



GFMD FoF meeting

Talent mobility

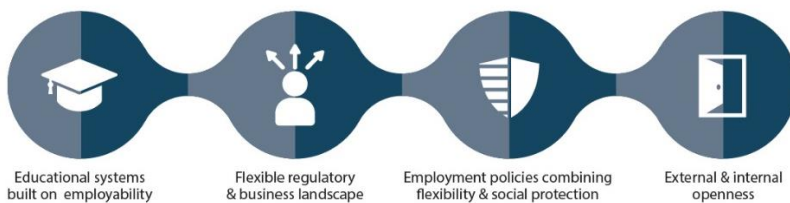
Speaking notes Menno Bart, The Adecco Group

- As workforce solutions partner, we help our clients tap into the workforce for the future
- Companies face increasing skills shortages and skills gaps.
- If the right talent is not available, we can do two things:
 - Train, e.g. via work-based learning solutions such as apprenticeships
 - Find the talent elsewhere
- Since 2006, we supported over 37.000 candidates to find a job abroad, 5000+ in 2016. They have very diverse profiles.
- Some of our key destination countries include:
 - UAE & wider Middle East
 - Germany
 - Netherlands
 - Switzerland
- Profiles: 56% professional vs. 44% general roles
 - Industrial 27%
 - IT 20%
 - Other professionals 13%
 - Engineering & technical 12%
 - Healthcare 10%
- Examples include:
 - 9000 construction workers to Norway in 10 years, but also 70 to Iceland in 2016
 - Each year, 200 nurses recruited by Adecco Medical in France find work in different hospitals in Switzerland
 - Skilled trade workers in the Oil & Gas sector; in the past 8 years, over 2700 workers have been brought to Canada on 2 year visas.
 - Sourcing Indian engineers in collaboration with the Engineering division of Adecco India for the Oil & Gas sector in the UAE. Representatives of the 2 clients interview, screen candidates in different Indian cities. The annual compensation offered including housing, transport, children education and also a trip to the home country once a year



- In the reality outside of these UN walls, migration often has a negative tone. But from a business perspective:
 - Talent is the most powerful resource for driving competitiveness and boosting prosperity, at the country, city and organization level.
- GTCI measures how countries are able to grow, attract & retain talent. It shows that there are 4 commonalities among countries that score well:

GTCI Talent Champion commonalities



- Especially the last one is important.
 - External openness: offering viable migration pathways, and listen to business skills needs.
 - Internal openness: improve labour market inclusion for migrants as well as for refugees. Invest in skills mapping, language training, and amplify the voice of business in underlining the positive effects of migration.
- Finally, as a recruiter, we are especially committed to the topic of fair and responsible recruitment. Today, too many people are being exploited in precarious migration schemes. This must stop.
 - We've often been asked to enter new markets to support our global clients, but we simply cannot, as those markets are too "polluted" by unscrupulous rogue players.
 - On our side, we have a strong code of conduct that sets quality standards for all members of the World Employment Confederation. We work with the ILO and the IOM, we aim to educate our clients.
 - But in the end we can only succeed if governments take their responsibility and outlaw exploitative practices, and if they enforce the rules on a local level!
 - This will help smaller companies to be competitive as well.
- This is perhaps the most important point I can make today: No matter how progressive or business-friendly the GCM or any other international policy becomes, in the end it is up to each of your governments to implement and enforce those agreements on a national level. And you can count on the business community to support you every step of the way.