

Session 3.1 - Raising the Global Talent Pool – Harnessing the Potential of the Private Sector for Global Skills Partnerships

Statement by the Republic of India

Roundtable 3: Migration and Development: Finding Strategies beyond the State

The digital world has made a remarkable change in all walks of life, the pace with which technology is being adopted, is expected to bring disruptive changes in the world of work and need a different strategy to harness and retain talent pool. Those companies which might be in position to forecast such changes and adopt to it might be in better position to compete. Similarly, those countries and societies who understands these aspects and adopt to it, will leapfrog.

India has more than 50% of its population (over 650 million) below the age of 25 and more than 65% below the age of 35. It is expected that in 2020 the average age of an Indian will be 29 years and by 2030 India's dependency ratio should be just over 0.4. We have identified this demographic dividend as one of the key strengths and had made a conscious decision to transform India as the skill capital of the world.

In order to implement this, the National Skill Development Mission was launched in July 2015 on the occasion of World Youth Skills Day. The Mission has been developed to create convergence across sectors and States in terms of skill training activities. Further, to achieve the vision of 'Skilled India', the National Skill Development Mission not only consolidate and coordinate skilling efforts, but also expedite decision making across sectors to achieve skilling at scale with speed and standards.

The rapidly changing world of work and so as the skill requirements has been identified by ILO as one of the key themes for research and mainstreaming in its agenda. On this issues ILO has come up with 'Future of Work Initiative' facilitating dialogue and debates at the national, regional and global levels.

Similarly the World Economic Forum's 'Future of Job: Employment, Skills and Workforce Strategy for the Fourth Industrial Revolution' is an important initiative in this field.

Given the rapid pace of change, business model disruptions are resulting in a near-simultaneous impact on employment and need for new skill sets, requiring an urgent and concerted effort for adjustment.

Given the complexity of the change management needed, businesses should work with industry partners to develop a clearer view on future skills and employment needs, pooling resources where appropriate to maximize benefits, and work more closely with governments to map a future view of skill demand versus supply. Businesses also need to engage with governments on strategically redeploying redundant skills between sectors, addressing cost concerns and social stability.

We request GFMD to closely work with ILO and World Economic Forum to understand and mainstream these concepts in its agenda.

Mr Anil Kumar Rai

DesignationCounsellor

Email addressanilkrai@gmail.com