



# IMD World Talent Ranking

## Why in News

According to the latest **IMD World Talent Ranking- 2019**, India has **slipped 6** places from **53<sup>rd</sup>** in 2018 to **59<sup>th</sup>** rank this year on a global annual list of **63 countries**.

- International Institute for Management Development (IMD) is a business education school based in Switzerland.

## Key Findings

- **Switzerland** retained its title as the world's top talent hub and topped the ranking, followed by Denmark (2<sup>nd</sup>) and Sweden (3<sup>rd</sup>).
  - Most leading economies emphasized **long-term talent development** by focusing on investment and development.
- **Parameters:** The ranking is based on the performance in **three** main categories: **Investment and development, appeal, and readiness**.
  - The **Investment and Development factor** measures the resources committed to cultivate home grown human capital. The **Appeal factor** evaluates the extent to which a country attracts local and foreign talent. And, the **Readiness factor** quantifies the quality of the skills and competencies that are available in a country.
- **India's Status:**
  - India witnessed **one of the sharpest declines among Asian economies**.
  - India also lagged behind fellow **BRICS countries**- China ranked 42<sup>nd</sup> on the list, Russia (47<sup>th</sup>) and South Africa (50<sup>th</sup>). However, Brazil was ranked at 61<sup>st</sup> place behind India.
- The **reasons** for the decline in India's ranking are:
  - Low quality of life.
  - Negative impact of brain drain.
  - Low priority on attracting and retaining talents due to **declining expenditure on education (per student) and the quality of education** which may be linked to the GDP growth.
  - Other factors include- effectiveness of the **health system** and **women's participation** in the labour force.

**Source: BS**