SKILLING OF YOUNG WORKFORCE AND OVERSEAS MIGRATION OUTCOMES

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ABSTRACT

The skilled workforce in the world existed in one or another from ancient time. The social significance of skill training and education is unattended and the development in the last decade shows that evaluation of skill programme is a matter of debate and efforts. Even today, this situation is not improved very much. In order to arrive at determine the existing status of skill programme in reference with the development issues, processes and problems encounter during the implementation, the certain grey areas to be given a place in the policy formulation of the programme in recent parts in particularly and skill education and training in general. The investigator have reviewed the literature with reference to skill development programmes, issues, migration trends and current scenarios overseas which will give an understanding about the research conducted in this pertinent field and research gaps to be filled by further research and thus, a few studies are reviewed and reported.

Key words: Socio- economic, Topographic and Geographical contexts, Worst Economic Recession and Migration Trends, Skill Based Professional Opportunities, A Labour Migrant- receiving and sending countries etc.

INTRODUCTION:

A review of literature enables the researcher to go into greater details and wider applicability of the problem in hand, so as to provide new ideas, explanations and hypotheses. The length of the review will depend upon the number of relevant articles and the purpose for which the research report is being written. Hence, the review of related literature is a valuable guide to define the problem, recognize the significance and gather the devices, appropriate design of the study, sources of data and an understanding in the field of research study.

The research studies pertaining to various facets of skilled workforce and programmes, some being in brief passing reference and other with certain details and reflections deal with the input variables in skill programmes, skilled workforce related issues, evaluation of skilled workforce outcomes, impact studies (survey and experimental studies) and the studies pointing towards main issues concerning the functioning of training centers of skilling for different population groups residing in different geographical areas. The

recent studies deal with skill training are few, but quite exploratory and exhaustive to explain the progress in this pertinent field, pitfalls and ways and means to make the skill education and training in different parts of the country and the world, along with providing guideline and rationale to undertake evaluation on skill based training in different socio- economic and topographic contexts for evolving more viable and cost-effective strategies and methodologies in this movement.

The conclusion drawn from the review of the literature is that no major attempt had been made to study the process, working, management and organizational structure of any robust model of skills and training, thus, the present reviews are expected to fill the gap and in view of utmost importance of related literature in conducting the research, an attempt has been made by the researcher to formulate the comprehensive review of pertinent studies related to methods and techniques employed in the different countries of the world. Hence, on account of various pertinent studies undertaken on different aspects of skill education and training in the world and India are given as:

Wei Li, Lucia Lo (2012) reflects in their research article entitled, "New Geographies of Migration?: A Canada- U.S. Comparison of Highly Skilled Chinese and Indian Migration" that the US has the strongest magnet and greenest grassland for the world's best and brightest job opportunities according to the changing nature of highly skilled international migration. The researchers are basically focused on a queue of one million H-1B visa holders (Chinese- and Indian-born immigrants) and their families seeking permanent residency in the US to process and approve against their respective country's employment based on visa quotas from last ten and more than ten years. The competition from Australia, Canada, New Zealand and some European countries, the US is losing its image as the strongest magnet and greenest grassland in terms of highly skilled international migration. These countries have points systems for immigrant admission, equivalent to H-1B visa programs that are not subject to immigration quotas while offering direct permanent residency.

Globalization and the burgeoning knowledge economy (highly educated middle class) demand for highly skilled workers and entrepreneurs both by academics and policy makers creates unprecedented complexity, particularly in China and India which are the new 'tigers' of economic growth in twenty-first-century Asia. Further, the researchers exacerbated the global financial crisis/ the worst economic recession/ great depression / recession proof in June 2009 in which some of the world's emerging economies have recovered faster because of the economic stimulus packages provided by Brazil, Russia, India, and China (BRIC) governments and increasing their power within the International Monetary Fund (IMF). Return and failed migration (the two economic approaches) has been explained by various theoretical approaches for an example: the neoclassical economic approach, structural approach (argues the locality or the local context matters and structural micro and macro factors) etc. The returnees are viewed as bearers of tangible (financial capital) and intangible (contacts and skills acquired during migration experience aboard) resources, social capital (especially in possession before migration) and institutional factors (for labor markets and their training, credentials and experience) that have strong linkage with their country of origin

and decision to stay or leave generally depends on expectations. The research article is supported by empirical work observe the main contributing factors on the residency decisions of generation adults. The social relations or societal and personal factors are more likely to draw migrants back to their home countries whereas professional opportunities in the receiving country and difficult political circumstances in the home country encourage the migrants to stay.

In review of related studies, it is also examining the reasons of inclination to stay in the UK and the US for international students, home country recruitment policies and institutional environment, Taiwanese government to recruit Taiwan's highly trained talent from overseas, the South Korean government's long instituted policy to recruit highly skilled South Korean immigrants back to South Korea, active recruitments of return migrants by the Israeli government and Indian highly skilled migrants in the pharmaceutical and biotechnology sector in the Boston area, with 93% of Indians intended to return to India. Overall, the review of related studies is assessing the mobility pattern of the highly skilled and experienced cross- border Chinese and Indian migrants (racial minority groups not of Anglo- Saxon origin) by focusing on the immigration policies and realities in Canada and the United States from the late nineteenth century to the mid-1960s. Both Chinese and Indian migrants are largely manual laborers, faced discriminative legislation, government policies, court rulings and daily practices. Most of the Chinese women were imported for prostitution and faced racism. The Indian immigrants to Canada and the United States are farmers from the Punjab in the nineteenth century and faced prejudice and discrimination not even allowed for voting rights and access to political office, jury duty and professional and public-service jobs.

Padmini Gopal (2015) investigated the reasons for the persistence of labor migration to Norway, wherein significant anti- immigrant popular sentiment prevails. The study entitled as, "Highly Skilled Labor Migration to Norway: A Case of Indian Migrants" and focuses on highly skilled Indian labor migrants, the labor market and information gaps, the reasons why immigration in the recent decade is different than what it used to be during the mid-1900s. It presents a more qualitative and comprehensive analyses of available scholarship on Norwegian immigration with four main hypotheses (economic motivation, demographic issues, influence of international organizations and existing established ethnic communities in Norway) to ascertain what factors may have contributed to increase Indian high skilled labor migration? It contributes to Indian and Norwegian migration literature and strengthens the knowledge base for both policy makers as well as migration stakeholders. It concentrates on the consequences of the acceptance of refugees and asylum seekers in Norway (the potential for their social segregation and how to preserve and develop the Norwegian welfare state model in an age of increased globalization).

The personal interviews were conducted with different relevant elite actors in Norwegian society and they were representatives of the Norwegian Ministry of Labour and Social Affairs, the Norwegian Ministry of Children, Equality and Social Inclusion, the Confederate of Norwegian Enterprise (NHO), a human resource representative of a Norwegian software company, three highly skilled Indian labor migrants living in Oslo and an academic from the University of Oslo. The comprehensive analysis of the interviews and the results of statistical data indicate that their numbers are steadily increased over the recent decade. The micro and macro level economic incentives, demographic issues (an increasingly aging population and declining fertility in Norway may be the reasons as to why labor migration is increasing), influences of international organizations (IOs) such as the OECD and the EU in Norwegian migration policy and an established Indian community in Norway are the main reasons for the increasing trend of Indian migrants. However, an aging population and decreasing fertility rates in Norway is not a significant reason in the Indian migration trend. The terrible incidents (the infamous terrorist attacks occurred in Norway in July 2011, bombed Oslo's government building killed almost 80 people in Utøya etc.) show that there was no denying the presence of anti- immigrant sentiment in Norwegian society.

S. K. Sasikumar Rakkee Thimothy (2015) worked on the research article entitled as, "From India to the Gulf region: Exploring links between labour markets, skills and the migration cycle" exploring links and its trends analysis, skill development, international labour flows and the migration cycle from South Asia (India: **(a)** Poorer States low skilled migrnats: Uttar Pradesh & Bihar and **(b)** Prospereous States medium skilled migrants: Andhra Pradesh, Kerela & Karnataka) to Gulf Cooperation Council Countries (a prominent destination for Indian workers). The study also prepared the reports of labour markets features from national surveys on international migration, migrants from Malaysia, India (The Ministry of Overseas Indian Affairs), the ILO and GIZ Nepal, Bangladesh, the Philippines and Sri Lanka where as temporary labour migration is a triple-win:

1. A win for labour migrant- receiving countries (support a level of economic activity and its impossible without foreign labourers).
2. A win for labour migrant- sending countries (lowers unemployment and brings in remittances and skills).
3. A win for the labour migrants (earn more income and ultimately move out of poverty).

However, governments have yet to develop a system that ensures that the triple-win delivers benefits equally to all three spheres. And it is the migrants who are ending up short-changed. In this research article, the researcher tried to address some of the issues, with a special focus on the role of skills in India, including skills training, certification, skills matching and recruitment practices and wrote about labour demands, its relationship to skills and the impact of the recruitment process on demand and skill development, information regarding qualifications, skills, wages and how demand will evolve inhibits informed decision-making by public and private institutions as well as by migrant workers. This result lost in opportunities with training investment in both COO and COD. For low- skilled or semi- skilled occupations, there is no

system/ comparable standards of mutual recognition of educational attainment and acquired skills. For Indian migrant workers, the increasing significance of GCC countries as a destination grew from 8.9 to 22.3 million from 1990 to 2013 whereas, the present (2015) annual recorded flow of low- skilled Indian labour migrants to GCC countries is estimated at around 6, 00,000 to 8,00,000 workers per year which is a very small proportion of the total labour force in India (estimated at nearly 485 million) in comparison to the labour force in the past two decades at an average of 7 to 8 million workers per year (i.e., the India's employment growth has been much lower than the rates recorded during the two previous decades; relatively higher unemployment rates among educated youth make the situation even more problematic). According to 2014 survey of World Bank, it is the estimated that at present, nearly 30 per cent Indian migrants are working in GCC out of total 22 million migrants present in GCC countries from overseas and India receives the largest amount of remittances in the world estimated at US$71 billion, with nearly half of all remittances originating in GCC countries.

The research also revealed a major lacuna in the management of international labour mobility (the lack of systematic information available to workers and recruiters on the emerging labour demand and changes in immigration policies of COD. Thus, there is an immediate need to evolve robust mechanisms for changes in immigration policy/ rights for the migrants for India- Gulf region corridor that continuously monitor and forecast the emerging future labour and skill requirements in all GCC countries and that facilitate the connection between foreign employers and Indian job seekers by establishing collaboration between COO and COD on skill certification collaboration.

Overall, this report draws on analysis from a larger COD study and analyses the existing skill base of the Indian labour force, the emerging labour market characteristics of the Indian economy and its implications for international labour migration, delineates the migration processes and examines the roles and operations of various agencies (government and private) in matching demand for and supply of migrant labour and suggests policy directions to improve migration outcomes, particularly the links between the skill supply and international migration. The reports of this research work will be useful in guiding the Government and other stakeholders in India to better align their systems for facilitating and supporting male and female migrant workers in selected sectors and trades, ultimately leading to increased employability and enhanced skills among workers migrating from India. An analysis of the links is imperative due to the increased complications in migration governance systems and with immigration policies becoming restrictive or even skill- selective in many labour- receiving countries.

Brenda S. A. Yeoh and Theodora Lam (2016) entitled their research work, "Immigration and Its (Dis) Contents: The Challenges of Highly Skilled Migration in Globalizing Singapore". Immigration has long been a strategy with Singapore's history as well as its economic and population growth. The colonial Singapore welcomed both highly skilled and low-skilled laborers immigrants between 1960s and 1980s from China, India and the Malay Archipelago (Archipelago between mainland Indochina and Australia) to embracing to stimulate labor- intensive export manufacturing. In the past 15 years, Singapore move up the

value chain in key industries such as: electronics, chemicals, engineering, life sciences, education, health care, headquarters, communications and media and logistics. The researchers worked on data available of Singapore's population in 2016 have included a fair mix of citizens and foreigners including permanent residents (PR) and non- residents as:

1. **PRs**: It consisting typically of immigrants who have been granted the right to reside permanently in Singapore and are entitled to most of the rights and duties of citizens, including eligibility for government- sponsored housing and mandatory military service for young adult males, though not the right to vote in general elections are categorized under the same 'resident' category as Singaporean citizens.

2. **The non- residents (1.63 million foreigners by categories):** This is a group those numbers who have been growing at an unprecedented rate over the past decade comprise all immigrants who are in Singapore temporarily. In fact, non residents constitute 29.2% of Singapore's total population in 2014, up from 18.7 % in 2000.

   These nonresidents or foreign labor enters Singapore through different immigrant channels and in different categories including:

   - 'foreign talent' (skilled labor or professional and managerial level employees often holding employment passes)
   - 'foreign workers' (unskilled/ low-skilled labor in the construction, manual labor and domestic industries holding work permits)
   - workers with mid- level skills (such as technicians, chefs and health care workers holding S passes)
   - International students (from primary to tertiary levels on student passes).
   - Entrepreneurs
   - Trainees
   - Confinement nannies
   - Athletes and sporting talent
   - Family (spouses, parents, or unmarried children of Singapore citizens /PRs, as well as mothers accompanying their children to Singapore schools that stay in Singapore as dependents or on long term visit passes.

This article seeks to understand the contested place of highly skilled migration in the globalizing city- state of Singapore. It begins by reviewing conceptualizations of the 'highly skilled transnational migrant' or globally mobile 'international talent' with a view to summarizing what the scholarly literature has to say about the links between talent migration, global cities and nation- states. This is followed by an account of key changes in Singapore's immigration policies, focusing particularly on the policies relating to 'highly skilled migrants'.

The 'highly skilled individuals' who are 'highly mobile' fit comfortably with Singapore's global-city ambitions but they are difficult to 'fix' within the framework of the nation- state. High- waged professional and managerial workers operate within an interconnected global labor market located in the major cities of the world and in turn, their agglomeration in particular cities help extend the reach of globalizing cities.

In their critique of the 'transnational inclusion' model of integration conclude that 'the model offers excessive leeway to new immigrants to remain transnational for indefinite period and to accumulate wealth for the country of origin or choice'. This is a drawback that 'a small country like Singapore cannot afford to overlook'.

The integration of skilled migrants has largely been a state driven project and this has become a fraught and divisive issue in the public sphere in recent years. Singaporeans in general are not convinced of the longer term reliability and commitment to Singapore of 'foreign talent' and do not see them as coin habitants with knowledge to impart. Instead, a widely held view is that 'foreign talent' are 'fair- weather friends', here only for the benefits they can derive and will have no commitment to the country in times of crisis. These perceptions, often refracted through ethicized lenses, underpin much of the discontent expressed in social media, making it difficult to build sufficient trust to pave the way for a form of social contract between Singaporeans and newcomers despite the latter's privileged class and educational backgrounds.

On February 16, 2013, 5,000 people gathered at Speakers' Corner in Hong Lim Green despite the rain to protest against the recently launched White Paper on Population where the government proposed a population scenario of 6.9 million (revised up from 5.5 million in 2007) by 2030 based on an accelerated rate of migration. Given Singapore's low fertility rates and aging population, the government expected Singapore to reach this figure by admitting around 15,000 to 25,000 new citizens and 30,000 PRs per year and eventually reaching a 6.5 to 6.9 million population profile in 2030 comprising a 'Singaporean core' of 3.6 to 3.8 million (55%) and a foreigner population of 2.9 to 3.1 million.

The unrivalled event was the most visible symbol of the simmering tensions around a host of migration issues, although many read the event not as a sign of anti- foreigner sentiments but anger directed at the government for pushing out an immigration policy that would overwhelm Singapore. While not all the issues concern foreign talent directly but cover a broad spectrum from infrastructure crunch and congestion to the meanings of citizenship, Central to the simmering concerns were the tensions between citizen demands for closure symptomatic of nation- state formation on the one hand and the rationale underpinning the functioning of a global city to fashion itself as a hub open to and animated by transnational flows of people, commodities and ideas on the other. This indeed, is the quintessential dilemma for a 'nation- city- state' that will have to find creative ways to reinvent its social contract so as to balance the demands of being both 'home' and a 'global workplace' to a diverse range of inhabitants.

Thus, in the past three decades, the bid to develop Singapore into a global hub for high- tech, knowledge- intensive industries has underpinned Singapore's push to augment its local talent pool by attracting highly skilled transnational migrants. The ensuing influx of 'foreign talent' into the 'nation-city-state' has triggered major questions relating to social integration and cohesion and raised implications for Singapore's demographic future and its 'multiracial' identity. The article seeks to understand the politics of identity stemming from the increased presence of highly skilled migrants. After reviewing conceptualizations of the globally mobile 'international talent' and tracing the key changes in Singapore's immigration- cum- labor policies (particularly those relating to highly skilled migrants), the article examines the fraught terrain on which the 'integration' of highly skilled immigrants is staged, giving attention to the social dynamics of interaction between 'foreign talent' and the 'Singapore core' (popular terms often used in the media), the ensuing identity politics of inclusion and exclusion and the slippages between the closure associated with building a 'nation state' and the openness critical to 'global city' ambitions.

Pronoy Roy (2018) entitled the research dissertation as; "Social Geographies of seasonal labor migration in rural Western India" including the seasonal migration of landless communities in rural Western India and the three sites **(a)** the labor- sending communities (five villages in the Yavatmal district in Eastern part of Maharashtra state in India), **(b)** the sugarcane fields (Kolhapur district of Maharashtra) and **(c)** the archives (The Giri National Labour Institute in Delhi and Nagpur. The one on one (Semi-structured) interviews with migrant and non- migrant laborers (both women and men: farmers, laborers, labor intermediaries, factory staff, agricultural officers) were conducted during summer months of 2014 and 2015-16 in six villages and applied qualitative field research methods and archival research at two archives in India. This Ph. D. work explains: **(i)** How labor migration has transformed gender, caste and class relations in the dry lands of Maharashtra state to other parts in India and then abroad, **(ii)** The non-availability of irrigation facilities for agricultural land in rural villages, the maximum of the village communities migrated to developed villages and cities of Maharastra State, other states and overseas (skilled for labour works only) and maximum of the girls are opting nursing as a profession in US and boys are working for IT and other industrial sectors on basis of work visa only. After financial settlements, if they are coming back, they don't want to resettle again in their parental homes (rural village because of ever non- availability of irrigation facilities even though the enlarge agriculture land), they want to resettle in big cities like: Delhi, Pune, Nagpur etc. **(iii)** The impacts of seasonal labor migration on class and caste-based social relations in labor home communities, **(iv)** Labor migration as a social process which accommodates the flows of capital to account for the flows of ideas and norms, **(v)** Continued exploitation of women's productive and reproductive labor, **(vi)** The migration infrastructure, including brokers or labor intermediaries who facilitate labor recruitment, intra- rural labor migration and disciplining of labor on the cane fields of western India, **(vii)** How the intermediaries are embedded in the labor geographies of sugar production, **(viii)** How migration infrastructure or brokers can be a novel optic to reconcile the split within the interdisciplinary field of migration studies? and **(ix)** The historical co-constitution of the production of

knowledge and male supremacy and examined often unrecognized women's lives, agency, social power and historically marginalized voices.

Suchha Singh & Kulwinder Kaur (2018) conducted a study entitled "A Study on Skill Development of Paint and Coating Industry". In this study the researchers paid attention to the paint and coating industry which is experiencing rapid growth and the demand for skilled painters consistently, but over the last decade industry has been facing a skill shortage, especially in the area of paint application. Around 93% of the Indian workforce is employed in the unorganized or informal sectors lacks in formal training (FICCI) and approximately 2% workforce is formally skilled which is quite low compared to China (47%), USA (52%), UK (68%), Germany (75%), Japan (80%) and South Korea (96%). India's laborforce workers having outdated skills and no training on employable skills is being given to young people even though the Indian Government has recognized the need for skill development for economic growth mentioned in the 11th Five Year Plan. The number of skilled painters required across the country is estimate to increase from 1.7 million in 2013-14 to around 3 million by 2023-24. Despite such significance to the Indian economy, there is no specific policy for skill building in this sector. Thus, the study aims to identify the reasons for shortage of skills in paint industry and to determine how to deal with skill gap among painters? The exploratory cum descriptive research design, primary sources of data and a self- administered questionnaire with purposive and judgment sampling techniques were used to collect the data of 130 painters working in Kurukshetra district of Haryana. The findings of the study indicated that **(i)** There is a lack of formal training and inadequate provisions for the training of painters, **(ii)** There is a shortage of skilled workforce in paint industry i.e., poor quality of works, **(iii)** Training has a positive and significant effect on performance of workforce, **(iv)** The youth painters do not have formal or diploma certificates of formal training, lack in sufficient knowledge and skills and thus, their performance is not satisfactory. They used to get informal training from their family and friends, **(v)** The present level of knowledge and skills are inadequate to use the new equipments and techniques in painting work. There is a skill gap in paint industry and they do not get timely payment for their work, **(vi)** The painters work is on heights and there is no provision for their safety against risk and even no facility as insurance policies, **(vii)** Specially designed modular courses must be provided through government to meet the diverse requirement of the painters and **(viii)** The current capacities of ITI and ITCs are insufficient to meet the requirement. There is a need to increase the current capacity of these training institutes.

Conclusion: The conclusion drawn from the review of the literature is that no major attempt had been made to study the process, working, management and organizational structure of any young workforce for skilling process. Hence, the present research paper is expected to fill the gap. These research studies will be helpful to policy makers, bureaucrats, different skilling organizations, administrators, research scholars, educators, politicians, statisticians because it also provides understanding of how young minds can be approached for a right placement, income generation and better livelihood through robust skilling model.

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