

Parallel Session on 2022 Forum on Global Talent Mobility and Development

【Basic Information】

Hosts:

Opening Speech and Keynote

Speech:	Tang Beijie	Deputy Secretary-General of Center for China and Globalization (CCG)
Report Launch:	ZhangWei	Deputy Secretary-General and Senior Research Fellow of Center for China and Globalization (CCG), Former Chief Correspondent of Economic Daily in the United Nations
Panel Discussion:	Mike Liu	Vice President and Senior Research Fellow of Center for China and Globalization (CCG), Vice President of China Global Talent Society
	Zoon Ahmed	Research Fellow of Center for China and Globalization (CCG)

Address:

Wang Huiyao

Founder and President, Center for China and Globalization (CCG), Member of the Central Committee of the Jiusan Society, Deputy Director of the Central Economic Committee of the Jiusan Society

Keynote Speeches:

He Xian	President of China Talent Research Institute, Former Vice Minister of Human Resources and Social Security
Smriti Aryal	Country Representative, UN Women China
Tong Shijun	Chancellor of Shanghai New York University

Achievement Release:

Zheng Jinlian	Deputy Director of Center for China and Globalization (CCG)
Katja Freiwald	Regional Programme Manager, WeEmpower Asia, Women's Economic Empowerment Lead, UN Women Regional Office for Asia and the Pacific
Wang Dianjun	National School Inspector, Director of the Institute of Basic Education at Tsinghua University

Panel Discussion I:

Fu Luyong	President of Laox China
David NG	Regional Managing Director, Morgan Philips Group Asia
Miranda Wang	Managing Director, ETS China
Jonathan Woetzel	Senior Partner at McKinsey and Director of McKinsey Global Institute
Gloria Xu	Country Manager of Albemarle China, Vice Chair of American Chamber of Commerce in China
Matthew Ye	President and CEO of Michelin China

Panel Discussion II:

Lan Zhenzhen	Chief Corporate Affairs and Engagement Officer, L'Oréal North Asia and China
Simon Lichtenberg	CEO and Founder of Trayton Group, Chairman of the Danish Chamber of Commerce in China
Roberta Lipson	CEO and Founder, United Family Healthcare
Bentham Liu	Founder & Chairman, WWD & Chinamind NEXT
Yang Ruikan	Partnership Specialist, UN Women
Anri Nakahara	Vice President of China Region External Affairs, Shiseido

[Brief Introduction]

The 5th Hongqiao International Economic Forum's Parallel Session on 2022 Forum on Global Talent Mobility and Development hosted by the Ministry of Commerce, co-organized by Center for China and Globalization (CCG) and Hongqiao International Economic Forum Secretariat, and supported by UN Women successfully took place at the National Exhibition and Convention Center (Shanghai) on the afternoon of November 7th. With the theme of "Gathering Global Talents to Empower Innovative Development", the event gathered government representatives, heads of international organizations, experts and scholars in the education field, and heads of well-known multinational companies to start dialogues on topics such as the construction of important global talent centers and innovation bases, multinationals' corporate talent strategy and best practice, and high-end international talent training mechanism and innovation under the background of multiculturalism and multilateral cooperation. The report Global Talent Flow: Trends and Prospects was released at the event that was fully reported by ThePaper.cn.



【Addresses】

Wang Huiyao, Founder and President, Center for China and Globalization (CCG), Member of the Central Committee of the Jiusan Society, Deputy Director of the Central Economic Committee of the Jiusan Society, attended the Parallel Session on 2022 Forum on Global Talent Mobility and Development via video conference and delivered a speech.

In the opening speech, Wang Huiyao, Founder and President, Center for China and Globalization (CCG), Member of the Central Committee of the Jiusan Society, Deputy Director of the Central Economic Committee of the Jiusan Society, pointed out that the report of the 20th National Congress of the Communist Party of China raised the importance of talents to an unprecedented height. Therefore, it is very necessary to gather global talents and discuss international talent flow and innovation. The new journey of China's development also means a new opportunity for the development of the world. With more open and convenient flow of elements such as talents, goods, and services from China and abroad, China will be more deeply integrated into the global development, and the world will also gain greater benefits from China's development.

【Keynote Speeches】



He Xian, President of China Talent Research Institute; Former Vice Minister of Human Resources and Social Security, attended the Parallel Session on 2022 Forum on Global Talent Mobility and Development in Shanghai and delivered an opening keynote.

He Xian, President of China Talent Research Institute; Former Vice Minister of Human Resources and Social Security, said that in order to take the leading position in the new round of scientific and technological revolution represented by big data, artificial intelligence, and 5G technologies, China needs to gather talents from all over the world, strive to enhance the competitiveness of its international talents, realize the leading and driving effect of talents, and gain an advantage in the international talent competition.



Smriti Aryal, Country Representative, UN Women China, attended the Parallel Session on 2022 Forum on Global Talent Mobility and Development via video conference and delivered an opening keynote.

Smriti Aryal, Country Representative, UN Women China, said in a video speech that when discussing the global talent development, it is necessary to consider the empowerment of women and girls and give full play to their talents, which is critical for sustainable socio-economic development and demographic transformation. Starting lines of skill development are not the same for men and women, so women-first programmes are needed to develop their talents. To achieve this, in addition to addressing structural barriers, women should be provided with more incentives and support through skill training and upgrading to fully utilize women's knowledge and experience.



Tong Shijun, Chancellor of Shanghai New York University, attended the Parallel Session on 2022 Forum on Global Talent Mobility and Development in Shanghai and delivered an opening keynote.

Tong Shijun, Chancellor of Shanghai New York University, said that Shanghai New York University currently has 228 full-time teachers and about 60% of them are foreigners. For the international talents at Shanghai New York University, the first typical way of living a wonderful life in Shanghai is "educating global talents" or "gathering global talents and educating them" which is happening here today. The second way of living a wonderful life in Shanghai is spending the most creative years in the place where creativity is most cherished. He said that we should attract international talents from near and far, and sincerely hoped that more global talents could enjoy the wonderful life they created in Shanghai.



Tang Beijie, Deputy Secretary-General of Center for China and Globalization (CCG), attended the Parallel Session on 2022 Forum on Global Talent Mobility and Development in Shanghai and moderated the speeches and opening keynotes.

【Achievement Release】



Zheng Jinlian, Deputy Director of Center for China and Globalization (CCG), attended the Parallel Session on 2022 Forum on Global Talent Mobility and Development in Shanghai and participated in the report launch.

Zheng Jinlian, Deputy Director of Center for China and Globalization (CCG), launched the report *Global Talent Flow: Trends and Prospects* on behalf of CCG. She pointed out that the report aims to promote openness and mobility, and hoped to establish a global talent cooperation and dialogue mechanism through the Hongqiao Forum platform in order to enhance the synergy and inclusiveness of talent flow. The core content of the report consists of four parts, namely the construction of the talent competitiveness evaluation table system in major countries of the world, the current situation and trend of global talent flow, the policy trend of global talent flow, and the governance of global talent flow and relevant suggestions. In terms of the overall talent competitiveness, China ranks 8th in the world. Among China's various talent competitiveness indicators, the size of talents scored the highest; followed by talent environment, talent investment, talent effectiveness, and talent quality.



Katja Freiwald, Regional Programme Manager, WeEmpower Asia, Women's Economic Empowerment Lead, UN Women Regional Office for Asia and the Pacific, attended the Parallel Session on 2022 Forum on Global Talent Mobility and Development online and participated in the report launch.

Katja Freiwald, Regional Programme Manager, WeEmpower Asia, Women's Economic Empowerment Lead, UN Women Regional Office for Asia and the Pacific, commented the report via video conference. She said that in order to provide more support and suggestions in fully tapping the huge potential of female labor force, the gender perspective can be incorporated into indicators like the "Talent Competitiveness Evaluation Index" in future series of reports, so that a more comprehensive assessment of talent competitiveness can be conducted to promote gender-sensitive talent attraction and retention policies. She also suggested that in the future, attention can also be paid to gender-disaggregated data collection and analysis as well as trend analysis on female talent flow. This will help give suggestions for gender-sensitive talent flow policies by taking into account differences in the life course of men and women, and formulate a more gender-sensitive definition of "skills" in the immigration policy.

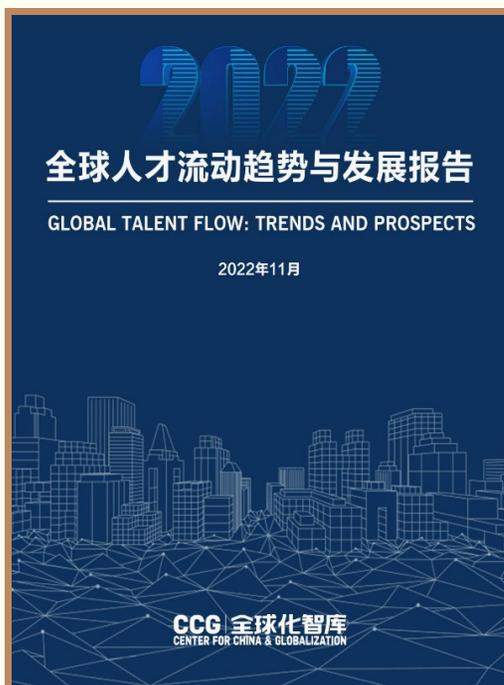


Wang Dianjun, National School Inspector, Director of the Institute of Basic Education at Tsinghua University, attended the Parallel Session on 2022 Forum on Global Talent Mobility and Development in Shanghai and participated in the report launch.

Wang Dianjun, National School Inspector, Director of the Institute of Basic Education at Tsinghua University, said that he was deeply impressed by the two pieces of data in the report *Global Talent Flow: Trends and Prospects*, namely talent quantity and quality. On the one hand, China's number of talents ranks first in the world, which is recognition of China's efforts in cultivating talents. On the other hand, there is still a long way for China to go in terms of the quality of talents. In the report, the analysis of the current situation of talent flow is worthy of our reflection. Firstly, the internationalization of the local education in China needs to be improved. Secondly, the global attractiveness of China's middle schools and universities is not high enough. Wang Dianjun pointed out that the Report not only inspired him, but also pointed out the direction for future education reform in a sense, that is, aiming to improve the quality of education to the most advanced international level.



Zhang Wei, Deputy Secretary-General and Senior Research Fellow of CCG, Former Chief Correspondent of Economic Daily in the United Nations, attended the Parallel Session on 2022 Forum on Global Talent Mobility and Development in Shanghai and moderated the commenting of the report.



Global Talent Flow: Trends and Prospects

The Report summarizes and analyzes the current situation and trends of the global talent flow across regions and fields, analyzes the policy trends of the global talent flow, establishes the talent competitiveness indexes of major countries, and evaluates and analyzes the talent competitiveness of 38 major countries around the world. By finding out the global talent flow trends and governance models and comparing and analyzing the practices of various countries in attracting talents, the report puts forward governance plans and policy suggestions for China to gain an advantage in the global talent competition.

【Panel Discussion I】



Fu Luyong, President of Laox China,
attended the Parallel Session on 2022 Forum on Global Talent Mobility
and Development in Shanghai and participated in the panel discussion.

Fu Luyong, President of Laox China, said that no more than 1,000 Japanese have left Shanghai due to the COVID-19 pandemic in the past three years. In a sense, this reflects that as Japanese companies and culture have been in China for a long time, Japanese staff have fully integrated into the society. After the business adjustment of Laox, the existing management system has been greatly changed. This is a huge challenge for the Chinese employees in the company, but it is also accompanied by opportunities. From the perspective of talent policy, in order to provide authentic services, it is necessary to introduce professionally trained talents.



David NG, Regional Managing Director, Morgan Philips Group Asia, attended the Parallel Session on 2022 Forum on Global Talent Mobility and Development in Shanghai and participated in the panel discussion.

David NG, Regional Managing Director, Morgan Philips Group Asia, said that changes in the global economic situation have brought opportunities and challenges to the talent work. In order to realize talent sustainability, we can start with three things. The first one is to excavate talents in-house, as internal talent growth training will be more effective. The second one is to adjust talent standards, because organizations need to adjust standards to adapt to changes in the talent flow and talent working methods. The third one is to find talents from competitors. Organizations can find people who have new ideas from competitors so as to vitalize themselves during their development. In terms of dealing with cost increase, there are three ways that organizations and companies can use to optimize costs and make investments more effective. The first one is to optimize the workflow; the second one is to find a solution; and the third one is to optimize the company's cost composition method.



Miranda Wang, Managing Director, ETS China, attended the Parallel Session on 2022 Forum on Global Talent Mobility and Development in Shanghai and participated in the panel discussion.

Miranda Wang, Managing Director, ETS China, said that under the background of the climax of the global talent flow, assessment systems like TOEFL tests were developed to help judge whether overseas students can adapt to the global higher education. It has been 41 years since TOEFL tests were brought to China. TOEFL tests have accompanied the assessment system of China's international talent flow, and are also a testimony to the course of China's reform and opening-up and the development of talents in the past 40 years. In recent years, there have been two major trends on the talent market. The first one is that the flow of global talents has been greatly hindered. Affected by the pandemic, many people's life plans have changed. The education industry is therefore facing challenges and opportunities at the same time. The second one is that the employment rate has been significantly affected, and employers have put forward higher requirements for students. Therefore, students tend to choose to further improve their academic qualifications, and governments need to introduce more policies to attract talents.



Jonathan Woetzel, Senior Partner at McKinsey and Director of McKinsey Global Institute, attended the Parallel Session on 2022 Forum on Global Talent Mobility and Development in Shanghai and participated in the panel discussion.

Jonathan Woetzel, Senior Partner at McKinsey and Director of McKinsey Global Institute, said that from the personal perspective, human capital is very critical. Skills are critical to human capital, and one can gain experience from changing jobs. From the enterprise perspective, a truly people-oriented enterprise can create value and profits. Although the performance of profitability may fluctuate slightly, such an enterprise is generally sustainable. For an enterprise, the most ideal situation is to be able to combine people with theory.



Gloria Xu, Country Manager of Albemarle China, Vice Chair of American Chamber of Commerce in China, attended the Parallel Session on 2022 Forum on Global Talent Mobility and Development in Shanghai and participated in the panel discussion.

Gloria Xu, Country Manager of Albemarle China, Vice Chair of American Chamber of Commerce in China, said that talents are the foundation of business operations. Two major changes can be observed during the pandemic. Firstly, international and domestic tours were facing great challenges. In response to these challenges, many companies chose to localize their talents, that is, to give local teams more room for development, more authorization, and greater empowerment. At the same time, foreign headquarters also adjusted their methods on the communication with and management of the Chinese team. Secondly, during the pandemic, many digital methods were widely used, and many meetings were brought online. For remote managers, it is a challenge to treat a talent fairly and impartially. Meanwhile, talents and employees should also strive to strengthen their quality in this regard to adapt to the latest working methods.



Matthew Ye, President and CEO of Michelin China, attended the Parallel Session on 2022 Forum on Global Talent Mobility and Development in Shanghai and participated in the panel discussion.

Matthew Ye, President and CEO of Michelin China, said that the superposition of the pandemic, international geopolitical changes, China's economic development in the past few years, and the new situation of the Internet economy has changed the mentality and pursuit of employees today. Employees, especially those young ones, pay more and more attention to a company's mission, values, humanistic culture, and sense of social responsibility. After the pandemic, home office, flexible office mechanism, and flexible office hours will all be new topics about human resources. Michelin has experienced many ups and downs in the past. How to enhance equality and diversity and improve the engagement of all employees to the company is the topic it focuses on. Today's enterprises all have their own strategic roadmaps, but the realization of a roadmap requires the leadership. Michelin recommends the leadership model that is definitely not just for managers, but for all employees.



Mike Liu, Vice President and Senior Research Fellow of CCG, attended the Parallel Session on 2022 Forum on Global Talent Mobility and Development in Shanghai and moderated Panel Discussion I.

【Panel Discussion II】

Lan Zhenzhen, Chief Corporate Affairs and Engagement Officer, L'Oréal North Asia and China, attended the Parallel Session on 2022 Forum on Global Talent Mobility and Development in Shanghai and participated in the panel discussion.

Lan Zhenzhen, Chief Corporate Affairs and Engagement Officer, L'Oréal North Asia and China, said that the founder of L'Oréal is a scientist, so he attached great importance to the field of science. With this background, the company and the UNESCO worked together to create a programme for awarding women in science 20 years ago. After introducing the global awards, the company brought the awards to China in 2014. Today, we have co-hosted and created the China Young Women Scientists Award together with the All-China Women's Federation, China Association for Science and Technology, and the UNESCO. At present, there are 164 young women scientists who have received the award. It is believed that the future world will become more diverse, balanced, and beautiful because of the flexibility and strength of women. Empowering women is not just for women, but for all of humans.



Simon Lichtenberg, CEO and Founder of Trayton Group, Chairman of the Danish Chamber of Commerce in China, attended the Parallel Session on 2022 Forum on Global Talent Mobility and Development in Shanghai and participated in the panel discussion.

Simon Lichtenberg, CEO and Founder of Trayton Group, Chairman of the Danish Chamber of Commerce in China, pointed out that women do live in an unfair world. According to the society's general understanding and habits, women have to do a lot of housework, and at the same time bear the responsibility of childbearing and upbringing, which is in great contradiction with their career and development. Enterprises can do some basic work through training and by working with women's associations. In terms of policies, for example, Denmark has 12 months of maternity leave, which can be shared by both parents. If similar policies can be implemented, it will be of great help to reducing the impact of childbirth on females' careers. Helping with Chinese women's development is not an investment, but an opportunity. We hope that both central and private enterprises can work in this direction. It is believed that China's relevant policies will be better.



Roberta Lipson, CEO and Founder, United Family Healthcare, attended the Parallel Session on 2022 Forum on Global Talent Mobility and Development in Shanghai and participated in the panel discussion.

Roberta Lipson, CEO and Founder, United Family Healthcare, said that for the medical industry, women have always been playing a very important role. In fact, all companies should realize that female leadership is a very good secret of success. According to McKinsey's survey results of 2020, if a company has a higher proportion of female executives, its success rate and profit rate will be higher than those of others. Three things can be done to support women's leadership. Firstly, mandatory maternity leave can be arranged for both men and women in terms of policy support, which is helpful in allowing companies to treat men and women equally when recruiting employees. Secondly, auxiliary childbirth policies can be optimized to make young women more confident about developing their careers. Thirdly, screening and treating of diseases such as cervical and breast cancers can be carried out to address women's health challenges.



BenthamLiu, Founder & Chairman, WWD & Chinamind NEXT, attended the Parallel Session on 2022 Forum on Global Talent Mobility and Development in Shanghai and participated in the panel discussion.

BenthamLiu, Founder & Chairman, WWD & Chinamind NEXT, said that women seem to be the main force in fashion consumption around the world. But in the fashion industry, women are always a disadvantaged group. He believes, however, that this is not the situation in China for two reasons. Firstly, China's fashion industry started 40 years ago when the reform and opening-up policy was announced. The late start actually allows China to avoid the so-called discrimination against women in the history of fashion development. Secondly, the Chinese Government attaches great importance to women's rights, and points out that Chinese women hold up half the sky.



Yang Ruikan, Partnership Specialist, UN Women, attended the Parallel Session on 2022 Forum on Global Talent Mobility and Development online and participated in the panel discussion.

Yang Ruikan, Partnership Specialist, UN Women, said that UN Women is an agency within the UN that specializes in promoting gender equality and women's empowerment. Women's economic empowerment has always been the core of UN Women's work globally and in China. UN Women has been working in China since 1998. It currently focuses on three things. Firstly, it promotes gender equality in the system of public services and government governance. Secondly, it works on women's economic empowerment. Thirdly, women make a lot of contributions in the field of scientific research. Therefore, UN Women have partnered with China Association for Science and Technology to promote women's development in the field of science and technologies.



Anri Nakahara, Vice President of China Region External Affairs, Shiseido, attended the Parallel Session on 2022 Forum on Global Talent Mobility and Development in Shanghai and participated in the panel discussion.

Anri Nakahara, Vice President of China Region External Affairs, Shiseido, pointed out that the reasons why Shiseido becomes a century-old brand and a century-old enterprise are due to not only R & D innovation, but also its emphasis on talent cultivation. The company pays special attention to reading, learning, research, and development to cultivate the "craftsman" spirit, while taking into account the cultivation of an international perspective. In Japan, Shiseido has set up kindergartens for female employees who are raising children in order to solve the dilemma of their work-family balance. Additionally, there are corporate social responsibility programmes that care about women, and scientific research funds have been set up for female researchers and scientists. All these efforts have created a very good working environment for female employees, making their postpartum return rate reach 100%. A female leader also has to have profound thoughts, a shining character, and logical ways of behaviour, so she cannot be separated from the society. She has to keep learning and enrich her knowledge in order to make herself better.



Zoon Ahmed, Research Fellow of Center for China and Globalization (CCG), attended the Parallel Session on 2022 Forum on Global Talent Mobility and Development in Shanghai and moderated Panel Discussion II.