Shaping smarter and more sustainable cities: striving for sustainable development goals

Rome (IT) 18-19 May 2016
MANAGING THE GEOGRAPHICAL LABOUR MOBILITY AS A STRATEGIC TOOL TO MAKE COMMUNITIES MORE COMPETITIVE

WHAT I WILL SPEAK ABOUT

① There’s “labour mobility” in the AGENDA 2030?

② How does labour mobility fit with SSC?

③ Best practises in labour mobility
1) There’s labour mobility in the Agenda 2030?
2) How does labour mobility fit with SSC?

A Smart Sustainable City: “starts a community on the path to become competitive for talent, investment and jobs” (Aoun-Schneider Electric - 2014).

Geographical labour mobility can be a strategic tool in addressing new economic and social challenges and a potential trigger of economic growth, making communities more competitive and efficient for talent, investment and jobs.
A lack of skilled labour will be one of the main obstacles to economic growth in the coming years:

- skills mismatches (imbalances between what employers need and what job seekers offer) related to geography, sector and mobility;
- skill shortages and skill gaps (too few people with the required skills);
- structural unemployment (too many people without the required skills).
2) How does labour mobility fit with SSC?

Which Labour Mobility?

ECONOMICAL MIGRATION

Threats:
1) Brain Drain
2) Brain Waste
3) Lack of integration
2) How does labour mobility fit with SSC?

Which Labour Mobility?

BRAIN CIRCULATION

Opportunities:
1) knowledge transfer
2) innovation
3) human capital development
2) How does labour mobility fit with SSC?

Labour Mobility Demand

71% of millennial want to work outside their home country during their career

20% the number of female assignee abroad has doubled in the last 10 years from 10% to 20%
2) How does labour mobility fit with SSC?

Labour Mobility Supply

75% of companies expect to increase their population of mobile employees in the next three to five years, but...

... just 2% of companies currently consider their mobility function world class.
3) Best practises on labour mobility

Key factors to foster the “good” labour-mobility

- a supranational governance (EU);
- a public-private cooperation (new EURES Regulation);
- an ICT platform featuring a set of tools regarding job postings, job tracking, searches, alerts, matching and data management (YfEj);
- ...

Labour mobility is a cornerstone in the EU integration. EU promotes labour mobility and assists the member states on the removal of existing obstacles:

- Directive on Free Movement of EU Citizens
- EURES network
- Mobility programmes for civil servants, students (Erasmus+), for entrepreneurs (Erasmus for entrepreneurs) for young and for over 35 jobseekers (YfEj - REACTIVATE)
3) Best practices on labour mobility

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