

EU – India Common Agenda on Migration and Mobility

It is certainly my pleasure and privilege to make a brief intervention on behalf of the Bureau of Employers' Activities of the ILO.

I represent the Bureau for Employers' Activities of the ILO in South Asia. My mandate is to closely interact with Employer and Business Member organisations (EBMOs) in South Asia, and assist them to be relevant and sensitive to the needs of their member enterprises.

I am extremely happy that this ILO Project has focussed on Private Sector as a KEY stakeholder and further identified 3 significant and growing business sectors in the India – EU corridor.

I remember in the early 1980s everyone was talking of globalisation and the opportunities that have been able to countries to source and outsource goods and services. Today we have a NEW WAVE of Globalisation which involves “***Empowering the Individual!***”

Today, as a result of the developments in IT people are connected more than ever before. The greatest force that has swept the Planet has been **connectivity**. Through connectivity People become **EMPOWERED**. It is through Empowerment that we gain the ability to hire and recruit across borders in Companies' regular business operations.

Having listened to some great presentations to day, I think we need to be happy that we have a great future of opportunities. Very often we look at the future from a negative perspective looking at job losses and the disruption that is created by technology in the world of work. We need to be reminded by the famous words of Sir Winston Churchill: “look for opportunities in every difficulty, rather than difficulties in every opportunity”.

I would now like to share with you some employer perspectives on the subject of migration and Talent mobility. I hope that it would help us to identify some KEY POLICY areas for discussion on the benefits of Talent mobility.

The International Organisation of Employers (IOE) in its latest position paper (2018) has articulated that Employers regard regular migration as a necessary and positive phenomenon. When well - managed, it is a vehicle for fulfilling personal aspirations, balancing labour supply and demand, sparking innovation and transferring and spreading skills.

Clear and well implemented migration policies are an integral part of the legal and regulatory framework necessary to support business environments that are conducive to economic growth and development.

In February this year six South Asian countries under its network forum SAFE had its annual meeting in New Delhi. The topic for discussion was migration. I am happy to say that at the end of the meeting all the employers' organisations of these six countries adopted a common resolution on migration emphasising the following:

- The need to create a conducive business climate
- The need to influence enterprises to adopt decent work standards which will include fair recruitment systems and equal protection at work.
- Promotion of non - discriminatory practises in relation to ALL workers.
- Promotion of Skills development.

- The need to engage in social dialogue on issues relating to migration.

As a follow up to this initiative some EBMOs have already made representations to their governments and taken proactive steps to recognise them as a KEY Stakeholder. Governments need to work with business in developing a coherent and consistent migration policies that facilitate the safe and orderly movement of labour across the entire skills spectrum.

At a macro level we have the Global Compact on Migration (GCM) which was promoted by the UN and was formally adopted in Morocco in December 2018. The GCM whilst being heavily focussed on migrant rights, it also includes language recognising the importance of labour market needs, predictable labour mobility schemes, and appreciation of the role and expertise of the Private Sector, in particular in identifying skills needs.

Objective 18 in the GCM refers to investing in skills development and facilitate mutual recognition of skills, qualifications and competencies. This envisages action in relation to promoting inter institutional networks and collaborative programmes for partnerships between Private Sector and educational institutions in countries of origin and destination to enable mutually beneficial skills development opportunities for migrants.

We are happy to note that India runs the world's largest skilling programme (400 million over 10 years). As part of this initiative the Indian Ministry of Skills Development and Entrepreneurship under the "Skills India" mission is setting up India International skills Centres (IISC) to provide trainings and certification benchmarked to international standards. By last December 15 centres had already been set up in sectors such as Retail, Tourism and Hospitality, Health Care, Automotive and Security.

I am happy that the ILO / EU – India CAMM Project is giving due prominence to Industry perceptions on talent mobility across the two countries.

What is talent mobility? The World Economic Forum in 2012 defined Talent Mobility as I Quote: ***“The physical movement of workers within or across organisations, industries or countries, and globally, or the professional movement of workers across occupations or skills sets. Mobility may be temporary or permanent and may also involve moving people from unemployed to employed, moving jobs to people or allowing for virtual mobility.”*** UNQUOTE

The WEF 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.

This morning we had our first technical session on an overview of skills and migration in the context of FOW for India and EU. In this context I would like to share some insights of Rainer Strack, the Global leader of HR at the Boston Consulting Group. In 2014, he presented a TED talk on the workforce of 2030. He predicts a global workforce crisis by 2030. The crisis will be propelled by three factors:

- A labour force shortage
- Skills mismatch
- Cultural challenge

He referred to a survey conducted on 200,000 job seekers across 189 countries with regard to their job aspirations. More than 60% were willing to work overseas. It was interesting to note their strongest aspirations that came on top, in terms of what they looked for in a job – appreciation for their work, relationship with colleagues, enjoying work life balance and a great relationship with boss.

These findings reveal that quite apart from focussing on technical skills, companies and governments that wish to attract the best talent need to focus on a **PEOPLE STRATEGY**. This PEOPLE STRATEGY needs to be founded on four important pillars:

- Proper forecasting on supply and demand
- Strategies to attract people
- Education and up skilling
- Retention of the best people

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 FOW.

The ILO is firmly committed to facilitate this process through its greatest tool – Social Dialogue, which was demonstrated so effectively through our deliberations today.