



# drishti

## Global Talent Competitiveness Index

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### Why in News

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India has moved up eight places to the **72<sup>nd</sup> position in the Global Talent Competitiveness Index (GTCI) 2020.**

**Switzerland topped** the list of 132 nations, **followed by the US and Singapore.**

Rank	Country	Score
1	Switzerland	81.23
2	US	79.09
3	Singapore	78.48
4	Sweden	75.82
5	Denmark	75.18
6	Netherlands	74.99
7	Finland	74.47
8	Luxembourg	73.94

9	Norway	72.91
10	Australia	72.53
<b>72</b>	<b>India</b>	<b>40.42</b>

## Key Points

- It was started in 2013 and is an **annual benchmarking report** that measures the ability of countries to **compete for talent, their ability to grow, attract and retain talent**.
- **Theme** for 2020 was '**Global Talent in the Age of Artificial Intelligence**'. It explores how the development of **artificial intelligence (AI)** is not only changing the nature of work but also forcing a re-evaluation of workplace practices, corporate structures and innovation ecosystems.
- **Inequality**: The report noted that the gap between high income, talent-rich nations and the rest of the world is widening. More than half of the population in the developing world lack basic digital skills.
- **About GTCI Report**: It is launched by **INSEAD**, a partner and sponsor of the **United Nation's Sustainable Development Goals (SDGs)** Davos, Switzerland recently.
  - INSEAD is one of the world's leading and largest graduate business schools with locations all over the world and alliances with top institutions.
  - The six metrics used to decide a country's rank are - enable, attract, grow, retain, vocational skills and global knowledge skills.

## India

- The report stated that **India's GTCI score and GDP per capita are both lower** than the other emerging market economies such as **BRICS - Brazil (80<sup>th</sup>), Russia (48<sup>th</sup>), China (42<sup>nd</sup>), and South Africa (70<sup>th</sup>)**.
- India's **key strength** relates to **growing talent**, due to its **levels of lifelong learning** and **access to growth**. However, more could be done to **improve India's educational system**.
- The country's **highest-ranked sub-pillar is employability** but the ability to match labour market demand and supply stands in contrast to the country's poor "mid-level skills", which result in a mediocre score in vocational and technical skills.

- India faces the **challenge** of **attracting and retaining talent** and the weak ability to overcome it. India has to **strengthen the role of minorities and women** to raise the level of **internal openness** in the country which would make it more appealing.