

HR Mobility

Shifts in Global Labour Market

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Labour Market trend changes every decade:

1. Prior to 1970 more unskilled Labour , no Immigration controls.
2. 1980s - Gulf (Middle East)
3. 1990s - USA , Canada and Western Europe
4. 2000 – USA, Canada, Europe, APAC
5. 2010 – USA, Europe, APAC, Latin America, African Continent
6. 2020 – Changing..

Changing Immigration Landscape...

1. Significant regulatory changes during last few years
2. Increased focus on “protecting” local workforce
3. Increased Enforcement – structured audits and random audits
4. Increase in cost - application fees, documentation, minimum wages
5. Longer processing time
6. Increase in RFE's , Rejections
7. Quota restrictions – Yearly , Project-wise Quotas , Company-wise
8. Requirement of local market test even by open economies like Singapore, Australia.

Brexit – if happens with out deal, then work permits

Changes in US during the last 2 years

Immigrant Visas:

1. Mandatory personal interviews since 1st Oct 2017
2. Increased scrutiny for Regional EB 5 Regional Centers.
3. Increase in EB 5 eligibility.

Non-Immigrants:

1. By American, Hire American Executive order of April 2017
2. Increase scrutiny of applications placed at client locations.
3. Increased scrutiny in Extensions, amendments
4. Increase in RFEs, NOID, 221G, Rejections.
5. Computer Programmer for entry level restricted
6. Customer location in LCA, hence bulk LCA difficult.
7. Changes in H-1B lottery system

New Opportunities

Hunger for growth, Replicating Bay area success :

1. Canada – Global Skill Strategy
2. UK - Clusters
3. Netherlands – Invite, help, retain
4. Germany – Through Universities
5. France
6. Australia - Students

Ageing population

1. Japan – Open invitation
2. Central Europe
3. Scandinavian countries – Supply chain coordination between Govt, Universities & Corporates.

Emerging Geographies:

1. Middle East
2. African Continent
3. Latin America

US is the still big destination for skilled professionals

1. Still US is the destination for those who respect the Law (for students ,jobs and business).
2. Trump not changed any Law though he had full majority in both houses.
3. Many Senators introduced many bills since 2007 to restrict outsourcing, restrict H, L visas. But during Trump time, not even one single bill introduced...
4. Like Motor Vehicle Act – he tightened the Law to ensure compliance.
5. **Now there is a new Bill HR 1044 which remove country- based GC quota, 5000 quota for nurses and physiotherapists. Good for India.**

How to prepare to be a Global Hub for Skills

How we can get prepared:

1. Policy Level Changes – Creating a Core Team of Corporates, Universities & Govt.
2. Investment in Education – it is already happening in opening more IIT, IIM and Good Private Institutions. Still better to encourage more Private participation, like Manipal Academy done.
3. Changes in Education system – more practical classes

How to prepare to be a Global Hub for Skills

Thank You