

Government and private sector Session at the 14<sup>th</sup> GFMD Summit in Geneva,  
powered by the GFMD Business Mechanism<sup>1</sup>

## Global competition for talent - all skills included - in the new world of work

Tuesday, 23 January 2024 from 14:30 to 16:00  
CICG, Conference Room A

**Join the business community to the GFMD to discuss business priorities on migration !**

The global competition for talent, including for low, technical, human and high skills, happens in a fast-moving world of work. Concepts such as remote work, hybrid work and digital nomads are buzzing within human resources departments. **Is labour migration still a thing?** Increasing challenges related to climate change strongly impact businesses. **Will additional / more effective legal migration pathways allow to fill the very many vacant jobs around the world, whereas the demand for “green talent” is already outstripping the supply?** Training the workforce, moving the upskilled talent where needed and partnering with stakeholders to ensure regular, safe and orderly movement of skills will be key. **Where do employers stand?**

Aligned with France Chairmanship’s key themes, the Business Advisory Group on migration has focused its contribution to the 14<sup>th</sup> GFMD Summit on the following three priority areas:

- **Digital Nomads and Hybrid Work**
- **Climate Change and Mobility Implications for Businesses**
- **Engaging with Employers in Skills Mobility Partnerships**

Three publications will be launched during this session highlighting facts, data and evidence, while a multi-stakeholder panel will showcase the reality against these facts.

Please find here after short outlines of each publication<sup>2</sup>, as well as the agenda of the event:

- **Digital Nomads and Hybrid Work**

The paper explores the concepts of remote work, hybrid work and digital nomad routes – including examples of ways in which these concepts are utilised by business. It addresses the benefits and opportunities that support the ongoing durability of these schemes (including access to talent, innovation, cultural richness and the benefits also to local economies). Examples are shared of a number of current schemes and how nomad routes in particular can be used for inclusion in national growth strategies. Finally, the paper turns to how governments can support these non-traditional working models, via a strategic and tangible approach. Challenges for governments and suggestions around regulation are covered in the interest of addressing national mobility practices to encompass these routes.

- **Climate Change and Mobility Implications for Businesses**

This report examines the ways in which well-functioning migration pathways can support employers in meeting their Net Zero ambitions and building climate resilience. It explores four interactions between employers, climate change and labour mobility: 1) Labour mobility to fill skills shortages related to the low carbon transition; 2) Businesses as employers of climate- and transition-related economic migrants; 3)

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<sup>1</sup> The GFMD Business Mechanism, endorsed at the 2015 GFMD Summit in Istanbul, brings the voice of business to the forum and enables business to help shape migration and skills mobility policy. Its Secretariat is housed at the International Organisation of Employers (IOE) in Geneva, which has created a dedicated Business Advisory Group on Migration.

<sup>2</sup> A limited number of copies of each publication will be available at the IOE Booth at the CICG during the GFMD Summit. They will be available on the website of the [Business Advisory Group on Migration](#).

Business owners as potential climate-related and transition-related economic migrants; and 4) Climate change impacts and responses making it increasingly difficult to attract and retain employees. Drawing on the experience of businesses from around the world, the paper presents barriers to, and opportunities for, leveraging the complementarities between business responses to climate change and supporting migration.

- **Engaging with Employers in Skills Mobility Partnerships**

Faced with shrinking youth cohorts, a declining working-age population and rapidly evolving skills requirements, employers around the world see international recruitment as a channel for meeting skills needs, albeit one that is often difficult to use. Skills Mobility Partnerships aim to solve this problem by bringing together stakeholders in origin and destination countries to fund the necessary training or skills bridging, using existing legal channels or taking advantage of channels created specifically for these partnerships. Origin countries benefit by strengthening their skills development infrastructure and by having a surplus of trainees; employers in destination countries benefit by meeting their labour needs; and migrants benefit by receiving a higher return on their skills investment at lower risk and cost. The paper explores the rationale for why private sector representatives, who are by far the largest employers worldwide, to be proactively involved in the design, implementation, and evaluation of these programs.

**Format:** Participation of all GFMD delegates is welcome. We look forward to an active and engaging participation of all stakeholders in the final Q&A session.

## **AGENDA**

**Moderator:** Romaine Jean, Senior Consultant and Media Communication

### **I. Welcome**

- **Austin Fragomen**, Chair GFMD Business Mechanism and Chairman Emeritus at Fragomen
- **Azmina Aboobaker**, Vice-Chair GFMD Business Mechanism and Director, US & Global Immigration at Meta

### **II. Migration and Business – what is at stake?**

A conversation between **Amy Pope**, Director General, International Organisation for Migration (IOM) and **Roberto Suarez Santos**, Secretary-General, International Organisation of Employers (IOE)

### **III. Evidence and Data – Launch of publications**

- **Digital Nomad and hybrid Work** - **Julia Onslow-Cole**, Partner, Fragomen
- **Engaging with Employers in Skills Mobility Partnerships** - **Jean-Christophe Dumont**, Head of International Migration Division, Organisation for Economic Cooperation and Development (OECD)
- **Green borders: Climate change and business mobility** - **Jurga McCluskey**, Partner, Deloitte

### **IV. Reality check**

- **Emily Dickens**, Chief of Staff & Head of Public Affairs, Society for Human Resource Management (SHRM)
- **Laura McElroy**, Manager Global Public Policy & Stakeholder Engagement, McDonald's
- **Delphine Rudelli**, Director General, CEEMET – European Tech & Industry Employers

### **Q&A from the audience**

#### **V. Closing remarks**

- **France**, GFMD Chair (TBC)