

Staff executives support workers' mobility

Europe faces remarkable regional disparities in the availability of specialised workers, making a mobile labour force increasingly important for employers. Around 50 participants followed the invitation to attend in October the first ever EURES meeting of staff executives from the Lake Constance area. The meeting, *International Personnel Recruitment*, was organised by the regional Crossborder Partnership *EURES-BODENSEE* and the *Industrie- und Handelskammer (IHK) Thurgau*, an association of more than 600 industry, trade and service companies in the Swiss canton Thurgau.

Both job seekers and potential employers face a multitude of mobility obstacles, such as different legal systems, problems with the recognition of diplomas, but also distinctive cultural conventions. The meeting had the task to recognise these obstacles and debate – with a special focus on the region – possible solutions. The working groups identified numerous factors to enhance job mobility. Better social integration, improved cooperation with schools and universities, the supply of comprehensive 'Welcome packages' were on top of the list, but also the necessity for domestic stakeholders to open up mentally.



Staff executives meeting

These factors eventually led to a comprehensive set of proposals for concrete action. Stronger identification with the brand 'Lake Constance', better exchange of information and best-practice examples, measures for better integration of employees, such as language courses, accommodation, and stronger involvement in relevant political decision-making, were a few of many useful ideas. The benefits of building strong networks between employers and employment agencies

are apparent: mutual understanding, swift flow of information as well as a joint strategy for better supply with adequate jobs and qualified staff.

A meeting report (German only) can be downloaded from the *EURES Bodensee* website

<http://www.jobs-ohne-grenzen.org>.

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