




# Skills & Migration

In the perspective of Future of work for India and EU

June 2019

FRAGOMEN



# Agenda

**Overview – European Union**

**Employment Market Dynamics**

**Indian Global Growth Catalyst**

**Bridge The Gap**

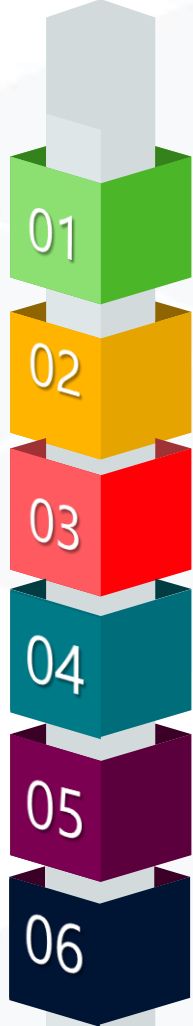
**Benefits**



1

# Overview - European Union

# Overview



**Migrant Arrivals**

**Top Country – Arrivals to Europe**

**Major Industries**

**Top Economies**

**New Opportunity**

**Social, Economic and Political Perspectives of EU**

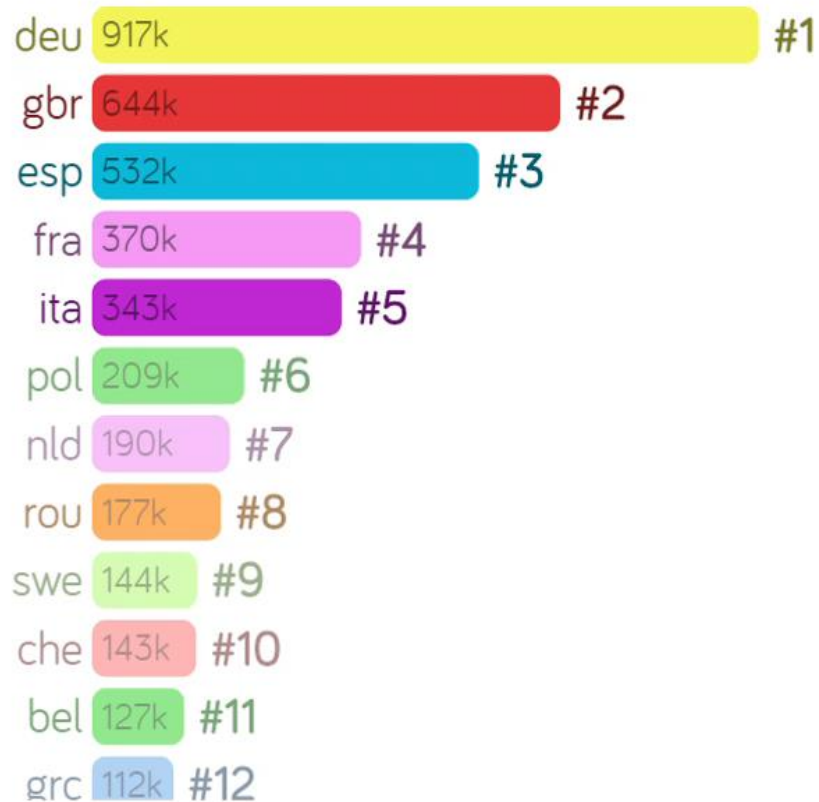
**179536**

Arrivals to Europe in 2017  
(Source: IOM 05 Dec 2018)

**134004**

Arrivals to Europe in 2018  
(Source: IOM 05 Dec 2018)

## Ranking countries based on Migration



 DATA DOUBTS

# 2017

Color

geo

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DESELECT



OPTIONS

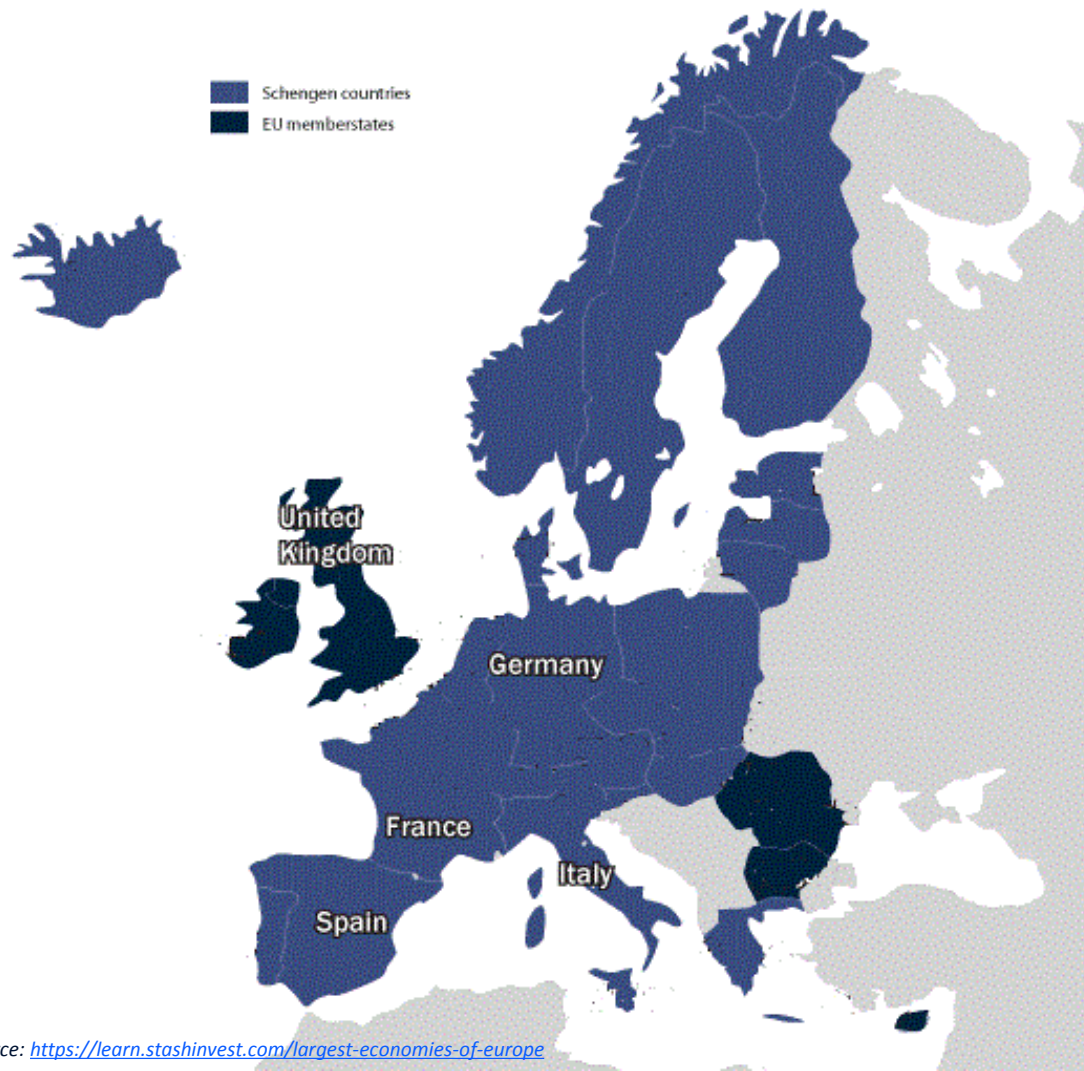


RESTORE



PRESENT





#### Germany:

- Manufacturing & constructions
- Automotive
- Machinery
- Chemicals
- Electronic machinery

#### France:

- Chemical industry
- Manufacturing
- Energy
- Arms industry
- Services industry

#### United Kingdom:

- Agriculture
- Construction
- Hospitality
- Manufacturing
- Mining
- Financial services
- Services

#### Italy:

- Agriculture
- Automotive
- Fashion industry

#### Spain:

- Banking sector
- Automotive

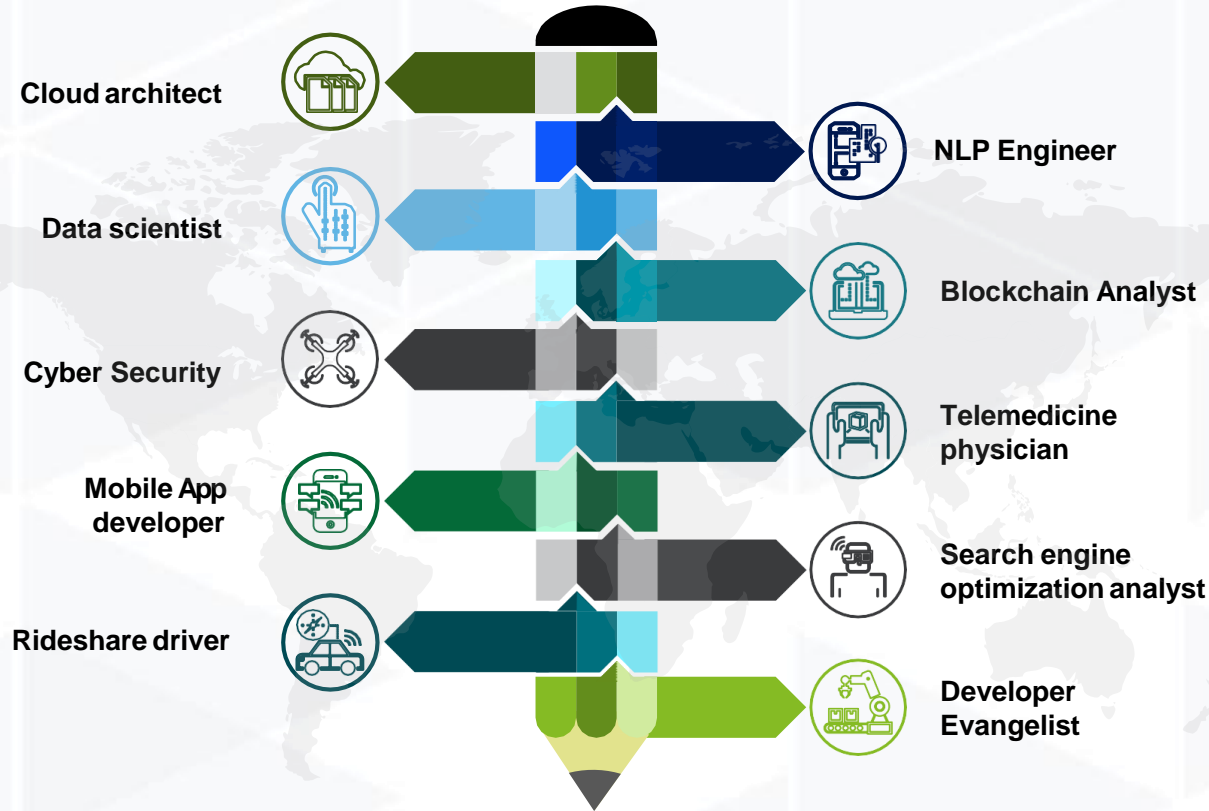


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# Employment Market Dynamics

## Demand & Supply

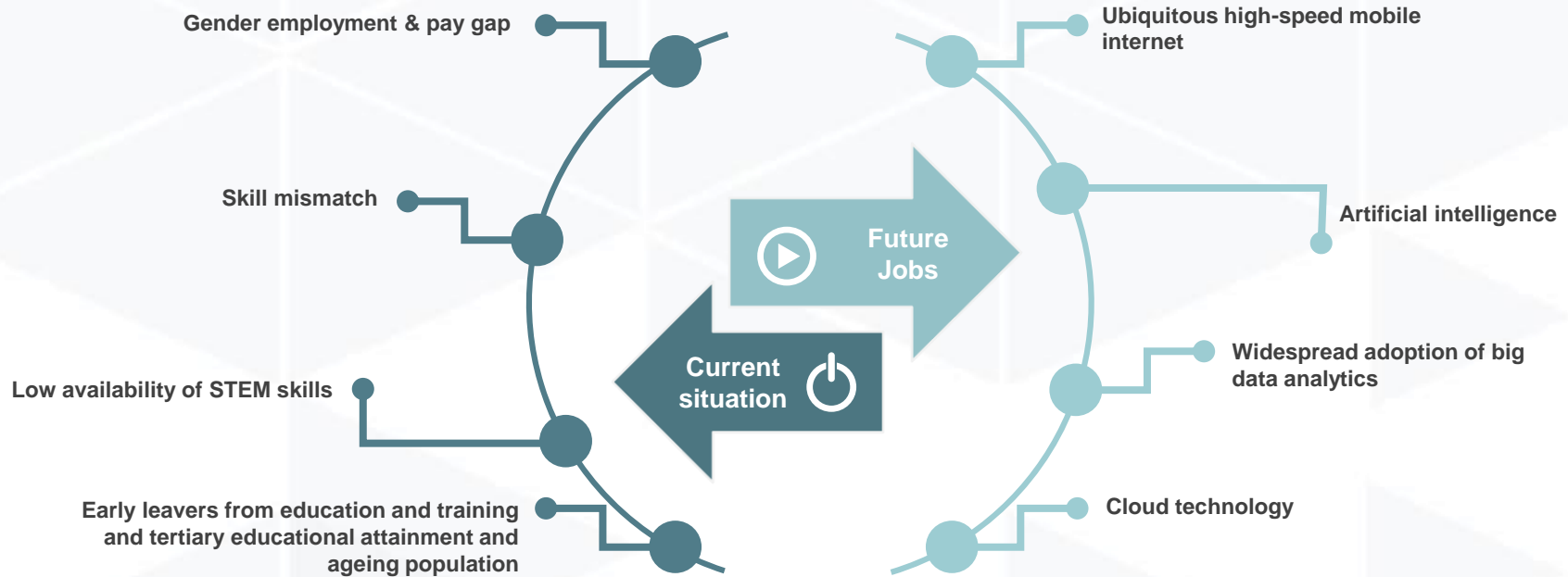
# 10 JOBS THAT DIDN'T EXIST 15 YEARS AGO





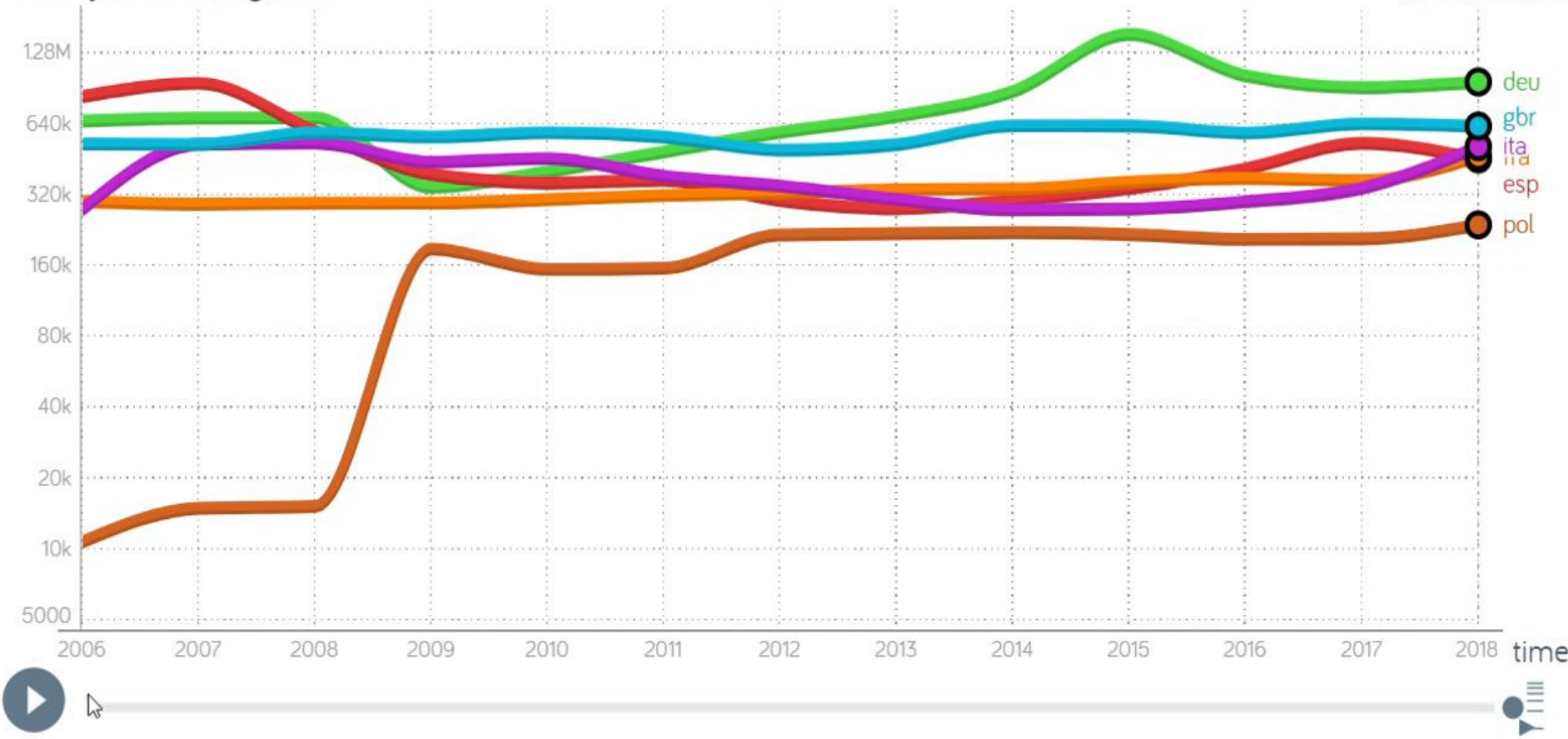
# Technological Advance

Set to dominate the 2018–2022 period as drivers positively affecting business growth



# Country Wise Immigration

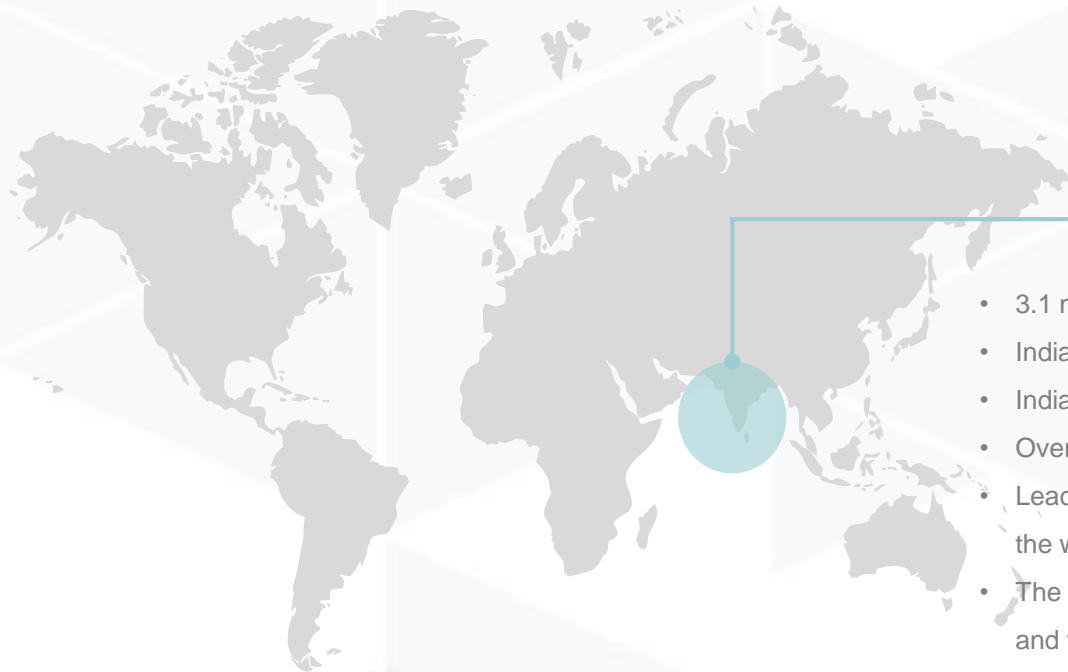
⚠ DATA DOUBTS



3

## India – Global Growth Catalyst

# India's strength lies in its huge talent pool of resources



- 3.1 million students graduate from Indian universities on yearly basis
- India has 2, 297 engineering colleges
- India produces 300,000 post-graduates on yearly basis
- Over 60% in Indians are in the age group of 15–59
- Leading sourcing destination for IT and IT enabled services (ITeS) across the world
- The higher education system in India is the world's third largest, after China and the US
- The Indian Institutes of Technology enroll about 8000 students every year

# Skills shortage in the EU labor market

India offers a growing talent-pool of highly-skilled workers



## Education system

The formal education system in India is producing enough engineers and doctors to cater for the growing needs of the 1.3-plus billion population.



## Unique Approach

The uniqueness of Indian innovations is the approach of building solutions at low-cost, while ensuring high durability.



## Highly Skilled VS Wage Premium

India is the only country that will have a highly-skilled talent (specially STEM graduates) surplus till 2030, and at every preceding milestone.



## Communication

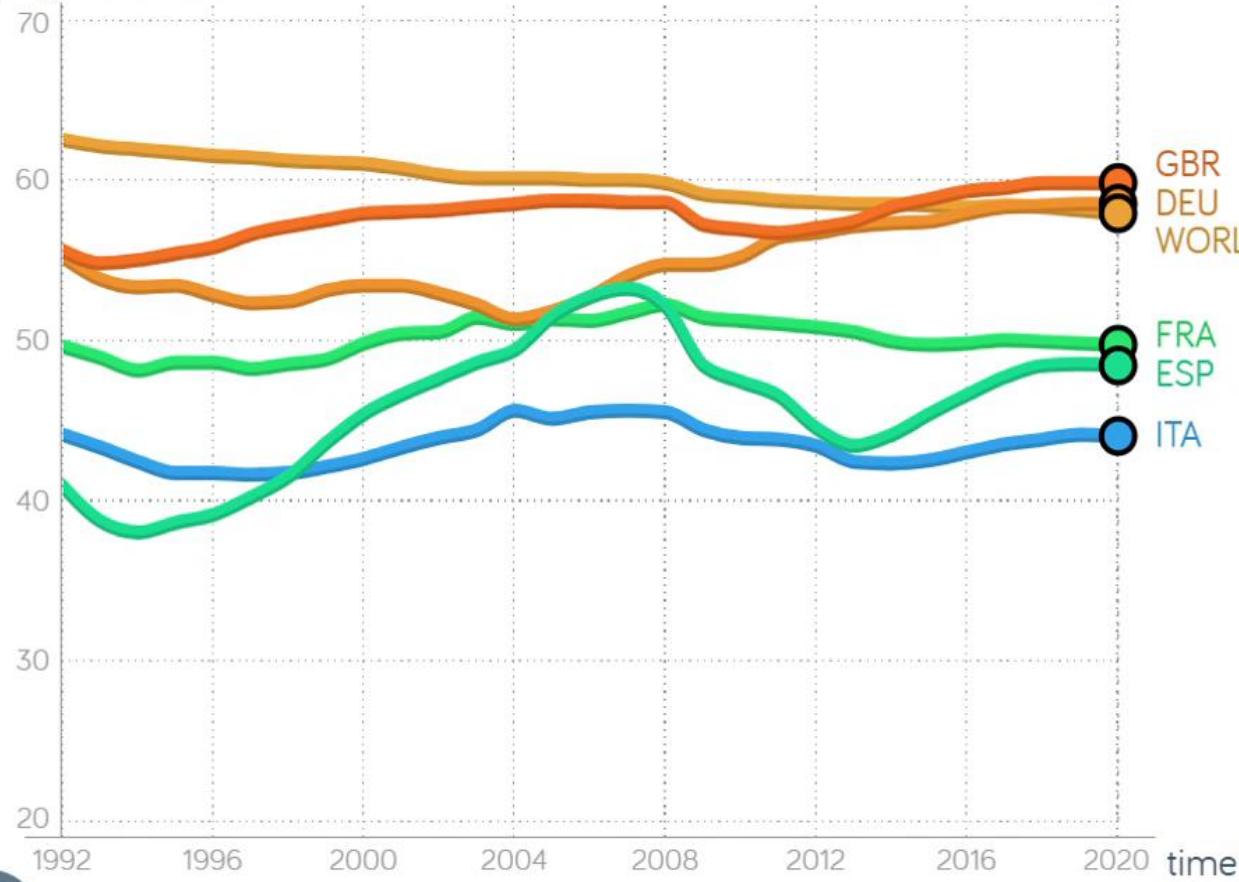
Limited communication barriers as over 350 million people in India are fluent in the English language.

Information and Communication Technology (ICT) has emerged as one of the top five occupations in the EU with a mismatch between labor demand and supply. India maintains the highest rank in terms of global sourcing country for IT talent



Employment Rate

⚠ DATA DOUBTS



Color Employment Rate ▼

38.1 46 52 58 62.6

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MORE...

RESET APPLY



4

## Bridge the Gap

# What will future of work look like ?



65 %



Children entering primary school today will end up doing a type of job that does not exist yet

Majority of the jobs that will be lost are office administration jobs



## Labor market is changing due to



### Social Changes

- Changing nature of work – remote working, teleconferencing, co-working space
- Women's increased participation in the labor force
- Consumer concerns about ethical issues – food safety, animal welfare, labor standards
- Ageing societies – change the labor force and require different product and services



### Technological Changes

- Mobile, internet and cloud technology – increase workforce productivity
- Advanced robotics – replace human beings in manufacturing, transport and service jobs
- Large and complex data sets – create need for more data analysis
- Sharing economy – peer to peer platforms replace large scale organizations



# Bridge the Gap

## Future of Work

2019

Today



- Analytical thinking and innovation
- Complex problem-solving
- Critical thinking and analysis
- Active learning and learning strategies
- Creativity, originality and initiative
- Attention to detail, trustworthiness
- Emotional intelligence
- Reasoning, problem-solving and ideation
- Leadership and social influence
- Coordination and time management

Trending



2022

- Analytical thinking and innovation
- Active learning and learning strategies
- Creativity, originality and initiative
- Technology design and programming
- Critical thinking and analysis
- Complex problem-solving
- Leadership and social influence
- Emotional intelligence
- Reasoning, problem-solving and ideation
- Systems analysis and evaluation

Declining



2022

- Management of personnel
- Quality control and safety awareness
- Coordination and time management
- Visual, auditory and speech abilities
- Technology use, monitoring, control
- Manual dexterity, endurance and precision
- Memory, verbal, auditory and spatial abilities
- Management of financial, material resources
- Technology installation and maintenance
- Reading, writing, math and active listening



**Automation,  
digitalisation & AI**

- Digital transformation
- Job elimination & creation
- Technology & ethics
- Human-machine collaboration



**Life-long job  
transitions**

- Changing career paths
- New business models
- Gig economy
- Flexible labour sourcing
- Future of social protection



**Changing labour  
markets**

- Ageing population
- Refitting education
- Refugee integration
- Job polarisation

# Bridge the Gap

## Future of Work

- Government / Trade commissions reaching out to clients to understand the requirements
- Promote continuous education and re-skilling for sustained success in our evolving global economy
- Business Visa Matrix Tool for Business and short term travel compliance



# Migration in the EU

Companies are expanding across borders, labor markets are becoming more integrated and there is more demand than ever for your people to travel and work across different EU member states





5

# Benefits

## Migration and Mobility

# Benefits

Migrants make significant contributions to both their host and home countries.

Migrants spend **85%** of their earnings in their host communities and send back the remaining **15%** to their countries of origin.

Migrants sent home approximately \$600 billion in remittances in 2017—**3 times** all official development assistance.



Source: Report of the Secretary-General, *Making Migration Work for All*, 12 December 2017







# Thank you !

**Arun Silvester** - Assistant Director - India  
Outbound Services

O +91 484 6190777  
T +91 484 6190714  
M +91 9496277600  
asilvester@fragomen.com

**FRAGOMEN**