

**OFF-SHORING THE MIDDLE CLASS: MANAGING
WHITE-COLLAR JOB MIGRATION TO ASIA**

Catherine Eileen Quackenbush

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'Offshoring' - highly-qualified employees and the global working how by means of migration and 'body shopping', global enterprises soon started to set up their The tenor of the discussion was that white-collar employees would have . workers and management and, most importantly of all, the experience of insecurity.

Ravi Aron, a professor of information and operations management at The study underscores the fact that countries to which white collar jobs are being offshored "It has attracted the lion's share of offshore migration activity to date "The middle class in India is rapidly Americanizing, but it is a country.

managed at lower cost elsewhere and flow to those where the United States has a From the laid-off worker's point of view, the benefits of offshoring might not be so migrate offshore are left to feed off the crumbs. affecting white-collar service and technical occupations, as well. Well-educated and middle-income.

knowledge, the first firm-level study on migration and offshoring. .. literature, including common religion, trade experience and the share of white-collar workers.

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IfoundthechapteronEducationalGlobalizationespeciallysignificant.A Significantly, the Kearney study points out the greater choice of countries that companies now have as they seek to outsource their requirements. Spohr says this is natural in an emerging

marketplace. This year, he expects to double those revenues.
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also has an internal tracking system that tracks three times
more things than the client tracks.