

# big story

# Global talent positioning system

Bahrain ranks 41st in Global Talent competitive Index 2020

TDT | Manama

**B**ahrain ranks 41st in the Global Talent Competitive Index (GTCI) 2020, which looks into the ability of a country to attract, grow, and retain talents.

Region-wise, Bahrain, which lies in the North Africa and Western Asia region, is placed 6th with a score of 50.35.

The index rates Bahrain, having a population of 1.57 million, as one of the top-performing countries when it comes to attracting talent.

The index is based on research done by INSEAD in partnership with The Adecco Group and Google.

The six metrics used to decide a country's rank are - enable, attract, grow, retain, vocational skills and global knowledge skills.

"This new GTCI report focuses on Global Talent in the Age of

## Heatmap: Rankings on GTCI overall and by pillar

COUNTRY	GTCI RANKING	ENABLE	ATTRACT	GROW	RETAIN	VT SKILLS	GK SKILLS
Countries ABOVE the median in the overall GTCI score							
United Arab Emirates	22	22	3	24	29	31	38
Qatar	29	28	4	36	41	22	67
Saudi Arabia	40	44	41	41	42	32	49
Bahrain	41	34	17	50	45	46	86
Oman	43	40	22	40	48	44	91
Jordan	61	48	65	86	47	75	66
Kuwait	63	74	35	95	53	74	78
Egypt	97	105	116	104	74	104	52

Key indicators		41	Score Rank	
Rank (out of 132)	High income	47,219.84		
Income group	High income	37.75		
Regional group	Northern Africa and Western Asia	50.35		
Population (millions)	1.57	61.46		
GTCI 2020 Country Profile by Pillar				

Artificial Intelligence, following the path initially explored by the GTCI 2017 theme of Talent and Technology," said Bruno Lanvin, Executive Director for Global Indices, INSEAD and Felipe Monteiro Academic Director of the Global Talent Competitiveness Index; Affiliate Professor of Strategy, INSEAD.

The talent competition, and

labour markets in general, have started to be impacted by the rise of AI; this trend will not diminish in the foreseeable future, the report added.

### UAE leads in the region

The United Arab Emirates, ranked 22nd globally, enjoys a leading position in the North Africa and Western Asia region

with a score of 62.63, after Israel with a score of 65.66. Closely following is Qatar with a global ranking of 29.

Saudi Arabia, with a score of 51.48, is ranked 40th globally and 5th regionally.

Following Bahrain in the region are Oman (rank 7), Azerbaijan (8th), Armenia (9th), Jordan (10th), Kuwait (11th), Georgia

(12th), Turkey (13th) and Tunisia (14th) among others.

The top 3 positions in this year's index are occupied by Switzerland, the United States, and Singapore. Switzerland (1st) remains the outright leader in the GTCI by virtue of its strong performances in almost every dimension.

The worst-performing up-

per-middle-income country is Venezuela, which has primarily suffered from a worsening ability to enable and attract talent.

"Thus, Northern America and Europe—with the greatest shares of high-income countries—are the two best-performing regions, followed by Eastern, Southeastern Asia and Oceania," the report said.

## Bahrain's score in detail

### Enable (score: 61.54, rank: 34)

As per GTCI 2020, Bahrain's capability to 'enable' talents with a proper regulatory, market, business and labour landscape is ranked 34th globally and 4th regionally.



Regulatory landscape, which measures government's effectiveness, political stability, regulatory quality and business-government relations, is ranked 66th globally.

Meanwhile, market landscape, which looks into parameters including ease of doing business and R&D expenditure among others, is ranked 31. Business and Labour landscape, which assess the ease of hiring, redundancy, labour market policies etc., is ranked high at 18, globally.

### Attract (score: 69.33, rank: 17)

Bahrain's capability to attract talents has been rated exceptional at a rank of 11 globally and 3rd regionally. This was based on the Kingdom's performance in External openness and Internal openness.



External openness, ranked 11th globally, measures the capability to attract business and people, while internal openness at a rank of 32nd rates social inclusion, gender equality and leadership opportunities for women.

### Grow (score 43.05, rank 50)

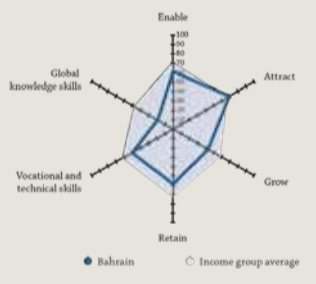
The measure looks into various factors including availability of formal education (87th), quality of education, life-long earning (26th) as well as access to growth opportunities (64th). Regionally Bahrain is ranked 7th.

Growth opportunities look into the delegation of authority, personal right, use of virtual social and professional networks, collaborations within and across the organisation.

### Retain (score 58.60, rank 45)

Bahrain capability to retain talents, according to GTCI 2020, reflects factors including Sustainability (27th) and Lifestyle (79th).

Quality of pension system, social protection (30th) and Brain retention (29th) made the sustainability rankings, while environment performance (81st), personal safety (92nd), physician density (84th) and sanitation (1st) influenced the lifestyle rankings. The regional ranking is 7.



### Vocation and Technical skills (score 50.46, rank 46)

The ranking reflects Bahrain's capability in nurturing mid-level skills (76th) and employability (27th).



Factors influencing the mid-level skills were workforce with secondary education (114th), population with secondary education (59th), technicians and associate professionals (76th) and Labour productivity per employee (22nd).

Ease of finding skilled employees (29th), the relevance of education system to the economy (23rd), skills matching with secondary education (38th) and skills matching with tertiary education (26th) made the employability ranking. The regional rank is 8.

### Global knowledge skills (score 19.09, rank 86)

Affecting the ranking were factors including high-level skills of people (70th), and talent impact (105th).

Bahrain's tertiary education of workforce (96th) and population (76th), presence of professionals (81st), researchers (72nd), senior officials and managers (24) and availability of scientists and engineers reflect the high-level skills ranking.

Talent impact shows rankings in innovation output (85th), high-value exports (110th), and scientific journal articles (65th).

## What is GTCI?

GTCI, talent competitiveness refers to the set of policies and practices that enable a country to develop, attract, and empower the human capital that contributes to productivity and prosperity. The GTCI is an Input-Output model in the sense that it combines an assessment of what countries do to produce and acquire talents (Input) and the kind of skills that are available to them as a result (Output).

Attracting talent, in the context of national competitiveness, should be viewed in terms of luring foreign valuable resources, both productive businesses (through foreign direct investment and the like) and creative people (through high-skilled migration), while internal attraction is focused on removing barriers to entering the talent pool for groups such as those from underprivileged backgrounds, women, and older people.

Growing talent has traditionally meant education, but its definition should be broadened to include apprenticeships, training, and continuous education as well as experience and access to growth opportunities. The more talented the person, the wider the global opportunities he or she can find elsewhere.

Retaining talent is thus necessary to ensure sustainability, and one of the main components of retention is quality of life. Besides, the regulatory, market, business, and labour landscapes within a country facilitate or impede talent attraction and growth; the GTCI classifies these elements as parts of the Enable pillar. Together, Enable, Attract, Grow, and Retain constitute the four Input pillars of the GTCI model.



## Europe leads

European countries continue to dominate the GTCI rankings, with 17 of them in the top 25 and Switzerland maintaining its position at the very top. Other top-scoring European countries include the Nordics (Sweden, 4th; Denmark, 5th; Finland, 7th; Norway, 9th; Iceland, 14th) and Western European countries such as the Netherlands (6th), Luxembourg (8th), and Germany (11th).

The other non-European counties that make the top 25 are Australia, Canada, New Zealand, Japan, Israel, and the United Arab Emirates.

As far as the regional group (Central and Southern Asia) is concerned, Kazakhstan, India and Sri Lanka took the top three spots in the region.

