

These COVID-19 Analytical Snapshots are designed to capture the latest information and analysis in a fast-moving environment. Topics will be repeated from time to time as analysis develops. If you have an item to include, please email us at research@iom.int.



New research & analysis on global talent mobility & COVID

[The potential impact of the Covid-19 pandemic on occupational status, work from home, and occupational mobility](#) by Amit Kramer and Karen Kramer

[How does global talent mobility function during a pandemic?](#), by global mobility platform TOPIA.

[Immigrant Key Workers: Their Contribution to Europe's COVID-19 Response](#), by Francesco Fasani and Jacopo Mazza.



The future of mobile staff in global supply chains

The COVID-19 pandemic has highlighted the [vulnerabilities](#) of global supply chains, and specifically jobs which require a high amount of international travel, from plant managers to engineers. [Over half](#) of respondents to a survey of Japanese companies operating in Thailand said that measures such as quarantine has obstructed business activities, for example.

As a result, it has been [predicted](#) that once the crisis has passed, companies will localize their supply chains and expertise, reducing their reliance on [globetrotting staff](#).



Not all expertise can be put on Zoom or Skype, some expertise has to travel and now all the flights are grounded.

[Alex Dolya](#), Procurement Specialist, BCG Singapore



Talent of tomorrow

With statistics from [Denmark](#), [Australia](#) and the [US](#) indicating that large numbers of international students remain in their country of study to work following their graduation, the COVID-19-induced [disruption](#) to universities poses a significant obstacle to global talent recruitment. A recent survey of prospective international students found that [around 60%](#) had changed their study plans due to the pandemic. However, [around half](#) were interested in starting their studies this year even if it meant doing the beginning of the course online.



Did you know?

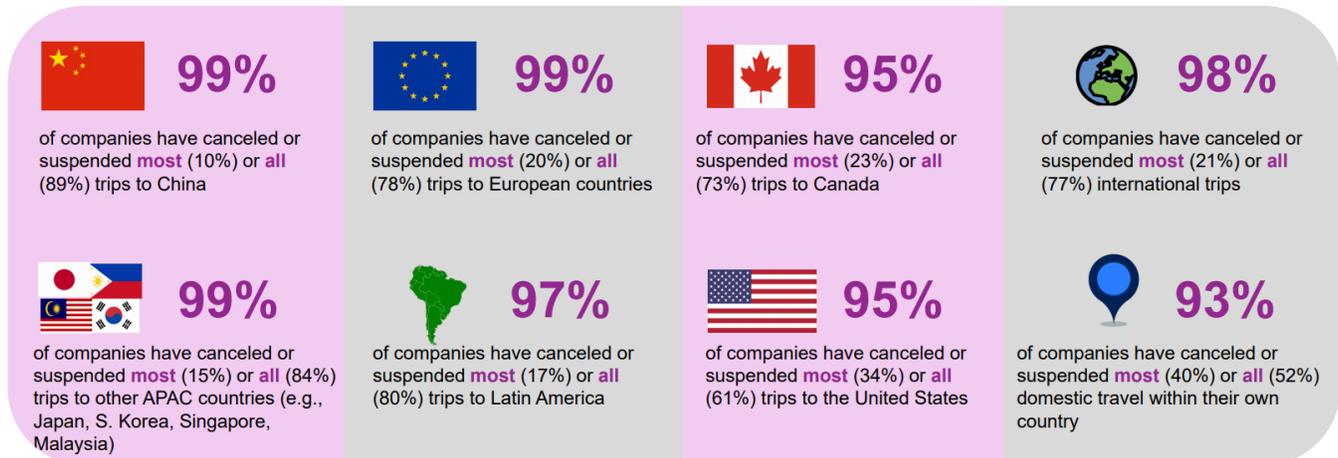
The [Global Talent Competitiveness Index](#) analyses which countries are best at recruiting high-skilled migrants.

Taking into account countries' ability to enable, attract, grow and retain high-skilled workers, the [2020 report](#) found Switzerland, Singapore and the United States to be the most competitive, with 13 European countries in the top 20. You can view the [results](#) here.



The impact of COVID-19 on business travel

COVID-19 has almost completely halted business travel in the short term—98% of companies who responded to a [Global Business Travel Association](#) (GBTA) poll in April 2020 said they had cancelled or suspended ‘most’ or ‘all’ international business trips. The majority expect domestic travel to resume within 2 to 3 months (62%), while 39% believe international travel will resume in 6 to 8 months.



Source: [Global Business Travel Association](#) (28 April 2020)

The pandemic has driven a huge rise in the use of video conferencing platforms—according to Eric Yuan, CEO of *Zoom*, in April the platform had more than [300 million](#) daily meeting participants, compared to [10 million](#) in December 2019. Similarly, Chinese platform *Dingtalk* had to add 20,000 [temporary servers](#) to support their increase in traffic. It is unlikely that this move towards digitalisation will be completely reversed once the pandemic has passed.

Aviation analyst [Mark Manduca](#) believes that the potential for [quarantine requirements](#) upon arrival, or entry restrictions based on recent travel history, could lead to a change in the structure of those business trips which do occur. For example, a number of individual trips could instead be replaced by a “three-month, meetings-filled stint”.

These shifts may lead to a longer term decline in business travel. While it is difficult to predict the extent to which business travel will decline, [Ben Baldanza](#), the former CEO of *Spirit Airlines*, has predicted a permanent loss of 5-10% compared to before the pandemic.

This COVID-19 Analytical Snapshot has been produced by [IOM Research](#) (research@iom.int).

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