

***Future HR market
in the evolving Trade
-By rajendra k. khetan
Young entrepreneur's
council***

Future HR market (Preamble)

- The World is changing rapidly
- Economic sector is leading the changes
- Economy is driven by Trade
- Trade is created & Managed by HR from Historical time to silk road and now to wto and tomorrow to the Nano Generation.
- Hence HR needs to understand the market driven by Globalization.
- Lets have OverView where the market is leading.

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1



Overview

- Globalize Context
- Over View of Major Arrangements
- Way Ahead
- HR



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2

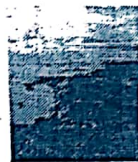
Globalized Context

- New Dynamics
- Paradigm Shift
- Clear Departure & Horizon
- Level Playing
- Comparative & Competitiveness
- Indigenous & Intellectual Properties
- Free Movement Of People, Goods Services & Capital



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3



Beyond boundaries

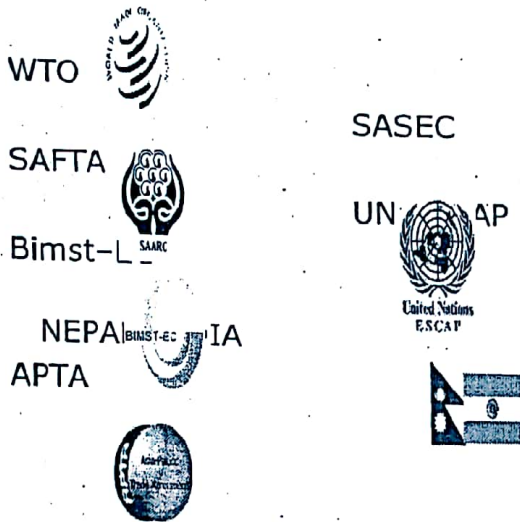
- Multilateral - WTO
- Regional - SAFTA / BIMSTEC / Bangkok Agreement (APTA) / Growth Quadrangle (SASEC)
- Bilateral - Nepal India Treaty
- Saarc & EU
- Asian Highway-UN E



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4

Major arrangements



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5



- Trade Facilitation
- Patent Rights/ IP/ Trips
- Infrastructure
- Government Procurement
- Mfn & Harmonization (Rules & Tariffs)
- Capacity Building / IF / NTCS

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6



SAFTA – The landmark Achievement

- **Para 3(2) f reads –**
The special needs of the Least Developed Contracting States shall be clearly recognized by adopting concrete preferential measures in their favor on a non-reciprocal basis.

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7



SAARC – ASEAN Cooperation.



- Established on 8 August 1967 with 5 member states, ASEAN currently has 10 member states.
- ASEAN region has a population of about 500 million, a total area of 4.5 million square kilometers, a combined gross domestic product of US\$737 billion, and a total trade of US\$ 720 billion.
- When established the share of intra-ASEAN trade was just between 12 and 15 percent. It has now increased to almost 25 percent.
- Per capita income is \$ 309 in South Asia compared to over \$ 10,000 in East Asia (excluding China)
- Before formation of ASEAN in 1960s, the gap in per capita income between South Asia and East Asia (Excluding China) was \$ 200, which has increased to over \$ 9700 in a matter of few decades
- Intra-regional trade volume of SAARC countries stand at 4.46 percent of total trade of member states compared to 55 % of EU; 61% of NAFTA and 25% of ASEAN

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8

Bay of Bengal Initiatives for Multi Sectoral,
Technical & Economic Cooperation
BIMSTEC - Trade & Services
Measures

- Para 2 of Article 6 of the Final Draft Framework Agreement On the BIMST-EC Free Trade Area says: "The parties further agree to enhance trade facilitation in areas, including but not limited to, the following:"

- (a) Mutual Recognition Arrangements (MRAs), conformity assessment, accreditation procedures and standards & technical regulations.
- (b) Customs cooperation;
- (c) Trade finance;
- (d) E-commerce; and
- (e) Business Visa and travel



ngkok Agreement

Asia Pacific Trade Arrangement (APTA)

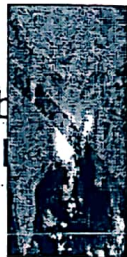
- China & India are the world's fastest growing economy who are members.
- Sino India is also the world's largest market in terms of head-count.
- It can provide both techno-financial and market support.
- SAARC, ASEAN & China can join hands to ensure the prosperous future for one-half of the world population.
- The geographical proximity between SAARC-China-Asean must be exploited for mutual benefit

Growth Quadrangle

South Asia Sub Regional
Economic Cooperation (SASEC)



- Nepal, East India, Bangladesh & Bhutan Cooperation
- Sub Regional Within SAARC
- Sectorial Development Like Trade, Transport, IT, Tourism etc.
- ADB's Sub Regional b
- East India's Focal Role

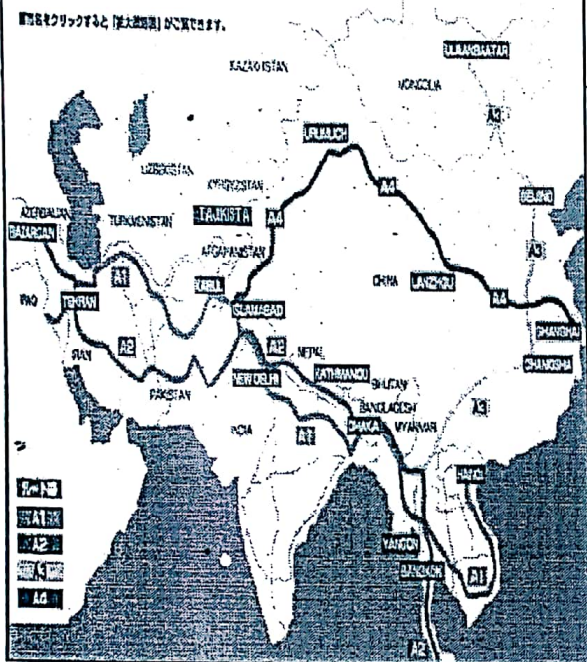


Nepal India



- Ocean Market / Sky Limit
- Preference Market Assess
- Value Addition
- Trade Balance
- Bilateral Within SAFTA/WTO
- Complementary & Supplementary
- 3rd Country Arrangement Like Pakistan & Bhutan

Asian Highway-UN ESCAP



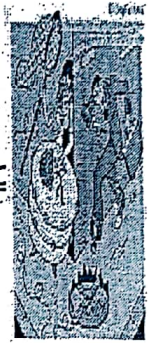
Way Ahead

-New Challenge

- (i) Competitiveness
- (ii) Quality &
- (iii) Mkt Access

-Added Cost / High C

- (i) Techno
- (ii) HR
- (iii) Infrastructure



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14

HR

- HR will drive future Economy
- Demand & Supply - Match
- Academic, Creative, Innovative and Professional – New Leadership
- Networking
- Competitive and Comparative
- Technocrats

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15