**6.03: International Labor Markets**

* Explain why there is a global war for International Talent
* Discuss why companies outsource parts of their value chain

**Businesses must find employees who understand international marketing because:**

1. Business Operations are global
2. Growth opportunities are now occurring in new markets such as China, India, & Central/South America
3. Birthrate is falling below the population replacement rate

**DEBATE! You will be assigned one of the following topics to debate next class:**

* **USA Immigration Laws**
  + Currently immigration laws in the United States are some of the toughest in the world.
  + **You will either argue for keeping these laws in tact or for reducing this barrier so that our employment sector can be strengthened**
* **Gender Discrimination**
  + Gender Empowerment is the measure of the participation of women in legislature, higher positions in private/public employment, & in academic and technical work. It also measures estimated income.
  + The concept of a glass ceiling is a barrier that prevents individuals from moving up to top level management positions
  + **You will either argue that women do or do not face gender discrimination in America**
    - Stereotypes
    - Exclusion from men’s networks
* **Outsourcing & Offshoring** 
  + Outsourcing involves finding an outside source to perform a job function
    - Allows the function to be completed more efficiently & at a cheaper rate
    - Example: Advertising & Shipping are commonly outsourced to other companies
  + Offshoring is the outsourcing of jobs to other countries.
    - India is a top country for the outsourcing of jobs. Costa Rica & Vietnam are growing.
    - Advantages of offshoring is that it saves the company money, raises salaries in developing countries, helps train managers and workers in these countries which boosts their standard of living.
  + **You will debate whether or not offshoring a good practice for American Companies?**

**Debate format:**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Immigration Laws Remain Strict** | **Gender Discrimination Exists** | **Offshoring Is Not Good** |
| 1 | Billy Sample | Natasha Shah | Annabelle Johnson |
| 2 | Milan Johnson | Amani LaRocque | Brianna Frank |
| 3 | Rachel Pak | Andrea Morales | Catrina Spags |
| 4 | Andrew Allen | Weissa Ye | Olivia Murphy |
| 5 |  | Annalise Boesse | Ali Morissey |
| 6 |  | Chynna Chan |  |
| 7 | *Sashil V* | Nicole K. | *Sashil V* |
|  | **Immigration Laws Loosened** | **Gender Discrimination Does Not Exist** | **Offshoring Is Good** |
| 1 | Rashon Mack | Vince Legrasso | Colleen Carrol |
| 2 | Tharun Kintalli | Michael Sheinis | Landon M. |
| 3 | Mariya Sebastian | Kai Wright | Devon Atkins |
| 4 | Luke Goldstein | Lucius Brown | Catherine Demos |
| 5 | Nick King | Reuben Verdeouw | Saheli Parakh |
| 6 |  | Frankie Cincotti |  |
| 7 |  | Isaiah Stubbs |  |

**Debate Rules & Requirements**

* Each presenting side must appoint a leader who will act as the lead representative for your group.
* Each group member must present ***at least three*** facts or argue three points during the debate.
* Points given should add credibility, show logical reasoning, and/or appeal emotionally to your audience.
* To begin the debate, each leader will provide an opening statement that clearly explains his/her teams’ stance on the issue.
* Once both leaders have spoken, the debate will open up. Group # 1 will have two minutes to provide interesting facts, important statements, and refute the other teams position. Group #2 will follow with two minutes to accomplish the same.
* After each group has spoken for two minutes, the “floor” is open to all parties for comments, questions, & opinions.
* If you wish to speak you must raise your hand
* Every group member must speak at least once (three facts)
  + - Teams will lose one point for interruptions
    - Teams will lose one point for whispering while another speaker is talking
* ABSOLUTELY ***NO*** PUT DOWNS or Derogatory Comments allowed.
* All points raised, regardless of stance, need to be submitted in a professional manner.
* After each group presents you will have two minutes to discuss amongst your group members information that you would like to present. If you heard something you would like to point out is inaccurate or argue against a statement made then you need to present that information at this time.
* After conference you can ask questions of other groups, make comments, spit out facts that you missed, etc..
* You will then be given two minutes to make a closing statement.
* Once closing statements are completed the judges will tally up the scores and determine the winner.
* The judges will then go through each group and say what they did well and what they could’ve done better.

**Debate Format:**

* Students debating will sit in a circle with each team setting together
* Remaining students will sit outside the circle
  + Debate #1 will be judged by Debate #2
  + Debate #2 will be judged by Debate #3
  + Debate #3 will be judged by Debate #1

**Judges are responsible for following along in the debate, tracking points, and making sure everyone spoke at least three times.**

* + Each Group Leader will introduce his teams side of the debate & perhaps explain how they plan to go about winning the argument
    1. Pro goes first
    2. Con goes second
  + Group One will be given 2 minutes to bring forth important facts, statistics, &/or information that adds creditability, logic, & reason to their perspective
    1. Opportunity for group members to acquire their 3 points
  + Group 2 will have 2 minutes to do the same
  + After all comments, questions, & ideas have been presented, groups will have **two minutes** to reconvene and discuss information & concluding ideas.
  + After conference you can ask questions of other groups, make comments, spit out facts that you missed, etc.
    - This is where you need to make sure group members earn their points
  + Each group will then be given up to two minutes to make a closing statement
  + **Once closing statements are made, another debate team will tally up the scores and determine the winner.**
  + Judges will go in the hallway & come up with a winner
  + Once results are tallied, they will come back in and announce the winner
  + Judges will say what each group did well & then justify why they picked who they did