tell a little bit about yourself and how you ended up here in the Netherlands.

(V): So basically, I started, I came to the Netherlands 16 years ago. Originally "... " that will say that I was assigned here with my company but that I was not, how do you it, a resident.

(R) : Yes

(V): What happened at the time was, that I was at the time dating a german woman. She is my wife and we decided that the Netherlands was a good country for both of us to live because we could make for example starting a professional life without speaking the language, dutch, it was not the same in Germany, and I did not want to work in Spain. So we decided that the Netherlands was the best place for moving here both of us and that was 14 years ago to the local office of my company and I have been living here in the Netherlands. Now I speak Dutch and my son is going to the education here to the local education and all.

(R) : So if I understand it correctly, first of all you were moved by your company to the Netherlands, and later that turned into a more secure job, for permanently staying in the Netherlands.

(V): Yeah originally, I still belonged to the Spanish office and the company was paying me some kind of extra salary because I was working here, but I was **still paying taxes** in Spain and complicated and after a few years I did a change and requested a transfer as a full employee of the dutch office, and then my situation became that like a standard Dutch employee

(R) : Okay, yeah, about those taxes and all, did you get a lot of help from inside the company?

(V): It was kind of gradual, I was already two years in the Netherlands. Already **I got help from my organisation so it was not too difficult,** because in my office, official office in Spain, I had never been working in Spain because before I was working for three years in Portugal, so I was a bit already used to living abroad.

(R) : Oh yeah, so you never really worked in Spain?

(V): Not with that company, before I joined that company I was working in another company, and the first day that I joined this consulting company they gave me a ticket to Portugal and set me free, basically I only came back for a month between Portugal and the Netherlands.

(R) : And that was always your goal, not to stay in Spain and go abroad?

(V):Yes, personally I have always wanted to work abroad, I was always, it did happen in a natural way but it was always gonna, I ....

(R) : Can you still hear me?

(V): Maybe I can stop the video and maybe then it is better for the audio.

(R) : Yeah maybe yeah, I have a black screen now.

(V): Okay I have stopped the video so if you also stop the video maybe the quality of the sound is better.

(R) : Yes, let me see. Mine is completely black, but you can still hear me right?

(V): Yeah I can hear you

(R) : Yes I can hear you better as well now, I have got the question here so I think it's okay to continue.

(V): Okay, sure.

(R) : So the Dutch, you have been living here for 16 years now you said, do you notice a lot of difference in culture between the Dutch and the Spanish.

(V): Yes, quite a lot, and that is one of the key reasons why I stay here from the work aspect, **the working environment in the Netherlands is much much better than in Spain.** There is more flexibility, there is more understanding of a personal situation and also **the work environment in Spain is much more hierarchical**

(R) : In what way?

(V): So if your boss says something you need to do it because the boss is saying so even if it does not make sense. Here I would say it is quite the opposite because the boss would ask your opinion in front of other people. So I find it to be a **more open environment.** This can be experienced as "opstandig" but in general I find it very positive. That is from the professional point of view. On the other hand I find the Dutch, **in the personal kind of view, the society a bit more closed** or less open than the Spanish. When it comes to meeting or with friends it is much more organised. In Spain, the tendency is much more like, if you go for a beer today, yeah let's go out. Here it is more like **planning** three weeks out.

Like, Hey why don't we go for dinner or meet towards three weeks. So that was like a different way of how society works on personal.

(R) : Did it take long for you to adapt to that or was it quite easy?

(V): Not really. The thing is I have always tried to adapt to the local customs. Like when I was living in Portugal as soon as possible to adapt, to learn the language, to stop, not behave like a foreigner but try to behave like a local customs and the way of doing things.

(R) : And you of course of family in Spain as well, was that also a hard thing to do to move permanently to the Netherlands or was it an easy decision?

(V): It was not difficult. I have family in Spain but it was not that difficult. I was already living abroad and at the time moving to the Netherlands was to be closer to my wife, my girlfriend. So it was a bit of an easy decision because I was building my own life.

(R) : Uhm and then something also about the documentation, or more about knowing which possibilities there are in foreign countries as a young spanish guy that is out of work. In the situation that is now is that in the Northern parts of Europe is a lot of work available for for example those people, do you think that it is like an advertising so that these youngsters know that there are possibilities in other countries?

(V): It is difficult to say from my personal experience because now I see more the everything from the Netherlands point of view. What I do know is that in my organisation there is a lot of people coming from Spain, Italy, Greece, either because they have been studying here in Delft, Groningen or Amsterdam or because they have seen because they have seen from sort of advertisement they see that brought them here. So I do think that it is a known fact. That work possibilities in Northern parts of Europe are more or are better than in Southern parts of Europe.

(R) : You already mentioned your personal experience with the taxes and insurance and sorts, do you know, because you have just said that you have been viewing things from a Dutch point of view, but do you know if there are organisations that are willing to help with that as well or could it just be company related.

(V): I wouldn't know, honestly I wouldn't know about that.

(R) : Okay, that is not a problem. You already talked about the both the work environment and the social environment. In Spain it is a lot different. Do you think that makes people scared to come to the Netherlands?

(V): From Spain?

(R) : Yes

(V): From the social part, no. The biggest, when I talk with my Spanish friends and they would say the biggest concern would be **the language**. And well a bit maybe the weather. But I think something that people will overestimate. In my case, when I came to the Netherlands, I was already used to speaking English everyday. And I knew I could speak Portuguese so I knew I could learn also a new language. And now I speak Dutch. For me, it's not a problem, I have the accent, I left the country but the accent didn't leave me. But in general the people in Spain would be concerned because **the level of English** of especially of people in my age range, younger people would speak more but more willing to come to the Netherlands, but also that people is a bit scared of Dutch.

(R) : So you reckon that that is one the or maybe the big barrier for Spanish youngsters to come to the Netherlands for example.

(V): Yes but it wouldn't be such a big barrier as for people that are moving to Germany. It is that, if you move to Germany you really need to speak German but **if you move to the Netherlands you can survive with English**. So even if you compare with other countries like France or Germany, still people will be more willing to move to the Netherlands.

(R) : Okay, let me check, it's already been really helpful, the small things you have told me. Oh yeah, you also told me that you know some fellow Spaniards who are living here. Do you know anything about their path to the Netherlands? Were they for example also sent out by their companies and then moved permanently or?

(V): I think there are in general the Spaniards I have met here, they followed two paths. One is that they have **studied at a Dutch university** and decided to stay and the others are people like I that **they were working in an organisation** and were placed in the Netherlands or sent out by the organisation. So those are the two main types of people I met. Is more people that have actively looked for a job in the Netherlands, I haven't seen so many. So they either come through the company or they studied at the university.

(R) : So then I assume, that these are mostly higher educated people?

(V): **Highly educated yes**, yes indeed. Because actually there will be no.. I haven't met any.. I don't think I have met any Spanish people in the Netherlands that was not highly educated. In the sense that has come to higher education. The only exception is the restaurant owners or a couple of people working in bars, those are the minority. In general the people I have met, the Spanish people here, they come from similar consultancies or the companies.

(R) : Or then the Dutch universities right?

(V): Yes, exactly.

(R) : That makes me think or wonder. Because one of the main reasons that would be the language and also there are only highly educated people makes me think that the lower educated people are very poor in English or learning a new language. So maybe that would be a small explanation as to why mainly highly educated Spaniards are working in the Netherlands.

(V): Yeah, just to give you a bit of background. I was born in the year of '74. So I am now 44 years old. People of my generation, even my brothers, their English is quite.. broken English. I mean **we wouldnt learn english**. we started learning english, but for us it was **an activity** in high school to learn English and actually I would say that I am exceptional in that way because I went to the United States in my last year and I was living in the States.

(R) : So you had to speak and learn English

(V): Yes, that is why I was above the average. Even in Spain, TV is in Spanish, movies is in Spanish. So it is not something that is embedded in the society. the language. so it's very difficult for Spanish people also because our language it has less sounds, so Spanish has 25 sounds and others have twenty something and thirty sounds, we dont have soft sounds and all that togehter, the fact that **we are culturaly, less that the language is not embedded in our society** and our accents makes it so much harsher or harder makes it that people only learn English when there is a strong necessity. That the strong neccesity is usually people that want to work abroad. Nowadays what you might see is that people that work in Spain in highly touristy or touristic areas but even those their english would not be a conversational English.

(R) : Just the language that they need to know for their job. Thats really on one hand logical but on the other hand.. it has not changed a lot?

(V):Well now it has changed, or **is changing**. Because now the school that I went to and now my nephew goes to is now a bilingual school. So it means some of the classes are in English. So you see that not only the english class but also other classes. Now you see that the level of English by the Spanish has improved a lot. But still it is not as common as here, the tv and the movies is in English here.

(R) : Thats really quite all I need to know. Thanks a lot again!

(V): No problem.

**Transcription interview Antonio Esteban Lansaque.** A 28 year old Spaniards who just started working in the Netherlands after finishing his master studies in Eindhoven. Referred to as Antonio in the text.

Interviewer = Roel (R )

Interviewee = Antonio (A)

**Coding:**

education

culture

documentation

other

(R) : First of all, thanks again for being able to help me. I will ask you question in three different subjects because there is uhm I did some desk research before of course, and I came across three major aspects that are of importance, and that's education, culture and documentation, these play a role in the migration and so first of all can you just for the record tell a little bit about yourself and how you ended up here in the Netherlands.

(A): Okay, yeah sure. It started like almost 5 years ago, I came here to Eindhoven to do my master thesis with Philips, I liked the subject that it was **doing my thesis** about so I came back to Spain to study a bit more for my phd and everything. One year ago my phd scholarship ended so I couldnt survive anymore without a proper salary. So i just got this offer through LinkedIn, I made some interviews and I always liked the Netherlands so I thought lets give it a try and here I am.

(R) :So basically you the opportunity came to you via your studies at the university?

(A): Yeah indeed, its very common that the recruiters approached you via LinkedIn.

(R) : Yes, I have already talked to some other Spaniards, some of those have the same story. They studied here and via that they got their job. Was that always like a dream or a goal for you? To go abroad and live and work there?

(A): Uhm, actually when I was here during my internship, another option was also to stay here, not to come back. I was doing good here already, so it was something that I liked. So it was in my mind already. But my dad got a bit sick so I thought I would stick around to be a bit closer, untill I got this offer, I couldnt say no so I came.

(R) : And then do you know more people around you, who followed the same route or did they have other possibilites?

(A): They are all a bit older, they are over thirty

(R) : Thats really old yeah, haha, and did you always want to come to the Netherlands or piece of chance that you ended up here?

(A): I definitely liked the Netherlands for me that was the most important thing. I didnt mind the rain and the clouds so. I dont know why “...”

(R) : Okay, I have been studying the subject for quite a while now and I would say that, from that studies, I learnt that culture works as a barrier for migration from Spain towards the Netherlands. How do you see this difference in culture?

(A): In general that **people are cold by nature**. They are not open people or people that talk about their feelings always. Not speaking loudly, and here people are more loudly etc. But the Spanish have an advantage here. People here kinda love Spain so that people when they know your are Spanish treat you better or in a nicer way. I have been in Barcelona and Valencia and it starts from there and they are nicer.

(R) : Do you also notice a difference in work environment between Spain and the Netherlands?

(A): Yeah huge difference. Here they pay you good. And if you work 40 hours and you work extra hours then you dont get paid in Spain and blablabla. Here you have like twice or three times the salary. If you work too much they say hey take a rest and go home. Work from home.

(R) : So its more flexible here in the Netherlands?

(A): Yeah definitely. Here I just told my boss that I was feeling sick and that I would work from home and it was all okay. **In Spain it wouldnt be possible, work from home.**

(R) :In Spain that wouldnt be possible? To work from home?

(A): No not at all

(R) :Do you think that, because there arent a lot of spaniards working in the Netherlands, but if you look at it like this, that the work environment in the Netherlands are a lot better than in Spain, why wouldnt there be more migrants from Spain coming to the Netherlands? Since it would be quite beneficial

(A): In Spain for some people **the weather is quite important**. So the rain and the clouds and snow is not... some people really need to see the sun every once in a while. Here sometimes it is impossible.

(R) :Now we are in luck

(A): Yes haha we are, but it is not that common.

(R) : No true, it is not. Do you also think that the habits there in Spain are a reason for them to stay? The habits or the language?

(A): Well **the language** is definitely super hard.

(R) : The Dutch?

(A): Yeah, learning it is going to take years.

(R) : But then, speaking English is already enough if you want to come here.

(A): Which makes it even harder to learn haha, people think why would I study for 4 or 5 years if the people are going to talk English to me anyway.

(R) : I have heard it before yeah, we are not really helping foreigners to talk dutch because we talk back in English anyway.

(A): That's a complaint that a colleague has haha, she speaks quite okay Dutch, but whenever people notice that Dutch isn't her first language, they switch to English and that bothers her, she keeps talking in Dutch and Dutch so that the people switch back to Dutch too.

(R) : Yeah that's a good way to learn. But then in Spain, how is the level of English? Because not knowing Dutch is not really a barrier, because we can speak English. But still they are not really likely to come here, why do you think that is?

(A): I think it's **the weather, solely the weather**.

(R) : And how is the level of English among young Spaniards now?

(A): That is true, definitely we don't talk that much English in Spain, but if we come to the Netherlands, you come because you studied computer science or some kind of engineering and then **the level of English is quite good**. Now if you talk with anyone **without studies in Spain they won't speak English for sure** but they already have some kind of degree or anything like that, then they definitely will speak it.

(R) : So mainly the people here would be highly educated.

(A): Mainly yes, all of my friends for example, it is not something that I look for but almost all my Spanish friends are from "...".

(R) : That would be quite an explanation

(A): Also, the 30% ruling helps a lot.

(R) : And that is?

(A): The 30% ruling?

(R) : yes

(A): That helps a lot

(R) : Can you explain what it entails?

(A): You dont know what the 30% ruling is?

(R) : No haha

(A): Okay, so that's mainly the biggest most important reason that people come to the Netherlands. That is basically when you havent been living in the Netherlands for 3 years and you are highly educated, meaning master, phd whatever, and you get a job, 30% of your salary is taxfree. So that means like 700 or 800 euros extra per month over regular taxes.

(R) : I dont know, never heard of that really.

(A): Yes it is something that people doesnt like because it is an advantage that we have on the Dutch. It used to be 8 to 5 years and now down to three but that is the main reason why people chose the Netherlands chose over Germany and the UK because taxes in the Netherlands are quite high. So this 30% ruling kind of compensates it.

(R) : Ah yeah, was it a big change to change all the taxes and insurances from Spain to the Netherlands?

(A): Well when they show you the salary, they show you with the 30% ruling already, so when you see the amount of money I am afraid you cannot say no.

(R) : So that is mainly because of the company here, it is not quite a problem with the taxes and all that.

(A): No indeed, it is quite good.

(R) : Uhm because you have only been in the Netherlands recently. Do you have an idea that mainly lower educated people in Spain, the economy isnt great, the lower educated people are out of jobs, and here we can see that there are companies asking for lower educated people, do you think there might be a chance there for these lower educated people to come here or is that too big of a gap or something?

(A): It might be definitely an option but I think that **the language** would be a challenge for some of them.

(R) : Even the English?

(A): Yeah.

(R) : Cause currently at the Spanish schools, English is not obligatory or?

(A): Yes it is, but this is my idea, the Spanish language is quite a strong language, it is spoken all over the world, almost more than English. It hasn't happened to me that wherever you go, you find someone who speaks Spanish. I have been in a restaurant and was talking in English, because my family and all can't speak English, they saw me translating in Spanish to her and they switched to Spanish. It is quite common for people to speak Spanish. So when you don't have that need of speaking English, you don't invest your time in doing that.

(R) : So it is really a factor of not having to speak English than you won't learn it.

(A): Indeed, for example if you are Dutch, wherever you go, it is highly unlikely that you will find a Dutch speaking person. For Spanish is quite easy.

(R) : Thank you! It has been really helpful! For now I don't have any other questions really.

(A): Its okay, if you come across something, just let me know!

(R) : I will thanks again!

(A): Thank you!

## Transcription Interview Maria

A 30 year old Spanish migrant who has been living in the Netherlands since 2014, working since 2015 with 2 different companies. Referred to as Maria in the text.

Interviewer = Roel (R )

Interviewee = Maria (M)

### Coding:

education

culture

documentation

other

(R) : So basically I have got a few questions about Spanish migrants and how they have come to the Netherlands and how they experience it and all, and as I understand it you are a Spanish migrant, so you can just tell a little bit about how you got here and your journey?

(M): Uhm yeah, so I was working in Spain for my family company, I just finished my studies and I started to work there so after 5 years, I just wanted to do something else and experience other things of doing, but it was right in the middle of the crisis back then so it was the worst moment to change. But so sometimes your body asks for a change right, and you cant do anything else. I quit my job and I started to figure out what I wanted to do and uhm, with it a lot of travelling. I have a friend here in Eindhoven, working for Philips and I came to visit her for the weekend and I liked it here a lot. And she had a spare room in her apartment so I just asked her if she would mind me to stay here and look for a job. Because the situation here was a lot better than in Spain. Also I could feel here the freedom and the opportunities even with three or four days that I was here. So her story is also, not similar, because she came here for work, but if you for work to another country you just dont have time to meet people in a way, so she was for a year and she knew some people but it was also kind of lonely for her so she agreed to have me over, so I just moved here,

(R) : Since when have you been here?

(M): So that was april 2014. I quited my job around september 2013, then I was kind of doing internships to get into other fields in Spain, just to try. So then I came here, so yeah that was april 2014.

(R) : You only started looking for a job when you were in the Netherlands? It was not like you were in Spain already looking for a specific job in the Netherlands?

(M): Well, I did, because after I came to visit my friend I didnt tell her anything, it just crossed my mind and then I came back and then I was looking for jobs in the Netherlands. Then I realised it would be quite difficult to find a job from Spain, it would take forever, that would be easier to do it from the country itself.

(R) : So then in Spain it is not really a known opportunity to go abroad?

(M): So what do you mean exactly? If I could find a job and then move to another country with this job or was it difficult to find in the Netherlands from Spain?

(R) : Yeah the second one, to find a job in the Netherlands from Spain.

(M): Yes, it was very difficult, what I realised looking for a job here, it is quite a small country and then they really need to see that you fit in the team in a way. Also its much less than in Spain, also having somebody that you know in a position its quite important here as well.

(R) : So having a network in the Netherlands would have been really helpful?

(M): Yeah, yes correct.

(R) : So when you were in Spain you werent really aware of the job opportunities but when you came here it was all easy, or much faster and you got a job quite quick or?

(M): That is what I was thinking but now I dont know what would have been faster actually, I came here up untill I could find a job, but if you talked, I dont know how many interviews have you done and I dont know how many cases similiar to mine but usually it is with people moving to a new country to build up a new life lets say it is actually takes a year. Everybody that I spoke it is a year, nothing less.

(R) : To settle in and all

(M): Yeah, and also you go through this process right, I was export manager with my company in Spain and I was looking for a job like the same, right. And then at some point it looks like, okay I wont be able to start from that point, I should low my standards. I didnt speak Dutch, nobody knew me

(R) : You did speak English?

(M): Yes, I did speak English and quite okay, but still I wasnt Dutch, I couldnt speak Dutch so if I could only lets say have opportunities with Spanish related jobs, and most of those were customer service, call centers, this kind of things.

(R) : Yes

(M): So therefore, I said to myself, I need a job and that is what I did. I just took a customer service job. It was an American company that was developing its customer service here in Europe. Therefore, it was a little bit more than only customer service, and that is why I leaved. I got rejected because I was underqualified and sometimes because I overqualified.

(R) : But now you got a job for over 3 years?

(M): Well, I started to work in the IT company and then I have been there for more than one year and a half. And now I am in VDL, which was one year in september.

(R) : I have also talked to some other Spaniards as well and they notice a huge difference in the work environment between the Netherlands and Spain, do you notice this as well or can you explain a little bit about that?

(M): Yeah, uhm, what I have notice mainly its about **the hierarchy**. So in Spain, the boss is the boss, you really need to you know, measure your words and uhm you can approach him when he is available for you.. it is **really tight** lets say in this sense. Instead **here, it much free**.

(R) :Much more open, with the relationships between the boss and the employees.

(M): Yes, lets say.. **horizontal** in a way.

(R) : Do you like that better?

(M): I do! **It took a while to adjust**. In Spain you would just do whatever the boss asks you. Here instead, you can say no. Your superiors can ask and ask and ask and you can still say no. We go like, we dont want to say no to our boss. So most of the people that I know that have been working in quite high positions I would say, they would always come with the same, like burn outs and etc etc, because they are just swallowing everything and they didnt say no.

(R) :Thats just then getting used to the new work relations?

(M): Yeah, it is not knowing how to say no to your superior right, like here I say people like no no, this is not I am not going to do this or that is not my job and its okay, and it is not a problem, but we dont know how to do that haha, so we would say yes to everything.

(R) :And on a social level, do you also notice the difference in culture between the Spanish and the Dutch?

(M): Yeah, uhm..

(R) : In what way?

(M): It is mainly.. I have been hearing a lot that the **Dutch people are very straightforward**. I wouldnt say it like this, I think that Dutch people are **very opiniated** in a way and they have the urge of sharing in a way which is also fine it is not that it is uhm that it shouldnt be, but in Spain, even when you have an opinion there are some **polite rules** lets see, some social rules that wouldnt let you express it in a way, you would always uhm **try to please the other person**, that sometimes leads to misunderstandings or miscommunication and here not but sometimes here for us conversations can turn a bit rude in a way.

(R) : Yeah cause you are not really used to the openness in a way?

(M): Yeah or these thing of yeah, like in Spain you would give your opinion if you ask for it, like if I ask you be honest and please tell me but here people is just honest **boom straight ahead**

(R) : Without a warning

(M): Yeah like I dont really care what you think but okay.

(R) : Haha lets get back to your work, how do your colleagues find it with you being Spanish, was it also a barrier or quite fluent in adapting to your new environment there?

(M): Well **the only barrier is the language** I think. For the rest, **the culture is very open**. I havent feel, felt sorry, any racism or like.. not at all, but the language is very difficult because sometimes there is content and then yeah it takes longer to be part of the group.

(R) : It really is one of the points that everybody talks about, the language, that it is the most, the biggest barrier in the work environment and also maybe social. Because the level of English in Spain is quite divided from what I have heard, the **highly educated people do speak English quite well** and the **lower educated people are quite poor**, is that a correct image?

(M): Yeah that is exactly how it is.

(R) : So that also maybe results in only highly educated Spaniards coming to the Netherlands? Do you think that might be true?

(M): For people that **speak English** lets say, its a better option, if you want to move here within Europe, because of the brexit and everything it is also much easier than UK and here in BeNeLux you are sure that in the beginning everybody is going to understand you.

(R) : Yeah, was it also a process to get all the insurances and taxes and all in order or did you have any help with that by some company?

(M): Uhm, well as I had a friend living here, I asked her and then there is this centre, **The Hub**, here in Eindhoven

(R) : Yeah I know it

(M): So yeah and then there is the expat centre which is right next to it, so then I went there and asked for information and then I was actually quite surprised about how well it works here the system, so fast, like in Spain **the bureaucracy is so slow** that it would take ages and here I remember that maybe the first month I was all settled.

(R) : You were surprised by that. you didnt know when you were in Spain that it was all possible so quick and efficient?

(M): Yeah exactly, I knew it would be possible, but I expected it would take longer.

(R) : So you already mentioned language as probably the biggest barrier for Spaniards in coming to the Netherlands, do you think there might be something else or something related to that that could also be a big barrier in the migrant flow?

(M): Uhm, yeah, I think so **the language thing**, you experience it when you are already here, and it is only related to work and looking for jobs and everything that you realise that in most positions they ask for Dutch, uhm, but then about barriers, I would say it is more personal. I would say that **family for Spaniards is quite important**, much more than here. Here it is important as well but it is another approach, lets say for us. Being **far away from family is a big issue** in a way, so you would think twice before making this move.

(R) : That is also a thing that I have heard already, you are not the only one that came up with that, so it is more like, that family is more embedded or more important in Spanish culture, so in that way it forms a barrier to come to any other country, not specifically the Netherlands, but in general?

(M): Yeah, definitely. For instance, when I was working in this American company, I just did for the experience in customer service. Then I made the move to project manager in a technical department but then I knew that at some point I would want to go further and grow in the company I would have to **move to the US. It stopped me**, then when VDL came, I wouldnt want to be that far away from Spain you know, I could take a flight with ryanair and transavia I could spend the weekend if I was going to be sick, homesick right but I wouldn't be able to do the same if I moved to the US.

(R) : Yeah thats.. also a point of culture then I reckon.. basically I came across three major aspects and thats the culture, what you are saying as well, is really the major obstacle, culture in combination with language and combination with family, that is quite hindering for people to move.

(M): Yeah

(R) : Thats really all my questions so far, thanks a lot again.. If you would like, I could send you the whole thesis when I have finished it, I can just e-mail you that if you are interested in reading it.

(M): Sure, can I ask you what is the objective of the project itself?

(R) : Well, I came across two things, one thing was the unemployment rate in Spain, mainly among youngsters, which was really really high. It was up there with Greece and I think Italy and it was alarming to see. And then I also saw in the Netherlands that there were a lot of vacancies in the lower educated jobs, so then I began to wonder why, since we have the European Union, combine those two things and make sure that for example the Spanish youngsters fill the vacancies in the Netherlands so that both in the Netherlands and Spain for everyone it is beneficial, but it doesnt really happen like that and I was curious to see why that is.

(M): Yeah, and also for instance, there is another thing I havent mentioned. When I came here I was getting the **unemployment subsidy** from Spain, so I came to realise that I could just bring my **unemployment subsidy** from Spain, but that was really **a tough process**, I had to really investigate if I could do so, I had to present a bunch of papers to actually show I would look for a job here, that I was

not just on vacation, I had to talk to a lot of people in the Spanish office and it was like a **hidden information** right, this is the matter, **people dont really know** that the can actually get the **unemployment subsidy** to here and have some time to start a new life in a way.

(R) : So that process of finding out that was possible that took a long time also?

(M): Yeah it was actually like you said right, I was surprised this is Europe, but not really, because locally, every country has their own rules and own stuff and yeah the **unemployment subsidy** can be, there is a flow within Europe of it but it is not that clear or easy to find this information, its really a lack of both willingness and it looks like **governments are not really interested in people moving across countries**.

(R) : You have had to find it out all by yourself then?

(M): Yes and fight for it, in Spain. Because when I went here, I also had to present some papers, like I get the money from Spain but I get it here and you have to arrange that with the **unemployment office** here, that was quite fast. **To arrive is easy, but to leave is quite a hustle.**

## Appendix 2.

Scheme used in the gathering of data

### Data Gathering Method

Google Scholar as database  
for articles and research

Key words in the search bar:

- Labour Mobility (Theory);
- Labour Mobility in Europe;
- Labour Mobility within the EU.



Resulting in three main aspects of "Labour Mobility" e.g. education, documentation and culture. This brings about new search terms:

- |  |  |   |
|--|--|---|
| → Education in labour mobility;        | → Legal boundaries in labour mobility; | → Dimensions of Culture;                |
| → Education factor of labour mobility; | → Legal issues in migration within EU; | → Effect of culture on labour mobility; |
| → Education effect on labour mobility. | → Documentation labour mobility EU.    | → Cultural differences in migration.    |

Statistical Bureaus as database  
for numerical data

International statistical bureau:

Eurostat;

National statistical bureaus:

The Netherlands: Centraal Bureau

voor de Statistiek;

Spain: Instituto Nacional de

Estadística.

Statistical categories  
useful for the research:

- Migration
- Labour market
- Current (Un)employment
- Educational level and sectors

(Author, 2018).