



India-EU Common Agenda on Migration and Mobility



India-EU Seminar on Talent Mobility

Minutes of the Seminar
14-15 June 2019, Pune, India



India-EU Cooperation and Dialogue on Migration and Mobility Project:



Local Partner



Implementing Partner



International
Labour
Organization

Implementing Partner

India-EU Seminar on Talent Mobility

**Minutes of the seminar
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Executive SUMMARY

India EU Talent Mobility Seminar was jointly organized by International Labour Organization (ILO), in partnership with India Centre for Migration (ICM) - a think tank functioning under the aegis of Ministry of External Affairs, Government of India, on 14-15 June 2019 in Pune, Maharashtra. The Maharashtra Chamber of Commerce and Industries and Agriculture (MCCIA) and the National Association of Software and Services Companies (NASSCOM) were eco-system partners for the event. The event was organized as part of a technical project supported by the European Union (EU) with ILO and the International Centre for Migration Policy Development (ICMPD) as implementing partners and the Government of India (GoI) with ICM as local partner. The first day focused on mobility of skilled workers in the automotive and information technology sectors while the second day focused on start-ups and entrepreneurs.

The overall objective of the seminar was to:

- (1) build enhanced understanding on the benefits of talent mobility in the current and future world of work, highlighting the complementarity of India and EU in this regard;
- (2) highlight the industry practitioners' point of view on identification of challenges, lessons from good practices and recommendations for enhanced mobility between India and EU; and
- (3) understand the initiatives undertaken by Indian government, the EU and EU Member States for enhanced talent mobility.

The seminar, involving over 200 representatives and experts provided government and private sector stakeholders with an in-depth understanding of what attracts global talent and the challenges posed for talent mobility between India and the EU. Bridging the talent gap, meeting the growing needs and expectations of multi-dimensional workers, higher degree of inclusion of technology, higher degree of collaboration between companies and government and holistic mobility strategy – attract, retain and deploy best talents were some of the key messages delivered through stakeholder discussions.

Recommendations were made at the three sector specific sessions. These recommendations will be considered for future conversations and deliberations to inform policy and research on India EU migration and mobility.

Day -1

Opening SESSION



Introductory remarks by Dagmar Walter, ILO Director, Decent Work Team for South Asia and Country Office for India

Beginning with the ILO specialized constitutional mandate to include the perspective of and dialogue with employers, workers, and governments in policy decision making. Ms Walter, welcomed the opportunity for discussions to collectively reflect on the strategic relationship between India and the European Union, focusing on the benefits of talent mobility - high-skilled workers and entrepreneurs.

Within this context, she valued the perspective and voice of these sectors of the industry and the practitioners' perspective on the benefits and challenges of talent mobility between India and EU in the present and future world of work. Citing the pressing need for business to be part of migration policy dialogues, she hoped this dialogue, will continue to contribute towards a better governance of migration, which is beneficial to countries, businesses, migrants and their communities.



Raimund Magis

**Charge d' Affaires
EU delegation to India.**

Mr Magis focused on the exigent need to create a circular economy of talent within the framework for the India-EU Common Agenda on Migration and Mobility, with an overarching vision and objective of better management of migration. As one of India's largest trading partners, more than 6,000 businesses from the EU are established in India and have directly or indirectly created millions of jobs while Indian companies investing talent and starting a business in the EU have affected the European workforce. The business environment of one region affects the other and transversely the integration of talent and opportunities between India and the EU afford benefits to both. Mobility encompasses integration and cooperation, not limited to the flow of capital or technology transfer, but spanning the flow of talent and their education. He valued the commitment of the Indian government, to address a broad range of cooperation and partnership initiatives deepening the cooperation between the EU and India on several aspects, of which migration and mobility was a key feature.

Sanjiv Arora

**Secretary (CPV&OIA)
Ministry Of External Affairs, GOI**

Welcoming the opportunity for discussion and engagement, Sh Arora noted that all three focused sectors under consideration (IT, automotive and start-ups) were undergoing vital growth and stressed that the growth trajectory would scale higher by optimizing mobility of high-skilled professionals between India and the EU.

Identifying the deterrents to brain circulation and integration of talent, he cautioned that talent mobility is often enervated by variances in the rules and regional requirements regarding visas, work permits, taxation, social welfare, family reunification, minimum salary and so on. These often very complicated processes pose a disincentive for the deployment of foreign nationals and are constraining for the mobility of entrepreneurs and professionals from both sides. Their consistent evolution can only be addressed through dialogue between all stakeholders.



Overview

SESSION

Skills and migration in the perspective of future of work for India and EU



This session set the overall context of what the future of work demands for labour will be, the importance of skills for India and EU and how migration helps in the development of skills for today and the future. Launching special programmes that facilitate understanding and allow smooth access to host countries will enable migration and mobility of skilled talent that is crucial to meet the future-of-work labour demands. Investing in migration and mobility systems today will pay rich dividends later especially due to the changing demographics and population skews.

Dr Renu Shome

Director EU India chambers, Mumbai

Premising that technology is transforming workplaces, talent mobility is a tool, which furthers it to full potential. India and the EU share common values such as belief in democratic government, open societies, and knowledge based economies. These shared values will hugely benefit from a well-coordinated international migration policy. Highlighting migrant talent also elevates mobility. Talent mobility needs to be encouraged zealously at the country specific level and taken forward in a collaborative manner.





Arun Silvester

Assistant Director

India Outbound Services, Framogen India

Social security, spouse work opportunities, schooling for children and retirement benefits are some of the key considerations that might influence mobility of key talent. Migrants' priorities are a neglected but important aspect to be considered when building frameworks for migration. Countries have witnessed variations in migration patterns, depending on their policies and how easy and attractive it is for skilled immigrants to migrate and join their workforce. With over 60 per cent of Indian population between the ages of 15-59 years, and conversely an ageing EU population, the demographics of age favor the India EU migration.

Nishikant Singh

Overseas Indian Affairs –I

Ministry of External Affairs, GOI

Tapping into the existing complementarities between skill and talent requirements in the European Union and the vast reservoir of young, educated and skilled population of India, mobility of professionals has an immense potential to contribute positively to multi-dimensional cooperation. The future of mobility between India and EU vis-à-vis fourth Industrial Revolution mandates a uniformly implemented visa regime - a more harmonized, simplified and streamlined approach across all the EU Member States (EU MS), which sets in conditions of entry and residence of third-country nationals for the purpose of highly qualified employment.

The current procedural requirements for visa, work permit, taxation, social welfare, family reunification, and minimum salary in different EU MS impede smooth business operations and pose a hurdle to transnational mobility as hiring of foreign professionals through such processes becomes cumbersome. Inordinate delays in interviews for long-term visa applicants have not just resulted in job-losses for Indian professionals, but have had a retrograde effect on knowledge transfer.



Talent Boost Initiative, Finland
Nelli Mikkola, Second Secretary, Embassy of Finland

Predicated on an aging population and inadequacy of talent available within the country, 'Talent Boost Finland' is an initiative by the Finnish Government to improve cross-sectoral cooperation between the State, cities and business sector for talent attraction and retention. India is one of the focus countries along with South Korea.

Adopting a holistic approach, the initiative is premised on the four pillars of boosting talent: attraction, reception, integration and reputation. It views smooth administrative processes, housing, schools for the children, and family reunification as prerequisites to attract skilled talent. Integration includes language training, mentoring, and matchmaking with families, and employment for spouses. To stimulate migration of the best talent, there is a focus on showcasing stories of successful recruitment and integration. Provision of special start-up kits and start-up permits for fast track immigration, coupled with business mentorship and know-how to remove barriers to speedy market entry are key features.

Conversely there are also opportunities for talent boost in India combining business, investment and talent recruitment opportunities. Finnish companies are encouraged to explore recruitment and business opportunities in India.

Challenges include perceptions and stereotypes both ways and success stories aid in quelling negative perceptions.

Parallel SESSION I

Information Technology



Objectives

This session aimed to reflect upon good practices and initiatives addressing talent mobility in the IT sector through the experiences of Industry practitioners.

Key insights

1. Diverse and complex mobility needs of the IT sector necessitate a proportionately diverse set of visa and work permits for contextual application.
2. Having evolved from previous models, skilled talent mobility is premised on access to information on several personal and professional parameters including spousal employment, social security etc. Visa policies in India and the EU need to reflect this change.
3. Short-term and mid-term assignments attract highly skilled talent in the EU in comparison to long-term assignments or permanent migration. In addition, lead time reduction on projects necessitates fast-track and simpler visa processes by the EU.
4. Reciprocity of smooth procedures is mandated. Ease of mobility of foreign nationals in India also needs to be addressed.
5. Wages should not be in the purview of migratory policy regulators, but left to be determined by free market forces.
6. There is a pressing need for separating standard immigrant and work visa requirements. Visa processes and procedures should be distinct, depending on the nature of travel.



Parminder Kakria

Head Public Policy, Wipro

Skills mismatched to the tune of 80 million workers and the resultant unrealized output could cost EU alone USD 1323 trillion by 2030. Optimizing job-qualification alignment is a highly critical factor for business growth.

Skilled employees in emerging markets will generate mobility pattern shifts, necessitating mobility strategies to be progressively more sophisticated and complex, factoring for increasingly diverse deployment demands. Businesses and government will not be able to afford to work in silos and will have to collaborate for efficient functioning. Rapidly ageing population and falling birth rates in many countries across Europe will heighten demand for migrant talent. Growth from the implementation of emerging technologies will thus be predicated through recruitment.

Latha Gupta

Director

People and Infrastructure, Metro Services

Gender, flexibility and remote access to work are emerging trends making for a completely different set of challenges and it is imperative that both countries and companies look at investing in models for developing talent and retaining it for their needs.

India has come a long way on the talent roadmap and has a very liquid employment market. The current work visa processes to the EU are however cumbersome and restrictive and need to be a whole lot more simple and fast tracked to make it attractive.





Pranali Save

Head –HR Tieto

Legislative change needs to march alongside technological advancement, changing talent and opportunities. Frameworks need to be more agile, fast adapting and discard the redundant one-size-fits-all model as lost wait times from procedural delays inflate costs and reduce productivity.

Namita Venkatraman

GM - HR Bosch

Businesses need to be able to inform some aspects of legislation. Wages for instance, are often best determined by market forces rather than legal requirements. Such rules create dissonance in the system instead of smooth migration.

Understanding the varied shades of talent mobility is important for all stakeholders as requirements may vary from one role to another or from one organization to another. All perspectives need to find accommodation within that framework which should be calibrated for contextualization. A fine balance between compliance, security and mobility is essential to move forward at an optimal pace.





Captain Girish S

Head Global Mobility, TCS

Historically, migration laws are often compiled with a view to protect the native residents. However, highly skilled talent is a sought after migrant category and applying the same measure to all migrants may not be conducive to procuring highly skilled talent.

Conclusion for IT session by

Kiran SN

HCL

To bridge the talent gap, all stakeholders need to work collaboratively to ensure creation of a balanced framework for mobility. There is a need for deeper engagement and a higher degree of collaboration between migrants themselves, companies and regulatory bodies, for greater understanding, assimilation and deployment of skilled talent.

The knowledge industry gains currency through mobility. Without mobility, there will be a continued misalignment between skill and employment. Ease of mobility is a prerequisite to provide a truly global service for a transnational company. The dawning new 'gig' economy with freelancers and consultants and millennials redefining work demands a reexamination of the framework for mobility. Arbitrary wage rates decided upon by policy makers, are constraining for enterprises. There needs to be a synchronicity between processes and project timelines. Challenges related to intra-EU travel and access to social security in second and third EU Member State needs to be addressed. The framework for migration and mobility must ensure fair, consistent, transparent processes to all stakeholders.



Parallel

SESSION II

Automotive Sector



Objectives:

This session aimed to reflect upon good practices and initiatives addressing talent mobility in the automotive sector through the experiences of industry practitioners.

Key insights

- 1) Challenges of migration in the automotive sector are similar to other industries and span from administrative and procedural issues to cultural understanding and family reunification, and spouse work.
- 2) With rising gender equal work places and expectations of migrant workers going beyond fiscal leverage, governments, supported by the automotive industry, could encourage mobility by opening avenues for spousal employment.
- 3) With its policy of priority partners and a European neighborhood policy, India has to strategize its penetration into this explosion of demand that is projected to happen by 2025.
- 4) As a world market leader, the Indian auto industry is poised to attract and absorb diverse talent. As a market and technology leader in commercial vehicles, the Indian auto industry can affect knowledge transfers to their counterparts in the EU. Similarly, the knowledge gap on green technology in the Indian auto sector can be filled by EU professionals with their advanced expertise on this subject.
- 5) A strong case to build centers for demand aggregation and supply facilitation exists in four major auto activity zones in India.
- 6) An overhaul of vocational training and development is necessary to re-align itself to the supply-demand chain.



Venkatesh Kulkarni

Manager, Global Mobility at Robert Bosch

The long history of intra company transfers and migration has helped evolve a smoother transfer and transition policy for the company. Cultural training and sensitization has been a part of the processes on both the German and Indian ends for a long time and has enabled efficient migration. However, bringing people from the EU to India has turned out to be comparatively easier than sending people to the EU. One of the key challenges in talent mobility is processing time for applications. For instance, the time taken to obtain a work permit for the EU has increased from 2-3 months to 5-6 months.

Giovanni Sois

HR Manager, Piaggio

Migration is one of the most efficient ways to introduce knowledge transfer within organizations. The resultant cultural diversity also offers better means of communication and enhanced working approaches. Recognizing the benefits of talent mobility, Piaggio Group has introduced a talent programme for young people, which encourages the best talent of the organization to participate in international projects and up-skill through cross learning.

In present times, workers are increasingly prioritizing cultural integration and scope for family migration, in addition to the fiscal advantage of moving to a new country for work. With the rising number of double income families, the biggest stumbling block for migration to India is often spouse employment. If countries could facilitate spouse employment, it would ease migration and mobility largely. Further, with rising gender equality in the workplaces of the future, it is important to encourage mobility of women expatriates as well.





Vikram Sinha

Sector expert

In an increasingly connected world, while markets become accessible, it also follows that they are accessible to the competition as well. Competition can be a big barrier to migration and mobility as talent from several regions are attempting to reach out to the most attractive industry. The structure of EU mandates preference to other European companies and countries when it comes to labour migration. With its policy of priority partners and a European neighborhood policy, India has to strategize its penetration into this explosion of demand that is projected to happen by 2025. There exists a need to work on it at the diplomatic level as also at the skill level. While procedural bottlenecks need to be cleared, these gridlocks need to be dealt with first.

Product cycle times have been shrinking constantly, placing heavier demands on project and product management and warranting a need for talent. With the requirement of a 20 million strong work force in the EU by 2025, there is a massive opportunity for Indian talent. Talent from the EU can enable adoption of their best practices in India, especially in green technology, which is an emerging area where India is still on a learning curve. There is an imperative need for demand aggregation for talent to be effected at an EU India joint level for optimal deployment of talent. Within India, there exists a strong case to build centers for demand aggregation and supply facilitation in four major auto activity zones: North zone (Gurugram, Manesar, and National Capital Region), South Zone (Chennai, Bengaluru, Dharwad), West Zone 1 (Mumbai, Pune, Thane) and West zone 2 (Ahmedabad and Baroda).

Sanjay Shetty

Head Sales and Strategic Clients, Randstad India

The future labour demands are predicated on the accelerating change in technology, workforce with a new set of skills and the existing workforce's adaptability to change. While some job roles may morph or even be eliminated, advancements in technology will necessitate enabling of fresh talent with new skill sets and a different set of higher end jobs. Harmonizing the supply-demand chain requires an overhaul of vocational training and development, which is currently inadequate by industry requirements. Companies actively seek diversity in their talent recruitment. While financial incentives have their place in recruitment, today, talent looks for a multitude of other factors like organizational mission, work life balance before they enlist for work.



Conclusion

While the work opportunities in the world are burgeoning, there is a pressing need to match talent to the requirement of the job roles for improving work efficiency and employee satisfaction. Burgeoning markets also attract competition and while stiffer competition narrows opportunities, it provides many incentives to upskill talent. Research and development can be advanced on both sides through shared knowledge depending on where the better practices exist. For Example, green technologies are in their nascent stages in India while the EU has already established expertise in that area. With advancement in technology, EU nationals are now growing into different job roles, and those traditional job roles, vacated by the EU nationals are often a perfect match for Indian professionals. A prime reason for restricted mobility even when there is a case for personal career advancement is the absence of opportunities for the spouse in two income families. It is also imperative that all stakeholders examine the case for women expatriates, especially in an industry that has predominantly witnessed a higher men workforce than women.

The way 
FORWARD 



Summary

Shrinking market differentials along with demographic patterns dictate a need for fluid migration and talent mobility. Focusing on the fastest growing sectors where disruptive technology will necessitate constant upgradation of skills, training, and development of talent, will enable correction of skill and role mismatches. This will ensure efficiency and optimal workforce placement. Informal learning that can significantly help bridge skill gaps can be facilitated through migration and exposure to diversity. The impediments to a robust, thriving talent market can only be addressed through collaboration between all stakeholders.

Ravindra Peiris

Senior specialist, Employers' activities. ILO

Apart from focusing on technical skills, companies and governments that wish to attract and retain the best talent need to focus on a dedicated people strategy.

The Director General of the ILO Mr. Guy Ryder speaking at this year's World Economic Forum on "Finding future Jobs" reiterated this message. He said that the future is there for us to shape. We need to put humans at the centre of future of work. The ILO is firmly committed to facilitate this process through its greatest tool – Social Dialogue.

The new wave of globalization seeks to empower individuals through connectivity. Not only is connectivity empowering for the individual, but it also shrinks world market differentials making migration and mobility of talent imperative. The World Economic Forum has identified four impediments to the development of a well - functioning talent markets: widespread unemployment; skills gaps; information gaps; and public – private constraints on mobility. These can only be addressed through collaboration through multiple stakeholders.





Dr TLS Bhaskar

**Chief Administrative Officer
India Centre of Migration**

Due to the wide penetration of Information Technologies (IT) across the economy, IT professionals are in demand in diverse sectors including the automotive manufacturing and telecommunications as also a number of other service sectors.

400,000 new jobs are anticipated between 2015 and 2025, in addition to the replacement demand of 1.5 million jobs in this sector globally. The penetration of ICT across business processes, production and services will sustain the trend for high qualification requirements during the aforementioned period.

Benoit Sauveroché

First Counsellor, EU Delegation to India

With over 4.2 per cent of the EU population comprising of other country nationals, work is one of the primary reasons for migration along with family reunification.

The EU migration policy is premised on a directional approach with the implementation falling to the member states.

Framed with a view to efficient management of migration flows, fair treatment of third country nationals, and strengthening EU market competitiveness and growth, the Blue Card Directive was set up in 2009 for highly qualified employment. Equal treatment, faster and easier family reunification, facilitated access to EU long-term resident status and intra-EU mobility after 18 months are some of the payoffs of the Blue Card Directive.

Constant reviews of the fitness of the framework have resulted in the recent Intra-Corporate Transfer Directive in 2014, tackling condition of entry, stay and mobility within the EU of corporate transferees. Keeping pace with business asks the main aspects of this Directive apart from the social security and enhanced egalitarian provisions for transferees, is the introduction of simplified processes for 'trusted' undertakings (companies) and the close-ended 90-day assessment for all requirements.

Migration and mobility policies are ever evolving and demand regular evaluation from all stakeholders, for efficiency and optimization.





Alok Nigam

Deputy Director, Ministry of Skill Development and Entrepreneurship, GOI

With a view to create an enabling and inclusive skills ecosystem, and promote innovation based entrepreneurship to ensure sustainable livelihood, the Government of India, under the aegis of the Ministry of Skill Development and Entrepreneurship, has established over 40 different schemes that affect over 400 million workforce by 2022. More than 2600 market relevant courses have been created in coordination with industries, deepening industry connect.

The government plans to set up state-of-art skill development centres and organize mega counselling and mobilization initiatives to empower individuals, by enabling realization of their full potential, through a process of lifelong learning.

Bikash Kumar Malik

**Assistant Director
Ministry of Labour & Employment
(MOL&E) GOI**

Poised at the cusp of industry 4.0, there is a need to examine how technology will influence and protect the dignity of labour. The challenge is to keep demographic debutants ready for adapting to new technology and knowledge and facilitate transition. India and EU cooperation focusing on identification of emerging and potential sectors for employment generation such as care services, skilling initiatives and collaborative learning can result into a good practice model of India EU migration governance.



Day -2

Overview

SESSION

Policy landscape for foreign entrepreneurs in EU and India



Summary

A recent disruptive force in the industry is innovation. Research fuels innovation that in turn births enterprise. For facilitating transitioning to industrial revolution 4.0, agencies in India and Europe can build an ecosystem that fosters high-level technology and innovation partnerships that benefit both regions. EU has been an innovation leader with almost a fourth of global outlay on research, while India is rising on the global innovation index, making both natural partners with similar values. Discussions facilitated in Day 2 of the seminar investigated whether a case for framing mobility policy for innovators exists and attempted to seek from the experience of India-EU start-up ecosystem how this policy could be built. The perspective of the start-up ecosystem was also recognized as critical in evaluating the merit of the request coming from the innovators themselves for such a policy.

“The world economy has benefitted recently from major disruptions introduced by the innovative spirit of startups. This spirit flourished thanks to a conducive environment set by policy makers.” Benoit Sauveroché, First Counsellor, EU Delegation to India.

This session laid the context for the ensuing panel discussions by sharing policy initiatives for facilitating entrepreneurship amongst third country nationals in the EU and EU based start-ups in India. The session also offered a market overview from India – EU start-up perspective.

Key insights

- 1) Innovation focused initiatives by the EU and India (Ministry of Electronics and Information, MIETY) include EU India Incubators and Accelerator Network, EU Innovation Platform, Horizon 2020 Innowide, IT start-up hubs, Technology and Incubation and Development of Entrepreneurs (TIDE) under Digital India 2.0
- 2) Fostering research and innovation through international engagement and collaboration with the startup ecosystem in India and the EU is crucial for all stakeholders.
- 3) Building a self-sustaining ecosystem through a network of EU India incubators will facilitate innovation on both sides through exchange of expertise, co-working spaces and joint events.
- 4) Within the Indian start-up environment, the policy focus is evolving from facilitating the growth of IT-based start-ups to innovation and IP-led start-ups. Further, the geographical focus is also going beyond the IT hot-spots in Tier 1 cities to Tier 2 and 3 cities
- 5) Startup innovation cannot be limited to one geographical area for it to grow and thrive. Access to global knowledge and information facilitates growth and stability of the enterprise. Access to knowledge sharing platforms can help identify innovation, development and market synergies that already exist within India and EU.

Tania Frederichs

**Counsellor and Head of Research and Innovation,
EU Delegation Office for India**

India EU collaboration will enhance research, innovation, incubation and market capabilities of both partners. With India fast catching up on the global innovation index and demonstrating a maturing incubator culture, the collaboration will facilitate exploration and co-creation, in this nascent market sector. Recognizing the mutual benefits through this collaboration, some of the top initiatives include:

- 1) **The 'EU-India Incubators and Accelerators Network':** Facilitates matchmaking of incubators and accelerators from Europe and India in view of co-creation. The aim of this network is to kick-start a self-sustaining ecosystem that fosters high-level technology and innovation partnerships that benefit both regions. A plan of Action has been agreed upon, a MoU signed, and additional partnerships under discussion.
- 2) **EU Innovation Platform:** A forum that brings together European innovation actors from private and public sectors active in India to better understand each other's innovation ecosystems and create synergies among their innovation initiatives.
- 3) **Horizon 2020 Innowide:** Funding for European Small and Medium Enterprises (SMEs) who want to explore business in international markets/emerging economies India.





Diksha Nigam

Startup India, Department for Promotion of Industry and internal trade, DPIIT, Ministry of Commerce and Industry, GOI

For fostering a thriving innovation and start up culture through facilitating innovators, the Startup India programme creates a value proposition for all stakeholders by providing them a common platform. Providing connections to the global ecosystem, it facilitates mobility for stakeholders, with access to information and knowledge, mentorship, tax breaks and easier compliances. It also facilitates a faster exit strategy for innovators not to be penalized for their attempts and possible failures.

Pooja Monga

Invest India, Department for promotion of Industry and internal trade, DPIIT, Ministry of Commerce and Industry, GOI

As the second largest start up ecosystem in the world with over 20,000 startups, there is a need for consolidating and empowering innovators through policy measures and eventually prompting further research and innovation. Accelerating Growth of New India's Innovations (AGNIi) is a National Technology Commercialization Program, under guidance and support of the Principal Scientific Adviser to Government of India. It is a commercialization platform that brings together solution providers and solution seekers. The initiative empowers innovators through incremental market access, engagement with the industry and enables seamless transfer of technology. For the industry, it facilitates discovery of talent across diverse sectors and geographical areas and provides a platform for engagement, interaction and co-creation.





Subodh Sachan

**Director, Software Technology Parks of India,
STPI, Ministry of Electronics & Information
Technology, MEITY, GoI**

India's journey as start-up nation is replete with stories of shifting trends - from being employees to becoming employers. The Ministry of Electronics & Information Technology, MEITY has focused on nurturing IT-based start-ups since more than a decade and more recently innovation-led and IP-led start-ups in India. Recent trends promote a theme-based ecosystem of incubators to support start-ups as well as micro, small and mid-sized enterprises (MSMEs). One of the flagship schemes by MEITY, Technology Incubation and Development of Entrepreneurs, TIDE, initially launched in 2008 with the aim of promoting ICT domain focused start-ups offered financial assistance to institutions of higher learning. 207 start-ups were successfully supported through this scheme, of which, 98 have successfully matured and over 50 of them have received various forms of venture funding. A new initiative under Digital India 2.0 vision is to launch an IT start-up hub as a nodal entity under MEITY with a focus on promoting technology innovation, start-ups, and creation of intellectual property rights (IPR). The hub is also expected to connect 51 new incubators on emerging technology in institutions of higher learning, under the new TIDE scheme, and support protection of start-ups through international patents.

While MEITY has been supporting IT based start-ups in the hot beds of IT: Bengaluru, Chennai, Hyderabad, technology start-up ecosystem is now witnessing a slow spread to Tier 2 and 3 cities as well. Apart from funding, mergers and acquisitions have also seen an upward trend. While the Indian start-ups have expanded globally, start-ups from other countries have also entered the Indian market.

India produces 1.7 million Science, Technology, Engineering and Mathematics (STEM) graduates every year, creating an enormous pool of talent for research and development for technology companies and for innovators. This talent pool is the core strength of India in building an innovation-led start-up culture, empowering job seekers of today to become the entrepreneurs of tomorrow.

Panel

DISCUSSION I

Challenges and opportunities for Indian entrepreneurs in India and EU entrepreneurs in India



Summary

Legal assistance and policy compliance, cultural, social and human factors, impact mobility and migration. Several nations have introduced initiatives that break through cultural and language barriers by online engagement and exploratory travel to destination countries. Based on their individual or start-up experience, the session panelists highlighted some of the key mobility related challenges faced by the Indian/EU entrepreneurs while accessing the EU/ Indian market.

Key insights

- 1) Lack of clarity on procedures and policies for foreign nationals starting a business in India and higher burden of documentation in comparison to Indian start-ups hampers a level-playing field for EU-start-ups to grow in India.
- 2) Cultural gaps and language barriers can be as deterring as processes and procedures for international expansion for Indian start-ups in the EU, and hence need to be addressed
- 3) Restrictive regulatory requirements and directives like employment of local professionals, physical offices and caps on revenues impede the mobility of startups across EU states. Diverse regulations and variable processing timelines within EU Member States inhibit transnational mobility.
- 4) Future collaborative efforts of India and the EU need to increase the application to acceptance ratio of Indian start-ups going to the EU
- 5) Introduction of a start-up visa by Government of India can help address the challenges faced by foreign entrepreneurs such as getting a visa, burden of documentation, limited start-up growth and high capital investment.
- 6) Key opportunities to enhance India EU start-up mobility could include: access to knowledge professionals, business experts, real time user in overseas market, and co-founding matchmaking options.



Christian Tenlep

Managing Director, Elitica Research

Any start-up in India by foreign nationals is limited to just one form of business and is subjected to additional checks as compared to local startups. There is a higher burden of documentation that leads to longer timelines and delayed start for operations. Steep financial viability curves and business revenue targets linked to visa status does not allow for exploration and experimentation, and could lead to abrupt closure of business. Dearth of local funding opportunities and requirements of self-funding impedes the creation and growth of resource-starved startups. Mobility of entrepreneurs can be facilitated through longer duration of visa, enhanced transparency and awareness of processes and financial incentivization through tax breaks and foreign investor access.

Shilpa Pagadala

Technical team lead, Velmenni

Started in 2012 in India, Velmenni technology demonstrated great synergy with the European market and potential for expansion in the EU was realized. Accelerator programs in the EU and the Estonian E-residency programme enabled Velmenni to connect with the right funding partners. Despite funding access, finding the right talent in foreign markets can be a challenge. This can lead start-ups to return to country of origin to find the right resources, making it a truly circular economy of talent.

Building a large team with multiple resource persons with different job roles is not an option for start-ups and often the innovators themselves have to be highly mobile and adaptable. The challenges in such moves range from the environment, climate conditions, and cultural experience even when business basics are ensured. The mental, physical and emotional state of the talent, their adaptability to multiple roles within the organizations, affects organizational health as well, as was clearly demonstrated in the case of Velmenni, where one of the founders eventually returned to India. However, persistence and support help overcome these hurdles and there are huge technological advances and learnings that result from such mobility.





Anil Chikkara

Founder, Startup India Foundation

Facilitating connections with mentors and knowledge professionals on both sides will ease mobility. Access to real time user in overseas markets for testing and peer reviews will optimize development and step-up product iterations. Co-founding matchmaking can ease financial, cultural and region-specific market impediments while optimizing resources. Access to business experts to recommend facilitative business structures can enable optimal straddling of both regions for the innovators and products.

Nishikant Singh

Under Secretary
Ministry of External Affairs, GOI

Different ministries have been examining the issue of start-ups and how to enable them. The suggestion for a repository of reports on frontline research positively resonates with start-ups and it will certainly add value for them.

Policies develop and evolve on an incremental basis and reciprocity is often the key to reforming policy. There is a pressing need for more information on the initiatives taken by EU MS and various EU programmes to be available in the public domain. The application to acceptance ratio for many of these programmes is not encouraging and future joint efforts need to focus on enhancing these conversions and effective implementation of various initiatives offered by the EU.





Session conclusion by

Vikram Jhunjhunwala

European Business Technology Centre

These innovators are about the mobility of ideas and the need to facilitate start-up mobility cannot be over-emphasized. Identifying and hiring the right talent by the start-up is also crucial for smooth mobility as there are language and cultural issues along with technical qualifications and business expertise. While much has been done by the Indian government to foster start-ups, including provision of tax breaks and legal support, a level playing field for all start-ups regardless of origin will lubricate mobility. Looking at the current scenarios there is a prime requirement to simplify the Visa processes and fast track and introduce a new category of start-up visa in India, which several EU MS already have in place. There are several other bodies that can be approached for specific country related queries like the European Business Technology Centre (EBTC), which has EU MS specific experts for counselling and support services.

Panel

DISCUSSION II

Good practices and recommendations for enhancing EU India mobility for entrepreneurs



Summary

The session focused on learning from good practices and recommendations from start-up stakeholders on how migration and mobility policies can be inclusive of the needs of these Indian-EU entrepreneurs.

Key insights

- 1) Good practices such as the foreign start-up initiatives promoted by Estonian government, German Indian Start-up Program (GINSEP) and EU India Incubation Programme discussed.
- 2) Countries with proactive measures like Estonia attract start-up innovators through outreach and transparency and speedy processing.
- 3) Focusing at early stage start-up entrepreneurs will foster entrepreneurship and encourage lifelong learning and innovation.
- 4) Alignment of work visas and permits with business realities and duration of work to enable entrepreneurs to explore, enter or set up businesses. EU MS level variance and lack of a start-up visa in India creates a hindrance for Indian startups and EU start-ups respectively.
- 5) Active monitoring post-entry, integration and assimilation through engagement is highly desirable and enables mobility.



Juuli Hiio

Deputy Head of Mission, Embassy of Estonia

Startups have created five times more jobs at double the salary than traditional jobs in Estonia, making them a much sought after form of enterprise. The Estonian programme for start-ups, launched in 2017 welcomed innovations with high global growth and replicability potential and that contributes to the Estonian growth environment.

Estonians can access all their services through one national identity card, which is also extended to start-ups who come to the country. Termed e-residency, this helps start-up talent access all local services. Since 2017, when the programme was first launched, over 1100 foreign start-up applicants from 18 countries, with India as a top contender, have successfully transitioned to Estonia. The visa category allows travel to all Schengen countries, with business start-up in Estonia. Active monitoring post-entry, integration and assimilation through engagement is an essential factor in sustaining growth of foreign start-ups.

Rajeev Ranjan

Co-Founder, IQmation

Alignment of work visas and permits with business realities and duration of work to enable entrepreneurs to explore, enter or set up businesses is a primary requirement for start-ups to succeed. EU nations have extremely variable timelines for visa and permits, which can be detrimental for mobility of a resource-starved start-up. Restrictive requirements like a cap on resources, labour regulations for employing natives and a need for expensive physical offices can dampen mobility of start-ups. For startups coming to India, there is a pressing need for a specific start-up visa, distinct from other business visas or E visa.





Flo Oberhofer

Co-founder Kisanji and GINSEP Ambassador

Inability to understand a new market can result in failure of business. Initiatives like German Indian Start-up Program (GINSEP), through its network of ambassadors, seek to facilitate access to the German market for Indian startups and vice versa through information, capacity building, networks, and B2B networking opportunities.

The time tested joint venture model often works even for start-ups as it facilitates cultural transition in addition to cross-learning opportunities.

Sridevi Devireddy

CEO SRIX

As a participant of the India EU incubator programme, interactions among counterparts between India and EU bring intense value. India must consider framing a global entrepreneurship policy to facilitate talent attraction and encourage startup mobility to India. Investment into an agile and speedy intellectual property structure is a high priority, as it will empower innovators to get to the market in an expedited manner. Taxation process for start-ups need to be simplified as multiple taxation, lack of clarity on tax liability makes it challenging resource-impovertised startups to track compliance.





Closing remarks by **EU and GoI**

The two panel discussions reflected on several issues faced by start-ups including mobility. There was consensus on the need to look at the bigger context in which start-ups operate and a comprehensive review is essential for a clearer, larger perspective on migration and mobility for well-established industrial sectors such as IT and automotive and foreign entrepreneurs. Governments need to acquire the tools to assess and understand the value and legitimacy of the requests that come from Industry. Migration is not limited to just entry, but integration as well and there are a fresh set of specific issues that emerge when considered together. Industry's proactive engagement with policy regulators is a welcome step, and is something that needs to be considered for a more efficient framing of policy. While some considerations for framing policy will be sector specific, for startups for instance, it might be about what happens if their business idea does not succeed, especially in a new country, there are sector agnostic factors like time lines for visas that also require examination.

Sector wise RECOMMENDATIONS

Areas of recommendations	Information Technology	Automotive	Start-ups
Policy Environment and Coverage	- Address mobility needs of a new category of high-skilled workers such as free-lancers, consultants - Remove wage constraints from mobility regulatory framework and let to market forces drive wages	- Facilitate family mobility - Introduce work visa for spouse - Encourage better cultural integration through industry initiatives and good practices such as talent programme for youth - Promote migration of women in this sector - Drive Indian strategy to leverage the massive future demand for talent in the EU	- Facilitate a level playing field for all startups in India irrespective of their origin - Introduction of an Indian global entrepreneurship policy, with an agile and speedy intellectual property structure, and simplified taxation process (and tax incentives) - Soft landing and hand-holding services that clearly offer policy information and address technological, financial, business and cultural issues for entrepreneurs - More financial options including access to foreign investors in India - Strengthen industry engagement with regulatory bodies to facilitate smooth mobility of entrepreneurs and validation of concept in new market
Visa Processes	- Recognizing the shifting trend from migration to mobility (short-term, project based), simplify visa procedures in the EU - Joint review, checks and inspection by EU and Indian government to facilitate reduced time for application processing - “Fast Track Corridor” for companies, at least those who are registered in one of the EU countries - Facilitate one-time “certification” of the parent company followed by periodic audits. - The visa/work permit as such should be granted within a very short Service Level Adherence (SLA) - Reduce documentation for large certified companies through drafting of rules by Indian government specifically applicable to such companies	- Faster processing time of visa applications	- Simplification of visa procedures - Longer duration of initial visa - Introduction of a new category of start-up visa in India

Social security	- New options to obtain multiple Certificate of Coverage (CoC) for the same individual/employee need to be introduced - Overall timeline to obtain a CoC needs to be reduced		
Information	- Optimize job qualification alignment - Deepen engagement between migrants, companies and regulatory bodies for effective deployment and assimilation		- Repository of reports of startups from various governmental sources - Better information on initiatives and programmes from EU and EU Member States

Questions and ANSWERS

Q. How can migration and mobility enhance the performance of tier two and tier three companies in the automotive sector?

A. As part of their responsibilities many Original Equipment Manufacturer (OEM) companies run training and development initiatives for their entire supply chain in areas where tier 2 / 3 / 4 companies require support, such as improving productivity and enhancing the bottom-line. Exposure to such initiatives enhances the output of these companies. While such initiatives exist, they are in specific and scattered pockets in an ad hoc manner, and to compete in the international market, such unsustainable measures will not suffice. In the total absence of institutionalization, some get the assistance they require to enhance mobility, while others stagnate at existing levels, which might render them unprofitable, obsolete or even redundant. This institutionalization can be extended to EU India level, wherein on the job training on diverse sites will empower through exposure to best practices. Through institutionalization, assistance can be extended to those who require it through consultancy, through expatriate visiting faculty etc.

Q. Talent in the future of work for the automotive industry requires cross-functional skill sets. Is the industry ready for that?

A. Opportunities are often disguised as challenges. Historically a single mechanic could cater to all your repair and maintenance needs for a vehicle. The advent of mechatronics or autotronics signaled the beginning of the amalgam of skills even at the educational level. The speedy changes in the automotive technology also mean that there is no absolute clarity on this, but it is certainly no longer possible to work in silos and the industry is preparing for it.

Q. Do cumbersome procedures and varying needs of skilled talent become a gating factor for mobility? Is talent mobility possible without a major overhaul of the system?

A. The inability to be agile certainly does contribute to inefficiency and create inertia and barriers to a smooth migration of talent. Working with the status quo and finding solutions to problems through heuristic learning, helps cope with such issues in the interim. However, the effort should be to build systems that empower organizations and thereby talent, to move with ease for the mutual benefit of all stakeholders.

Q. With the upswing of remote access to work and virtual teams, is there a need for physical migration and mobility?

A. With virtual teams and remote access to work and knowledge, the need for contact or physical presence has certainly reduced. However, the human element cannot be completely disregarded. It would be difficult for instance, to understand a culture without exposure to some aspects of it. Nearshoring, and staying within closer but more profitable geographical areas, can reduce mobility requirements, but cannot wholly eliminate the need for exploration, testing, validation etc.

Q. Startups are often starved for resources, including time. Are there any initiatives that help with shrinking process time for work permits and procedures related to migration?

A. Some countries have innovation permits, while others have treaty-based visas, while yet others have knowledge-based visas. The ecosystem however, needs to mature.

Q. With disruptive technologies becoming a norm and shrinking timelines for skill set relevance, how can the middle tier work force be retained in the system?

A. With steep learning curves and disruptive technologies crowding out older technology and workers at a faster pace than ever before, workforce obsolescence can be prevented only through constant upgradation of talent and reskilling. Age and experience, the traditional metrics of advancement in careers no longer have the relevance they used to. Adding value through continuous learning is the key to staying relevant.

Q. With a growing mismatch between qualifications and job profiles, can talent mobility still be facilitated and promoted?

A. A growing mismatch between qualifications and job roles necessitates an examination of the gap to optimize for efficiency and productivity. Training and reskilling assumes great importance especially when it comes to new technology, cultural nuances and domain expertise. Narrowing that gap entails not just training and upgradation of skills, but also an eco-system that empowers the industry by streamlining the system and enabling free and easy access to talent sourced from all across the globe.

Q. Talent mismatch can be reduced through proper sourcing. How do you source talent?

A. Organizations and even countries attract talent by reaching out to possible sources like universities and campuses scattered across the world. Distributed talent with diversity is important for success of a company.

Q. Is startup mobility a concern even for mid-size and mature startups?

A. While the issues of mobility are predominantly consistent across all enterprise, they take on another dimension for resource-impovertised startups. Though highly innovative and agile in some spheres, startups are deficient in work force, infrastructure and monetary considerations, making them more vulnerable to the vagaries of visa and work permit procedures. Visas are not aligned with business requirements and a plodding pace of migration may bleed young startups dry, forcing them to be static.

PARTICIPANTS FEEDBACK AND LEARNING

The meeting received appreciation from the participants. 91 per cent of those who shared their feedback rated the seminar as 'Excellent' or 'Good'.

Top learning of the participants were:

1. Better understanding of opportunities and scope for talent mobility for Indian companies in the EU
2. Improved understanding of the EU and Indian regulatory framework and policies to foster talent mobility and startups between India and the EU
3. Appreciation of challenges and complexity in talent mobility to shape opportunities to enhance the benefits of mobility for both ends
4. Clear ideas, good understanding of the foreign market, taxation, IP regulations offer a competitive edge to start-ups entering the global market

Top suggestions to the meeting organizers were:

1. Increased organization of such seminars in Tier 2 and 3 cities and inclusion of small enterprises in such discussions.
2. More attention is required towards disseminating practical information about the topics discussed, in the form of case studies and situation analysis
3. Better interaction with audience and more opportunity to interact with speakers
4. Improved time management

Participants also felt that the seminar offered good networking opportunities for private sector stakeholders to meet different companies, other industrial sectors and government representatives from India and the EU.

MEDIA COVERAGE

The event received a comprehensive media coverage in English, Hindi and Marathi newspaper. The event was covered by 16 newspapers in total including six English newspapers, eight Marathi newspapers and two Hindi newspapers. (Hindustan Times, Times of India, Sakal Times, NRI News, Janprawas, Sanjwarta, Kesari, Pune Metro, Aaj Ka Anand and Navbharat Times and more).

ANNEXURES

Concept Note

Context

The global commission report on the Future of Work, *Work for a Brighter Future*, released early 2019, offers a pivotal standpoint in understanding the forces determining the changing world of work and opportunities that lie ahead for the future of work. Labour market scepticism emerging from the perceived influence and impact of automation, digitization of work, dependent labour economies, amongst others, while underscoring a challenging environment also offers a host of opportunities towards a mutually beneficial and equitable world of work at a global level. There is global recognition that with new forms of work and changing demographics, transnational migration will continue to play a key role in ensuring that the benefits of progress are shared across the world. Both developed and emerging economies are expected to be impacted by this changing scenario.

The complementarity of European Union (EU) and Indian labour market cannot be overstated. The EU's changing talent needs with an estimated labour deficit of over 20 million workers by 2025 requires a multi-pronged strategy to raise its position on the global attractiveness index for international talent. India has an increasingly educated and skilled population that is looking for opportunities, and is able to meet such demands. Innovation and entrepreneurship are important indicators of a healthy economy as they typically drive economic growth, create jobs and contribute to the knowledge economy. India and EU both are expanding means to enhance mobility of entrepreneurs and investment between India and the EU for the growth of their respective economy. Well-managed migration between India and the EU can be beneficial to the future of both.

The benefits to be derived from migration and mobility of talent include the circulation of knowledge, transfer of technologies, better understanding of cross-cultural and social systems, the benefits of remittances to households and the growth of economies. There are also several skills and talent mobility related challenges to be addressed including the equivalency of certification and recognition of skills in top industrial sectors such as information technology (IT), automotive, healthcare, renewables, integration issues and issues of voluntary return and reintegration. In the global start-up ecosystem, while a growing number of entrepreneurs and start-ups aspire for co-creation models or transnational scale-up and growth within India and the EU, access to talent, mobility related challenges, lack of access to foreign market understanding or knowledge continue to offer challenges in securing the advantages of the global economy.

Project Background and Rationale for this seminar

In this context, the International Labour Organization (ILO), along with its co-implementing partner, the International Centre for Migration Policy Development (ICMPD) is working on a technical support project for undertaking activities/projects in areas of mutual interest in Migration and Mobility. The EU-India Common Agenda on Migration and Mobility (CAMP) was endorsed by the two sides in 2016 recognizing the growing importance of migration and mobility in EU-India relations.

As a technical support project, the ILO works towards bringing key stakeholders together through technical discussions and dialogues on key policy imperatives in India EU migration and mobility. Within the priority area of regular migration, the project has initiated discussions with the business sector on understanding opportunities and identifying challenges for enhancing mobility of high-skilled migrants in India and the EU.

The ILO is a standard setting body of the United Nations. It works with its constituents: governments, employers' and workers' organizations, to improve the employability of workers and those seeking work, the productivity and competitiveness of enterprises, and the development prospects of economies and societies. With specific conventions addressing migrant workers and others addressing human resource development (C 97, 143), the ILO

reinforces the need for countries to strengthen efforts to address skills for migration and employment. In a world with increased globalization and need for mobility, such meetings with stakeholders are ever more important, so that the issues and successes in relation to talent mobility can be shared and discussed.

Under this project, the ILO convened a consultation on employers' perspectives on skill shortages and talent mobility in Brussels in October 2018. This consultation dwelled on current challenges and opportunities for employers and policymakers to engage in addressing skill shortages and talent mobility between India and the EU. The consultation concluded by offering a five-point agenda of (1) Developing a balanced skill-related migration framework, (2) Simplifying administrative processes and fast-track procedures, (3) Creating attractive national institutions, (4) Conducting realistic labour market research, and (5) Strengthening public-private engagement on migration.

Taking this discussion forward, the ILO now plans to organize a two-day seminar that gives a platform to deep-dive into mobility related aspects through a sectoral approach focusing on three significant and growing business sectors in India and the EU - the IT industry (major flow from India to the EU), automotive industry (major flow from EU to India) and start-ups. This event organized by ILO aims to contribute to the following priority areas identified in the CAMM - better organizing legal migration, fostering well-managed mobility and maximizing the development impact of migration and mobility.

NASSCOM is India's apex body for the IT industry. With 2000+ members, NASSCOM spearheads initiatives on behalf of the industry at local, national and global levels. It continues to be in dialogue with the EU regarding mobility issues and is ILO's partner in this event, along with the Maharashtra Chambers of Commerce, Industries and Agriculture (MCCIA), which has been instrumental in making Pune the IT Hub as well as supporting the city to become the automotive hub through the adoption of digitization in manufacturing. MCCIA's vibrant membership of 3000 plus ensures that the Pune industry too is engaged in the dialogue. ICMPD and the India Centre for Migration (ICM) are partners in the project and have provided technical inputs to this event.

Sectoral profile

The IT industry

This is a growing industry globally. While India is the leading sourcing destination for IT and IT enabled services (ITeS) across the world, accounting for approximately fifty-five per cent market share of the US\$ 185-190 billion global services sourcing business in 2017-18, Europe is the second-largest market for India's US\$ 146 billion IT outsourcing industry, generating around 30 per cent of its revenue¹. The industry is also growing at an impressive annual rate of 5 per cent in Europe. India is the digital capabilities hub of the world with around 75 per cent of global digital talent present in the country. India EU mobility is therefore key for growth on both sides.

The automotive industry

India is the fourth largest market for automotive in the world with an annual sales growth of 9.5 per cent to 4.02 million units in 2017². Several European companies have set-up operations in India. Europe is the largest market for vehicle exports and for the auto component industry, accounting for 34 per cent of total exports from India. Renault, Volkswagen, Skoda, Fiat, Mercedes, Bayerische Motoren Werke AG (BMW) are some of the top-selling European brands in India. Most of them have also established manufacturing or assembling plants in the country, with productivity increasing on a high rate. For instance, Mercedes Benz raised its manufacturing capacity to 20,000 units per year, highest for any luxury car manufacturing in India by opening its manufacturing plant in Chakan, Pune, in 2015. Moreover, many automotive companies have set significant global research and development centres in India, many located in Pune and Bangalore, benefitting from local IT resources as future mobility solutions include an ever-increasing part of IT components. Catering to the market, meeting European companies' standards and global strategy is achieved through the mobility of skilled Europeans to India in this sector. This is a growing sector for India and Europe and expectedly more mobility will be associated with this industry sector.

¹Indian Brand Equity Foundation, IBEF

²Ibid.

The Start-up Ecosystem

Both EU and India are making multiple efforts to attract and grow start-ups. While the EU Entrepreneurship Action Plan 2020 institutionalizes the support offered to migrant and third-country nationals (TCN) entrepreneurs, practical initiatives by many EU Member States (EU MS) such as the Estonian Start-up Visa, French Tech Ticket, and Italian Start-up Visa facilitate the exchange of entrepreneurial benefits for both sides. India has been one of the top countries to leverage the benefits of such initiatives. Simultaneously, the Start-up India Scheme in India continues to grow at a fast pace, with several bilateral start-up hubs opening the international cooperation within the ecosystem. Recognizing that the India-EU efforts in this regard are still nascent and growing, deeper conversations on identifying opportunities, better understanding of global good practices and mechanisms to adapt to the changing needs of the global economy could assist both sides in attracting start-ups and talent from both sides.

Points to be discussed

With a focus on the above mentioned three sectors, some of the key questions that the two-day seminar will reflect upon:

- What are some of the good practices from industry and governments that facilitate international mobility and to better understand their impact?
- What are the barriers to international mobility of talent and what are the good practices to overcome skill shortages?
- What are the risks of over-qualification, non-recognition, under-utilization and de-skilling of migrants?
- What are the lessons from integration programmes?
- What skills do migrants accumulate and how can these be valued and transferred?

Meeting details

This two-day seminar involving 150 representatives from the three focus sectors and experts will provide the governments with in-depth understanding of what attracts talent and the challenges posed for talent mobility between India and the EU.

Objective

The objectives of the two-day seminar will be:

- To underline the benefits of talent mobility in the current and future world of work, highlighting the complementarity of EU and India in this regard;
- To underscore the industry practitioners' point of view on identification of challenges, lessons from good practices and recommendations for enhanced mobility along India and the EU;
- To understand the initiatives undertaken by Indian government, the EU and EU MS for enhanced talent mobility.

It will provide an opportunity for industry to be updated on the government initiatives and for governments and private sector to learn from each other. It is a chance to recognize the good practices and policies of governments for mobility, exchange ideas and propose practical solutions and recommendations for current and future challenges.

Expected Outcome

Indian and EU government identify some key policy areas for collaborative discussions on benefits of talent mobility outlined in this seminar.

Participants

Industry representatives particularly in the selected sectors – automotive, IT, start-up ecosystem (co-created start-ups, incubators, accelerators, and venture capitalists), and government representatives from the EU, EU Member States, and India, subject experts and organizations representing migrants will be present at the meeting, along with other UN agencies.

Methodology

The meeting is divided into two days: the first, focusing on talent mobility across IT and automotive; and the second day, on start-ups. Both days will comprise input sessions including panel discussions by experts and forums for the participants.

The meeting will be recorded and a report will be produced at the end of the meeting, which will be shared electronically with the participants.

Language

The meeting will be held in English; there will be no translations.

AGENDA

14 June 2019, Day 1: India-EU Skills and Migration	
09:30-10:30	Registration
10:30-11:00	Welcome and introductory remarks Welcome by Mr Prashant Girbane, Director General, Maharashtra Chamber of Commerce, Industries & Agriculture Introductory Remarks Ms Dagmar Walter, Director, International Labour Organization, India Opening Remarks Mr Raimund Magis, Chargé d'Affaires, EU Delegation to India Keynote Address Sh. Sanjiv Arora, Secretary (CPV & OIA), Ministry of External Affairs, GOI
11:00 -11:45	Overview: Skills and Migration in the perspective of Future of Work for India and EU This session will set the overall context of the Future of Work (FoW) demands for labour, the importance of skills for India and EU and the role of migration in the development of skills for today and the future. Moderator: Dr Shashank Vikram, Director, Ministry of External Affairs, GOI Speaker: • Dr Renu Shome, Director EU India Chambers • Mr Arun Silvester, Assistant Director – India Outbound Services, Fragomen India • Ms Nelli Mikkola, Second Secretary, Embassy of Finland • Sh Nishi Kant Singh, Under Secretary, Ministry of External Affairs, GOI Presentation on recommendation from seminar on Employers' Perspective of Skill Shortages and Talent Mobility in Brussels last year by Ms Seeta Sharma, Technical Officer, ILO
11:45-12:15	Tea/Coffee Break
12:15 -13:30	Parallel Sessions I: Information Technology II: Automobile
12:15-13:30	Parallel Session I: Information Technology Sector <i>Panel Discussion moderated by Mr Kiran SN, HCL</i> Sharing experiences: The IT sector is the largest and perhaps one of the most critical sectors along India and the EU. The job roles in the sector are still emerging and many critical issues of mobility need addressing. Drawing on experiences of practitioners, this session will draw upon good practices and initiatives addressing talent mobility in the sector. <i>Speakers (10 min each)</i> - EU tech company in India ✓ Ms Latha Gupta, Director, People & Infrastructure, Metro Services ✓ Ms Pranali Save, Head-HR, Tieto ✓ Ms Namita Venkatraman, GM-HR, Bosch - Indian tech company in the EU ✓ Mr Parminder Kakria, Head, Public Policy, WIPRO ✓ Captain Girish S, Head Global Mobility, Tata Consultancy Services

	<i>Open Forum Discussion (20 min)</i> <i>Opportunities and solutions for talent mobility</i> This part of the session will engage all participants to contribute towards ideas on maximizing the benefits of talent mobility and reducing risks. The session will end with a set of recommendations/ suggestions that will be shared in the subsequent session.
12:15-13:30	Parallel Session II: Automotive Sector <i>Panel Discussion moderated by Mr Sanjeev Tinari, Automotive Skill Development Council</i> With India expected to emerge as the world's third-largest passenger vehicle market by 2021, the automobile sector in India continues to attract foreign companies. European manufacturers have about 6% of the total market share but Europe is the largest market for the Indian auto component industry, accounting for 34 per cent of total exports from India. The mobility of talent is therefore critical for both side. This session will draw upon practitioners sharing their innovations/ good practices; highlighting key issues in talent mobility in the automobile sector and their initiatives helping to address them. <i>Speakers (10 mins each)</i> ✓ Mr Giovanni Sois, HR Manager, Piaggio ✓ Mr Venkatesh Kulkarni, Manager-Global Mobility at Robert Bosch ✓ Mr Vikram Sinha, Sector Expert ✓ Mr Sanjay Shetty, Head Sales & Strategic Clients, Randstad India <i>Open Forum Discussion on Opportunities for future mobility and recommendations (20 mins)</i> This part of the session will engage all participants to contribute towards ideas on maximizing the benefits of talent mobility and reducing risks.
13:30-14:30	Lunch
14:30-15:15	Key insights: Overcoming challenges Moderators from each of the parallel sessions present opportunities and observations of the current scenario and make recommendations Presentation on Emerging Opportunities in ICT Sector in EU by Dr TLS Bhaskar, India Center for Migration
15:15-16:15	Way Forward: Current and upcoming initiatives EU and GoI share some of the key on-going and new policy initiatives (10 mins each) Mr Ravindra Peiris, Senior Specialist, Employers' Activities, ILO Mr Benoit Sauveroche, First Counsellor, EU Delegation to India Sh Alok Nigam, Deputy Director, Ministry of Skill Development and Entrepreneurship (MSDE), GoI Sh Bikash Kumar Malick, Assistant Director, Ministry of Labour & Employment (MOL&E), GoI Dr Shashank Vikram, Ministry of External Affairs, GoI Q & A – 20 mins
16:15-16:30	Closing remarks Mr Kalpesh Saraf, NASSCOM

15 June 2019, Day 2: Mobility of EU-India Start-ups: Challenges and Opportunities	
9:30 – 9:45	Registration
9:45-10:00	Opening Remarks by Introductory Remarks by Ms Dagmar Walter, Director, International Labour Organization, India
10:00 -10:45	Overview Session: Policy landscape for foreign entrepreneurs in the EU and India This session will lay the context for ensuing panel discussions by underscoring the policy initiatives taken by the EU and India on facilitating entrepreneurship amongst third-country nationals in the EU and EU-based start-ups in India. The session will also bring in market overview from India – EU start-up perspective. Moderator: D. Shashank Vikram, Director, Ministry of External Affairs, GOI Policy initiatives for facilitating entry of foreign entrepreneurs in the EU Ms Tania Friederichs, Counsellor and Head of Research & Innovation Sector EU Delegation Office for India Startup India Overview and facilitating access of Indian market by foreign entrepreneurs Ms Diksha Nigam, Startup India, Department for Promotion of Industry and Internal Trade, DPIIT, Ministry of Commerce and Industry, GoI, Introduction to AGNI, the National Technology Commercialization Program Ms Pooja Monga, Invest India, Department for Promotion of Industry and Internal Trade, DPIIT, Ministry of Commerce and Industry, GoI, Overview of start-ups in IT Sector Mr Subodh Sachan, Director, Software Technology Parks of India (MeitY), GoI
10:45-11:15	Tea break
11:15 – 12:15	Panel Discussion 1: Challenges and opportunities for Indian entrepreneurs in the EU and EU entrepreneurs in India Recognizing the initiatives taken by both EU and GoI for facilitating foreign entrepreneurship in their national start-up ecosystem, the panelists will highlight some of the key mobility related challenges faced by Indian/EU entrepreneurs while accessing the EU/Indian market. This discussion will also reflect of new research undertaken by ILO on identifying some challenges faced by EU-based start-ups in India. Moderated by Mr Vikram Jhunjhunwala, European Business Technology Centre (EBTC) Speakers (10 mins each) ✓ Mr Christian Tenlep, Managing Director, Elitica Research ✓ Ms Shilpa Pagadala, Technical Team Lead, Velmennis ✓ Mr Anil Chhikara, Chairman, Startup India Foundation ✓ Sh Nishi Kant Singh, Under Secretary, Ministry of External Affairs, GOI Q & A
12:15-13:15	Panel Discussion 2: Good practices and recommendations for enhancing EU-India mobility for entrepreneurs Countries across the world are now offering incentives to foreign start-ups. These initiatives lead to ease in attracting foreign talent, latest technology and investments. Research done by ILO/ICRIER also shows that Indian entrepreneurs are one of the largest applicants of special visas for start-ups given by some of the EU MS. This session draws upon such good practices and recommendations for EU and India that have the potential to further strengthen the mobility for foreign entrepreneurs. Moderated by Mr Rameesh Kailasam, Indiatech Speakers (10 mins each) ✓ Ms Juuli Hiio, Deputy Head of Mission, Embassy of Estonia ✓ Mr Rajeev Ranjan, Co-founder, Iqmaton ✓ Mr Flo Oberhofer, Co-founder, Kisanji and GINSEP Ambassador ✓ Ms Sreedevi Devireddy, CEO, SRIX Q & A
13:15-13:30	Closing remarks by Dr Shashank Vikram, Director, Ministry of External Affairs, GoI Mr Benoit Sauveroché, First Counsellor, EU Delegation to India

PARTICIPANTS LIST

Day 1, 14 June 2019		
S. No	Name	Organization
1	Sanat Kumar Kolhatkar	MCCIA Member
2	Vivek Gokhale	Gokhale Agro products (MCCIA)
3	Jay Ramachandran	Ajinkya D Y Patil University
4	Sujit Phurde	MIT ADT Pune
5	Vijay Pankhawala	AARAI
6	Suryaa Pawar	ICUnet Group
7	Suchismita Pai	Rapporteur
8	Vikram Sinha	Sector Expert
9	Disha Shah	Frankfurtrhein Main GMBH
10	Sapna Bhosale	Prorecognition
11	Sudhir Shinde	DMCFSSF Pune
12	Shweta Shukla	Master Card
13	Siddhartha Keshaw	Keshaw Enterprises
14	Anil Doshi	Leapswitch
15	Laxmi Sapkal	PVG's College of Engineering and Technology
16	Anu Deshpande	Buzzhoo Tech Sys
17	Priyanka Mathur	India Tech Organization
18	Rameesh kailasam	India Tech Organization
19	Sambhaji Suryavanshi	Plantrix
20	Tenlep Christian	Elitica
21	Satish kharchane	MITPL
22	Vishal Kulkarni	Automation Edge
23	Ajinkya Kulkarni	Cash Behind series Ltd
24	Mandeep Batra	VSSI
25	Chetan Thakre	Ramk Skills
26	Lynette D'silva	Amdocs LLP
27	Dr karan raut	PEAT GmbH
28	R S Nageshka	Thyssehrupp. Institute

29	Datta Shinde	Kisaan Infotech Ltd
30	Vishnu Shinde	Kisaan Infotech Ltd
31	Sanjay Rane	DMCFSSF Pune
32	Aletha Tavaves	Algo Andy ties
33	Sameer Gokhale	JAMPAT
34	C R Talathi	Leapartech
35	Shiwani Awsave	Usha Infra Solutions Pvt Ltd
36	Supriya Raval	Quic Solv Technologies
37	Prasad Koparkar	Onward Technologies
38	Vignesh Kumar	Onward Technologies
39	Harshita Darwatkar	Rabbit and tortoise Technology Solutions
40	Namita Chavan	Accelterr Software Pvt Ltd
41	Milind Athalye	Epiroc Mining India Limited
42	Jitendra Sandu	FIT
43	Megha Sharma	Antal International
44	Hiral Shukla	Antal International
45	Amandeep Gill	Nasscom
46	Syed Alem	Volp Software
47	Prashant Dhavale	Technosoft Data Services
48	Devendra Badwe	MONJIN
49	Asha Ramsakha	MONJIN
50	Geeta nair	Financial express
51	Bikash Kumar Malick	Ministry of Labour and Employment
52	Hemali Aeram	Cybage Software
53	Dileep Athavale	Sunshine Pune
54	S S Javadekar	S J Assoc
55	Nitin gavhane	Thysseehrupp
56	Amb Inder Chopra	Ferrero India
57	Nilesh Khandale	Veghvan Logistics
58	Meghana Jain	marketing and Managemnet solution pvt ltd
59	Peimingam Zimik	Symantec
60	Trupti Prasre	Inteliment
61	Mnali Kulkarni	Inteliment
62	Shashank Kulkarni	Rapid Fire
63	Shanker Pilarisitty	Bharatmire.com
64	Nilesh Yeole	Karmayog Enterprises

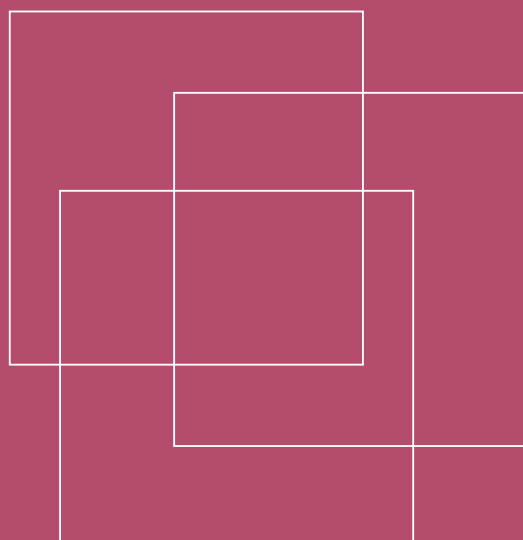
65	Saurabh Sahi	Vodafone
66	Samio Alex	Cash Bank
67	Rumani Varunjikar	Indo German Chamber of Commerce
68	Anuj Kumar Bhatia	International Organization for Migration
69	Altaf Sayed	Epicenter
70	Kale Swapnil	SEMC Services Pvt Ltd
71	Mukund Joshi	Expertise Managemnet Solutions
72	Rajani Joshi	Expertise Managemnet Solutions
73	Joice Samuel	Grupo Antolin India
74	Ms Shende	Infinger Lab
75	Kushal dighe	Polycrafts Pune
76	Datta Pingale	Symatech Pune
77	Sampada Kulkarni	Cybage Software Pune
78	Girish Kashwani	Ascendancy Technologies
79	Manoj Barve	Bundesverband Mittelständische Wirtschaft (BVMW) India
80	Prashant Balsare	Matchwell engineering private limited
81	Onkar Kondawar	Talent Assessment And Analytics Software/ FIT Pune
82	asmita Marathe	Express Engineering Solutions
83	Sidhant Malhotra	Epicenter Technologies
84	Vivek Rane	Alpha Analytics
85	Yogesh nankar	Ayurlife Herbal
86	Satish Joshi	MCCIA Member
87	Ramesh Babar	MCCIA
88	Srividya Sen	
89	Girish S	TCS
90	Saniel Marde	Setu Consultant
91	Kapil Saproo	Manager
92	Prashant joglekar	MCCIA
93	Nitin Shende	President
94	Amit Nagale	MCCIA
95	Aayuship gaikwad	Cybage
96	Sachin Chavan	VSSI
97	Sunil Kapadia	MCCIA
98	Ajit Gokhale	Invasystems
99	capt V P Borse (rtd)	Jatayu Aviation
100	Parth Borse	Dayananda Sagar College of Engineering

Government		
101	Mr Sanjiv Arora	MEA
102	Dr Shashank Vikram	MEA
103	Mr Nishi Kant Singh	MEA
104	Dr Bhaskar	ICM
105	Mr Benoit Sauveroché	EUD
106	Mr Raimund Magis	EUD
107	Mr Tukaram Kadam	MSDE/ NSTI Mumbai
108	Alok Nigam	Ministry of Skills Development and Entrepreneurship (MSDE)
109	Mr Bikash Kumar Malik	MoLE
110	Ms Nelli Mikkola	Embassy of Finland
111	TLS Bhaskar	ICM
Non-Gov Speakers		
112	Prashant Girbane	MCCIA
113	Dr. Renu Shome	The Council of EU Chambers of Commerce in India
114	Parminder Kakria	WIPRO Limited
115	Capt. Girish S	TCS
116	Kiran Subhash Nadagir	HCL Technologies
117	Giovani Sois	PIAGGIO
118	Vankatesh Kulkarni	BOSCH
119	Arun Silvester	Fragomen
120	Latha Emmatty Gupta	Metro Services
121	Pranali Save	Tieto
122	Namita Venkatraman	BOSCH
123	Mr Kalpesh Saraf	NASSCOM
124	Sanjeev Tiwari	ASDC
125	Sanjay shetty	Randstad
ILO		
126	Ms Dagmar Walter	
127	Mr Ravi Peiris	
128	Ms Seeta Sharma	
129	Ms Harpreet Bullar	
130	Ms Shruti Rane	

Day 2, 15 June 2019

S. No	Name	Organization
1	Suchit Gawali	TCS, Pune
2	Satish Kharchane	MITPL
3	Datta Shinde	Kisaan Infotech Ltd
4	Pankaj Malhotra	Thyssenkrupp
5	Sahil Waslekar	Suhana Group
6	Isabell Jenninger	Indo-German Chamber of Commerce
7	Vishnu Chonlia	Suhana Group
8	Asmita Marathe	Express Engg. Solutions
9	Sharwasi Awsave	Usha Infra Solutions Pvt Ltd
10	Mohan Patil	Usha Infra Solutions Pvt Ltd
11	Suryaa Pawar	Icunet Group
12	Sanjay Rane	DMCFS SF
13	Deepak Shelke	
14	Anuj Kumar Bhatia	IOM
15	Nishant Kumar	UBS
16	Aishwarya Preet	BMC Software
17	Sunil Kapadia	MCCIA
18	Nilesh Yeole	Karmayog Enterprises
19	Kale Swapnil	SEMC Services Pvt Ltd
20	Priyanka Mathur	IndiaTech Org
21	Ramesh Babar	
22	Shankar	
23	Girish Kundan	
24	Nitish Gaurhane	Thyssenkmpp
25	Rajanim Joshi	Expertise Management Solutions
26	Anu Deshpande	
27	Jay Ramchandran	Ajinkya DY Patil University
28	Vivek Gokhale	Gokhale Agro Products
29	Sanat Kolhatkar	MCCIA Member
30	Sudhir Shinde	DMCFS SF
31	Prashant R. Belsare	Matchwell Engg. Pvt. Ltd.
32	Shashank Kumar	
33	Sandeep Marwaha	MP Group
34	Karan Raut	

35	Aniruddha S. Nanwa	Kosoft Sales & Services Pvt. Ltd.
36	Subhodeep Dutta	Oracle Skyone
37	Kushal Dighe	Polycrafts
38	Sumit Kumar	IBM
39	Sachin C	VSS
40	Suchismita pai	Rapporteur
Government		
41	Mr Nishi Kant Singh	MEA
42	Mr Bikash Kumar Malick	Ministry of Labour & Employment
43	Mr Alok Nigam	MSDE
44	TLS Bhaskar	ICM
45	Mr Benoit Sauveroche	EUD
46	Ms Tania Friederichs	EUD
47	Subodh Sachan	STPI, Meity, CauI
48	Juuli Hiio	Estonian Embassy
49	Diksha Nigam	Startup India, Invest India
50	Pooja Monga	Invest India, AGNI GoI
51	Tukaram G. Kadam	NSTI SION, Mumbai, MSDE
Non-government Speakers		
52	Vikram Jhunjhunwala	EBTC
53	Rameesh Kailasam	IndiaTech Org
54	Rajeev Rajan	Iqmaton, Data Analytics & Tech Solutions for Smart Business Moves
55	Mr Christian Tenlep	Elitica Research
56	Anil Chhikara	Start up India
57	Silpa Pagadala	Velmenni
58	Flo Obernofer	Kisansa/ GINSEP
59	Sridevi	SR Innovation Exchange
ILO		
60	Seeta Sharma	ILO
61	Harpreet Bhullar	ILO
62	Shruti Rane	ILO



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