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# ANNUAL REPORTS

**2011-12**

**2012-13**

**2013-14**

**2014-15**

**2015-16**

**India Centre for Migration**  
**A Regd. Society of Ministry of External Affairs (MEA)**  
New Delhi

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# About India Centre for Migration

The India Centre for Migration (ICM) is a research think-tank of the Ministry of External Affairs (MEA) on all matters related to international migration. ICM was established by erstwhile Ministry of Overseas Indian Affairs (MOIA) which stands merged with Ministry of External Affairs (MEA) since February 2016.

The Centre undertakes empirical, analytical and policy related research and implements pilot projects to document best practices with specific focus on Indian workers migrating abroad for employment. The Centre also partners with individuals and institutions to drive its research agenda.

While the certification audit by Comptroller and Auditor General of India (CAG) of financials of ICM for the years 2011-12, 2012-13, 2013-14, 2014-15 and 2015-16 was carried out during 1-16 September 2016, the transaction audit of ICM for the same years was carried out during 17 October- 7 November 2016. Therefore, the annual reports for these years could not be laid previously. The present report is a consolidated report containing the Annual Reports for the years 2011-12, 2012-13, 2013-14, 2014-15 and 2015-16.

## Vision

Lead research and analysis on international migration to support informed policy making and enable strategic interventions for a coherent and harmonized response to the transnational movement of people from India.

## Structure

Overall, for governance, ICM has a two-tier mechanism in place viz., the Governing Council and the Executive Directorate. The Governing Council (GC) is chaired by the Secretary (CPV and OIA), MEA [earlier before merger, Secretary, MOIA and after merger with MEA, by Secretary (CPV and OIA)] and includes Secretaries of Department of Economic Affairs (DEA), Ministry of Micro, Small & Medium Enterprises (MSME) and Ministry of Labour & Employment (MoL&E) as Members. Apart from the above mentioned ex-officio Members, 3 Secretaries of the State

Governments are nominated as Members of the GC by rotation every 2 years from amongst the major emigrant sending States. Four Experts nominated by the Government are also Members of the GC. The Executive Director/Chief Executive Officer functions as the Member Secretary of the GC.

While, the Governing Council provides broad policy framework of the programs and activities and monitors the progress made on targets every year, the Executive Directorate (includes Chief Executive Officer & Staff of ICM) evolves the strategies to implement the targets set by the Governing Council.

ICM's functioning is also monitored by three in-house Committees (Research, Finance and Administrative) constituted to guide, assist and monitor ICM's functioning. The recommendations of the Committees are placed before the Governing Council for its consideration.

## Memorandum of Association

The day-to-day operations of the ICM are governed by the rules and regulations framed under the Memorandum of Association (MoA). The MoA outlines the functions and objectives of the Centre. The functions and objectives of the Centre are listed below.

## Functions

Identify labor supply gaps in overseas labor markets and the skill sets required by Indian workers to fill those gaps

Contribute towards programs for skill development and skill upgradation in consultation with professional bodies and the private sector

Initiate Pre-departure orientation Manuals for various categories of workers

Coordinate with institutions working in fields of labor and manpower, including the state manpower development corporations, project manpower suppliers and foreign employers

Initiate and support the study, monitoring and analysis of the trends and dynamics of international labor market, problems faced by the emigrant Indian workers in India and abroad, benchmark the best practices of other labour sending countries recommend policy initiatives/strategies

Identify best practices in safety and welfare of emigrant workers

## Objectives

To serve as a 'think- tank' and to devise and execute medium to long term strategies looking into various aspects of international migration.

To regularly monitor, study and analyze the trends in the International Labour Markets as well as strategies of various labour sending and receiving countries.

To commission studies on the international labour markets and identify emerging overseas employment opportunities for Indian youth.

To position potential overseas Indian workers as 'consumers' of employment services provided by the private recruitment industry.

To project India as a supplier of skilled, trained and qualified workers.

To adapt training material developed by International Labour Organization and International Organization for Migration for specific states/country and gender.

Welfare support for overseas Indian workers.

## Areas of Specialization

Based on the functions and objectives envisaged in the Memorandum of Association (MoA), ICM's focus is on developing specialization in the following areas:

- International Labor Migration
- Pre-Departure Orientation & Training
- Skill Upgradation & Mutual Recognition of Skills
- Migration Policy & Governance of Migration in India
- Migration Management
- Migration Remittances & Development
- Women Migrant Workers
- Labor Markets & Potential Opportunities for Indians
- Information Dissemination & Awareness Campaigns
- All issues pertaining to Safe, Legal & Humane Migration of Indians Abroad

Year-wise information pertaining to the constitution of the Governing Council, its meetings and deliberations, activities undertaken by the organization during the years 2011-12, 2012-13, 2013-14, 2014-15 and 2015-16 are detailed in subsequent sections of this consolidated report.

## **2011-12**

During 2011-12, the organization was known as Indian Council of Overseas Employment (ICOE). The information on the constitution of the Governing Council, its meetings and activities undertaken by ICOE during 2011-12 are detailed below.

### **Governing Council for the Year 2011-12**

#### **Chairman**

Secretary, Ministry of Overseas Indian Affairs (MOIA)

Dr. A. Didar Singh

#### **Members:**

1. Secretary, Department of Economic Affairs or his representative
2. Secretary, Ministry of External Affairs or his representative
3. Secretary, Ministry of Micro Small and Medium Enterprises or his representative
4. Secretary, Ministry of Labour and Employment or his representative
5. Three Secretaries of the State Governments by rotation every two years from amongst the major emigrant sending States. During 2011-12, the Chief Secretaries or their representatives of Andhra Pradesh, Kerala and Punjab were on the Governing Council.
6. Four experts to be nominated by the Government for a term of every two years. During 2011-12, Shri S Irudaya Rajan, Shri P Mohammad Ali, Shri

M. G. Pushpakaran and Shri T. P. Srinivasan were on the Governing Council.

7. The Executive Director appointed by the Government functions as the Member Secretary. During 2011-12, Shri G. Gurucharan was the Executive Director & Chief Executive Officer (CEO).

## **Meetings of the Governing Council during the year 2011-12**

The 3<sup>rd</sup> meeting of the Governing Council (GC) of ICOE was held on 10 October 2011. The GC deliberated on the following:

- Decided to rename the organization as India Centre for Migration.
- Labour Market Assessment in select EU countries including Sweden, Denmark, Czech Republic, Poland, Romania and France.
- Approved the proposal on India-EU Research Project.
- Considered the proposal to conduct regular workshops on bilateral basis with counterpart institutions in matters relating skills training, standards, certification and coordination.

## **Activities undertaken by ICM during 2011-12**

### ***Skill Development Initiative for Potential Migrants from the North-Eastern States of India***

In 2011-12, Indian Council of Overseas Employment (ICOE) launched a pilot project on skills titled 'Skill Development Initiative for Potential Migrants from the North-Eastern States of India'. The project was to be implemented through collaboration

with International Organization for Migration (IOM) and two Knowledge Partners – India Skills and Aspire. The project was envisaged to be implemented through two models – the institutional franchise model and the institutional embedded model. The project aimed at achieving the following through these two models:

#### The Institutional Model

- Develop International Vocational Qualification (IVQs) and bring a network of standard training and testing facilities with internationally acceptable third-party certification in the North- East Region.
- Establish the Skill Training Resource Centre for training linkages and placement linkages.
- Train over 8,000 marginalized low and medium skilled youth and women participants from North East states of India, to provide them the opportunity to access overseas employment.
- Develop training curriculum which may be replicated in other skill training facilities with the support of State Governments, in order to make the pilot successful.

#### The Embedded Knowledge Model

- Train 2,000 women and youths from the North- Eastern states of India.
- Develop a template for an all India rollout of the model.

The progress made in implementation of the project during the year 2011-2012 is as under:

- Sates' Consultation Meeting of all the stakeholders along with representatives from eight state governments was conducted at Guwahati on 19-20 August 2011.
- The Skill Training Certification Resource Centre (STCRC) was established in Guwahati, Assam.

- The IVQs for the Hospitality sector and the Healthcare sector were designed as per the standards set by City & Guilds and Edexcel respectively.
- Initiated the process for identification of institutions and trainees as per the standards set by the certification partners.

### ***Developing a Knowledge Base for policymaking on India-EU Migration***

In 2011, the ICOE entered into a collaboration with European University Institute (EUI) to implement the 'Developing a Knowledge Base for Policymaking on India-EU Migration' project.

During the year 2011-12, the following progress was made:

- a. Project team commissioned, and project implementation initiated in August, 2011.
- b. The ICOE project team along with the EUI (lead partner), as well as other project partners viz. Maastricht University, Indian Institute of Management, Bangalore (IIMB) developed a joint implementation plan about three key components of the project viz. Outreach & Awareness Generation, Evidence based Research and Database Development.
- c. In November 2011 the ICOE organized a meeting of all partners to review the progress, to ensure coherence in approach and plan the way forward on the project.
- d. This was followed by a stakeholders' consultation workshop in November 2011, organized by ICOE at New Delhi. The workshop was attended by EU Member States in India, representatives of Government of India, State Governments, Academic Institutions and Experts.
- e. ICOE instituted the process for producing the research output & finalizing titles of nineteen research papers; identification of authors and initiation of work on six papers.

## ***Empowerment of Women Migrant Workers from India to the Gulf***

In 2011-12, ICOE drafted a project document focusing on the problems faced by women migrant workers with a concerted plan of action for their empowerment. It was proposed to hold an inception workshop to discuss the approach proposed and kick start the implementation of the project.

## ***Wage Differentials between Indian Migrant Workers in the Gulf and Non-Migrant Workers in India***

ICOE commissioned a study on Wage Differentials between Indian Migrant Workers in the Gulf and Non-Migrant Workers in India in 2011-12. The objective of the study was to assess wage differentials between the workers migrating to Gulf and the similar occupation workers employed within India or Indian cities, and compare their wellbeing and standard of living.

## ***Enhancing Capacities for Migration Management***

In 2011-12, ICOE initiated work on a concept note for the project Enhancing Capacities for Migration Management in collaboration with International Organization for Migration (IOM). The concept note identified three key areas in migration management that require further strengthening in the Indian context, namely – Evidence-based research and knowledge building; Migration partnerships, dialogue and coherent policy – making and; Institutional and technical capacity building.

## **2012-13**

During 2012-13, the organization was known as India Centre for Migration. The information on the constitution of the Governing Council, its meetings and activities undertaken by ICM during 2012-13 are detailed below.

### **Governing Council for the Year 2012-13**

#### **Chairman**

Secretary, Ministry of Overseas Indian Affairs (MOIA)

Shri Rajiv Mehrishi

#### **Members:**

1. Secretary, Department of Economic Affairs or his representative
2. Secretary, Ministry of External Affairs or his representative
3. Secretary, Ministry of Micro Small and Medium Enterprises or his representative
4. Secretary, Ministry of Labour and Employment or his representative
5. Three Secretaries of the State Governments by rotation every two years from amongst the major emigrant sending States. During 2012-13, the Chief Secretaries or their representatives of the States of Andhra Pradesh, Kerala and Punjab were on the Governing Council.
6. Four experts to be nominated by the Government for a term of every two years. During 2012-13, Shri S Irudaya Rajan, Shri P Mohammad Ali, Shri

M. G. Pushpakaran and Shri T. P. Srinivasan were on the Governing Council.

7. The Executive Director appointed by the Government functions as the Member Secretary. During 2012-13, Shri T K Manoj Kumar, Joint Secretary, Ministry of Overseas Indian Affairs was the Executive Director & Chief Executive Officer (CEO).

## **Meetings of the Governing Council during the year 2012-13**

The Governing Council (GC) of ICM met on 4 October 2012 in its 4<sup>th</sup> meeting. The following are the highlights from the 4<sup>th</sup> meeting:

- Considered the protocols for gathering, analysis and sharing of data collected under India-EU I project.
- Recommended the study of visa regimes of EU Member States for facilitating an orderly migration from India
- Deliberated on measures for Last-mile connectivity for youth from the North-East trained under the Skill Development Project; promote state Government run overseas placement agencies.
- Simulation model for training in healthcare was considered.
- Recommended best practices to be examined with respect to reducing cost of sending remittances.
- Recommended to examine impact of EU Blue Card under the Labour Market Assessment – Phase II

# Activities undertaken by ICM during 2012-13

## *Skill Development Initiative for Potential Migrants from the North-Eastern States of India*

The Skill Development Initiative for Potential Migrants from the North-Eastern States of India project was launched in 2011-12 and it was envisaged as a pilot project in eight North-Eastern states in partnership with the International Organization for Migration (IOM). The objectives of the project were to provide job readiness and augment employability of potential overseas Indian migrants, in the international labour market, particularly high demand sectors of hospitality and healthcare. The project aim was to develop standards and an internationally recognized framework for skills upgradation, assessment, accreditation and certification.

The project partners included the International Organization for Migration (IOM) which implemented the pilot project under the guidance of the India Centre for Migration and the Knowledge Partners (KPs) – India Skills and Aspire. India Skills, in turn has identified their certification partner as City & Guilds, and Aspire has identified its certification partner as Edexcel.

During the year 2012-13, the following cumulative progress was made:

- Training of 200 youth with participation from the North-Eastern States completed at Guwahati. A cumulative total of 1000 youth were trained under the project till 2012-13.
- 32 Trainers were trained under the Training of Trainers programme.
- Seven International Vocational Qualifications were identified – housekeeping, food & beverage, front office, culinary art, nursing assistance, geriatric care and English teachers training.

## ***Developing a knowledge base for Policymaking on India-EU Migration***

The project “Developing a Knowledge base for Policymaking on India–EU Migration” was being implemented in partnership with the European University Institute (EUI), Florence, with the objective of consolidating a constructive dialogue between the EU and India on migration covering all migration-related aspects. The project was co-financed by European Commission (EC). The project sought to assemble high-level Indian-EU expertise in major disciplines that deal with migration (demography, economics, law, sociology and politics) with a view to building up migration studies in India and to provide the Government of India as well as the State Governments and the European Union, its Member States, academia and civil society, with evidence-based policy-oriented research, capacity building, and outreach programs at sub-national level.

The project partners included the European University Institute (EUI), Florence, Italy as the lead partner for the project along with Maastricht University (Faculty of Law), the Netherlands, the Indian Institute of Management, Bangalore and the India Centre for Migration.

The following progress was made during the year 2012-13:

- The two-year project commenced in 2011 and up to the end of 2012-13, ten research papers commissioned and coordinated by ICM under the project were completed.
- The ICM organised training sessions on “Facilitating Safe and Legal Migration and Preventing Irregular Migration” on 5-6 September 2012 and on “Women and International Migration: Opportunities and Challenges” on 13<sup>th</sup> December 2012.

### ***Dalits and Migration Abroad***

In the wider universe of research on migration, compared to work on women and irregular migrants, Dalits as a vulnerable group have rarely been studied. Though there exists some early research on Dalits and migration, a significant gap remains in qualitative and quantitative data on these migrants. Any attempt on the part of the Government to undertake policies that would empower Dalits in exercising their choice to migrate needs to be bolstered with evidence-based research on their

numbers, the reasons that spur them to seek new pastures, the challenges faced in migrating and the overall impact of their choice on everyday life for themselves and their families. In view of this need, in March-April 2013 ICM issued a call for research proposals on studies both local and abroad to explore issues concerning Dalit migration abroad.

### ***Developing Evidence-based Management and Operations in India-EU Migration and Partnership” (DEMO: India-EU MaP).***

The overall objective of the DEMO was to produce evidenced-based research, policy analysis and evaluation and to strengthen the governance structures for policymaking and migration management. Some of the specific objectives of the project in this regard included:

- Addressing the full cycle of mobility /migration comprising key stages viz: pre-recruitment, recruitment and departure from country of origin; residence and work in the destination country; return and resettlement; integration in host countries; and reintegration of migrants and dependants in India on return.
- Demonstrating that migration management when calibrated and demand driven can be mutually beneficial to the countries of origin and destination alike.
- Piloting, demonstrating and documenting good practices in the migration process and to transform it into a virtuous cycle.
- The project envisaged for a period of three years, with ICM having received approval for the grant of 16,00,000 Euros (80% of the total cost of action) from the European Commission (EC) in August 2012.

## **Internship Program**

The internship program at ICM is geared towards encouraging young and dynamic persons to explore the field of international migration. Internship at ICM is designed to bring together talent from across the globe to understand and support ICM's work and provide excellent learning opportunities for the interns.

In 2012-13, ICM continued to attract interns from some of the best institutions in India, including interns from the Indian Institute of Management, Bangalore and the University of Hyderabad. The topics covered by the interns in 2012-13 included:

- India Migration Fact book.
- Gulf Migration and Hyderabad: a Study of an Arabian Colony in Hyderabad.
- NRI Marriages: Plight of Women and the Recourse to Justice.
- EU framework for Recognition of Skills in the Healthcare Sector.

## **2013-14**

The information on the constitution of the Governing Council, its meetings and activities undertaken by ICM during 2013-14 are detailed below.

### **Governing Council for the Year 2013-14**

#### **Chairman**

Secretary, Ministry of Overseas Indian Affairs (MOIA)

Shri Prem Narain

#### **Members:**

1. Secretary, Department of Economic Affairs or his representative
2. Secretary, Ministry of External Affairs or his representative
3. Secretary, Ministry of Micro Small and Medium Enterprises or his representative
4. Secretary, Ministry of Labour and Employment or his representative
5. Three Secretaries of the State Governments by rotation every two years from amongst the major emigrant sending States. During 2013-14, the Chief Secretaries or their representatives of the States of Andhra Pradesh, Kerala and Punjab were on the Governing Council.
6. Four experts to be nominated by the Government for a term of every two years. During 2013-14, Shri S Irudaya Rajan, Shri P Mohammad Ali, Shri

M. G. Pushpakaran and Shri T. P. Srinivasan were on the Governing Council.

7. The Executive Director appointed by the Government functions as the Member Secretary. During 2013-14, Shri Devi Prasad, Economic Advisor (EA) & Joint Secretary, Ministry of Overseas Indian Affairs was the Executive Director & Chief Executive Officer (CEO).

## **Meetings of the Governing Council during 2013-14**

The Governing Council (GC) of ICM did not convene in 2013-14. However, ICM continued to implement the directions given by the GC during its 4th Meeting held on 4 October 2012.

## **Activities undertaken by ICM during 2013-14**

### ***Skills Development Initiative for Potential Migrants from the North-Eastern States of India – Pilot Project on Skills***

The project launched in 2011 aimed at preparing the youth and women from the eight North-Eastern States to benefit from gainful employment opportunities. During the year 2013-14, ICM and the International Organization for Migration (IOM) continued implementing the pilot project. The monitoring of the progress of the project was by a Steering Committee.

The details of progress made by the project till March, 2014 are listed hereunder:

- As on March 2014 trained 1133 (cumulatively) youth from the North-Eastern States of India.
- Developed International Vocational Qualifications (IVQs) for three occupations at Level 1, in the hospitality sector for three job roles – front office, food & beverage and housekeeping.

### ***SwarnaPravas Yojana – Plan Scheme on Skill Development***

ICM drafted both Detailed Project Report (DPR) & Feasibility Report (FR) for the Ministry's Plan Scheme on skills. The Plan Scheme received 'in principle' approval by the Planning Commission. The Plan Scheme, proposed to be implemented over two plan periods at a projected cost of Rs. 137 crores envisaged training nearly 5 million Indian youth for overseas employment.

### ***Project: Developing a Knowledge-Base for Policymaking on India-EU Migration***

The project, collaboration with European University Institute (EUI), Florence and ICM, attempted to consolidate a constructive dialogue between India and EU on all aspects related to migration & build evidence-base for policy making for India-EU migration.

As at the end of March 2014, the project made the following progress:

- Organised an exclusive workshop on "Student Mobility and Knowledge-based Economies: Opportunities and Challenges" on 14th June 2013 in collaboration with Jawaharlal Nehru University (JNU).
- ICM also organised the final conference of the project titled "India-EU Migration and Mobility: Prospects and Challenges" on 17th and 18th October 2013.
- Awareness campaign in Doab region of Punjab was launched on 29th July 2013.

- As a follow up of the Project, ICM was awarded the Developing Evidence-based Management and Operations (DEMO) Project-II under the India-EU Migration Partnership envisaged to be implemented from January 2014, for a period of two years.

### ***Employers' Conference in Dubai (October 2013)***

The Centre drafted background Papers for the Employers Conference organized by MOIA in Dubai in October 2013 on issues pertaining to migrant workers overseas and various skill development initiatives in India. The ICM was the academic partner for the Conference which was participated by Ambassadors of India from all the countries of the Gulf Cooperation Council (GCC), Foreign Employers (FEs) from GCC, Recruitment Agents (RAs), industry bodies, academics and UN agencies.

### ***Other major studies by ICM during 2013-14:***

- Remittances from the GCC Region report with specific focus on volume, cost and channels available for migrant workers
- A study to understand the nature of wage differentials and its impact on migrant workers
- Impact assessment of Nitaqat in case of Indian workers in Kingdom of Saudi Arabia
- Impact of various Social Security Agreements (SSAs) and their relevance.

### ***Collaborations***

ICM pursued the collaboration with International Organization for Migration (IOM) on Enhancing Capacities on Migration Management (ECMM) and with International Labour Organization (ILO) to understand the functioning of Migrant Resource Centres (MRCs).

## Fellowship Program

ICM awards Fellowships under its Fellowship program. The Fellows are not regular employees of ICM and are engaged specifically to pursue research on specific themes for a period ranging from 6 months to 1 year. Mr. G. Gurucharan was awarded a Senior Fellowship in 2012-13 and he submitted the report in November 2013 on “The Future of Migration from India: Policy, Strategy & Modes of Engagement”.

The report on the ‘Future of Migration from India: Policy, Strategy & Modes of Engagement’ attempts to provide broad outline for migration praxis framework and reflects some of the lacunae in the migration policy and practice extant, thereby, it suggests the direction of reform in migration governance that ought to be considered for the future in case of India. It analyses the emigration patterns from India based on the data available with the Protector General of Emigrants (PGE) as well as primary data gathered from field level surveys and looks at the prospects for future of migration from India over the next decade. The report also takes a critical look at the emigration management framework extant focusing on four key elements: migration policy, strategy, institutional architecture within the Government and the modes of engagement. Above all, the report recommends that the current regulatory framework may be replaced with a governance framework which can be based on three fundamental institutions: (a) an independent regulator for international migration from India, (b) a standard setting body, and (c) the offices of the Protectors of Emigrants (PoE) be converted into ‘Migrant Resource Centres’.

## **2014-15**

The information on the constitution of the Governing Council, its meetings and activities undertaken by ICM during 2014-15 are detailed below.

### **Governing Council for the year 2014-15**

#### **Chairman**

Secretary, Ministry of Overseas Indian Affairs (MOIA)

Shri Prem Narain

#### **Members:**

1. Secretary, Department of Economic Affairs or his representative
2. Secretary, Ministry of External Affairs or his representative
3. Secretary, Ministry of Micro Small and Medium Enterprises or his representative
4. Secretary, Ministry of Labour and Employment or his representative
5. Three Secretaries of the State Governments by rotation every two years from amongst the major emigrant sending States. During 2014-15, the Chief Secretaries or their representatives of the States of Andhra Pradesh, Kerala and Punjab were on the Governing Council.
6. Four experts to be nominated by the Government for a term of every two years. During 2014-15, Shri S Irudaya Rajan, Shri P Mohammad Ali, Shri

M. G. Pushpakaran and Shri T. P. Srinivasan were on the Governing Council.

7. The Executive Director appointed by the Government functions as the Member Secretary. During 2014-15, Shri T K Manoj Kumar, Joint Secretary, Ministry of Overseas Indian Affairs was the Executive Director & Chief Executive Officer (CEO).

## **Meetings of the Governing Council during 2014-15**

The Governing Council (GC) of ICM did not convene in 2014-15. However, ICM continued to implement the directions given by the GC during its 4th Meeting held on 4 October 2012.

## **Activities Undertaken by ICM during 2014-15**

In 2014-2015, ICM continued to implement India-EU Project- I and Skill Development Initiative for Potential Migrants from North-Eastern States of India. Apart from these projects, ICM assisted the Ministry by developing time bound reports or analysis on the following items:

- Impact assessment of Social Security Agreements.
- Inputs to revise guidelines for implementation of Indian Community Welfare Fund (ICWF).
- Develop standard employment contracts for migrant workers, migrant domestic workers and country specific employment contracts.
- Study Pravasi Bharatiya Bima Yojana and Mahatma Gandhi Pravasi Suraksha Yojana - and recommend revisions.

- Protection of Migrant Rights and Provisions in Employment contracts: A comparative study of Labour sending and labour receiving countries.
- Documentation of Recruitment Practices in Colombo Process countries.
- Revision of Emigration Rules of Government of India.
- Identify best practices from Colombo Process countries to be incorporated in the draft Emigration Management Bill 2015 of MOIA.
- Labour market information on overseas employment opportunities as an input to MOIA's skill development programs.
- Concept note on Rating of Recruiting Agents (RAs) and Foreign Employers (FEs).
- Concept Note on developing a responsibility matrix for RAs.
- Identify dashboard outputs for e-Migrate system (MOIA's online portal for migrant workers).
- Provided inputs to MOIA for developing a comprehensive Grievance Redressal Mechanism.

## **Fellowship Program**

ICM had two Senior Fellows in 2015, namely Ms. Medha Chaturvedi and Dr. Ginu Zacharia Oomen. While Ms. Chaturvedi was awarded the study on 'Indian Migrants in Myanmar: Emerging Trends & Challenges', Dr. Zacharia was awarded study on 'Gulf Migration, Remittances and Religion: The Changing dynamics of Kerala Christians'.

## **Conferences/Meetings attended by ICM**

1. India Centre for Migration participated in the Consultative Meeting on Migrants in Countries in Crisis (MICIC) Initiative – Southeast, South and East Asia Regional Consultation held from 23-24 March 2015 in Manila, Philippines.

ICM was part of Indian Delegation that participated in the Consultative Meeting of MICIC. The Migrants in Countries in Crisis (MICIC) Initiative, a government-led effort co-chaired by the United States and the Philippines, aimed to improve the protection of migrants when the countries in which they live, work, study, transit, or travel experience a conflict or natural disaster. Through a broad and inclusive consultative process, launched in 2014, the MICIC Initiative developed Guidelines to Protect Migrants in Countries Experiencing Conflict or Natural Disaster.

## **2015-16**

The information on the constitution of the Governing Council, its meetings and activities undertaken by ICM during 2015-16 are detailed below.

### **Governing Council for the year 2015-16**

#### **Chairman**

Secretary, Ministry of Overseas Indian Affairs (MOIA)

Shri Anil Kumar Agarwal

#### **Members:**

1. Secretary, Department of Economic Affairs or his representative
2. Secretary, Ministry of External Affairs or his representative
3. Secretary, Ministry of Micro Small and Medium Enterprises or his representative
4. Secretary, Ministry of Labour and Employment or his representative
5. Three Secretaries of the State Governments by rotation every two years from amongst the major emigrant sending States. During 2015-16, the Chief Secretaries or their representatives of the States of Andhra Pradesh, Rajasthan and Uttar Pradesh were on the Governing Council.

6. Four experts to be nominated by the Government for a term of every two years. During 2015-16, Shri B R Shetty, Shri Shyam Pandey, Shri Pradip Kumar Sarmah and Shri Khanderao Khand were on the Governing Council.
7. The Executive Director appointed by the Government functions as the Member Secretary. During 2015-16, Smt. Vani Rao, Joint Secretary, Ministry of Overseas Indian Affairs was the Executive Director & Chief Executive Officer (CEO).

## Meetings of the Governing Council in 2015-16

During 2015-16, while the 5<sup>th</sup> meeting of the Governing Council (GC) was held on 22.5.2015, the 6<sup>th</sup> meeting was held on 04.12.2015.

### ***The following are the highlights from the 5<sup>th</sup> meeting of the GC:***

The Governing Council, during its 5<sup>th</sup> meeting, recommended the following:

- Survey of global labour market trends, including study of six labor MoUs signed so far by Ministry of Overseas Indian Affairs (MOIA) to identify country-specific issues to be taken up by MOIA.
- Collaboration with the International Organization for Migration (IOM) to develop a comprehensive manual on Pre-Departure Orientation & Training (PDOT).
- Enhanced partnership with international organizations such as IOM, ILO and European Commission.
- Apart from the above, the GC also recommended the following themes for studies to be taken up under India-EU II project:
  - *Emigration from India to EU in the context of ageing population and the need for emigrant workers*
  - *Language skills and challenges in respect of Indian emigrants to EU*

- *Need for alignment of skills and qualifications for potential emigrants from India to EU and South America*
- *Study on migration of nurses in the India-EU corridor*

***The following are the highlights from the 6<sup>th</sup> meeting of the GC:***

The GC in its 6<sup>th</sup> meeting, amongst other matters, deliberated on the following:

- Collaboration with UN Women on migration of domestic workers and developing of skill development modules for the same.
- Study on migration of women service workers from Andhra Pradesh & Telangana to GCC countries.

## **Activities undertaken by ICM during 2015-16**

### ***Study on international conventions on labour migrants and their relevance to India***

During the period, ICM undertook a 'Study on international conventions on labour migrants and their relevance to India. The study and analysis attempted to understand various clauses of conventions such as Convention No. 97 on Migration for Employment (Revised) 1949 and its annexures, Convention No. 143 – Migrant Workers (Supplementary Provisions) 1975 and Convention No. 181 – Private Employment Agencies 1997.

### ***Study on Best practices in migration management by Philippines***

As one of the major country of origin for emigrants, Philippines has introduced several measures for welfare and protection of its emigrants. ICM examined the Omnibus Rules and Regulations Implementing the Migrant Workers and

Overseas Filipinos Act of 1995, as amended by Republic Act No. 10022. A delegation of officials from ICM and MOIA participated in the Migrants in Countries in Crisis (MICIC) Initiative – Southeast, South and East Asia Regional Consultation held in March 2015 in Manila, Philippines and took an opportunity to examine the Filipino model of migration management. As a follow up of this participation, both MOIA and ICM Delegation made extensive recommendations to Ministry of Overseas Indian Affairs as best practices in management of migration issues such as labour market information, dissemination of Pre-Employment Orientation Seminar (PEOS), mandatory Pre-Departure Orientation Seminar (PDOS), role of Philippines Overseas Labour Offices (POLO), return and reintegration program, four-level alert system during crisis situations, continuing education program of licensed agents, disqualification of workers, measures for curbing anti-illegal recruitment, etc.

### ***Compilation of procedures for filing of compensation claims in respect of death/injury of Indian nationals in foreign countries***

ICM examined the issue of compensation claims in respect of death/injury of Indian nationals in foreign countries and made a compilation of procedures for filing of such claims. This initiative helped MOIA to disseminate information on the subject. The compendium covers 16 countries. Apart from providing information on first points of contact both in India and the country of employment, the compendium enlists the documents required to file death compensation claims, which might vary from country to country depending on local laws. The compendium also provides details on ways to transfer the remaining balance in the bank account of the deceased to nominee's account and return of belongings and the mortal remains.

### ***In-house study on draft Emigration Management Bill***

During the year, ICM examined Emigration Act of Philippines, Sri Lanka, Bangladesh and Nepal and the system of migration management in Philippines and provided inputs to MOIA on various aspects which could be incorporated in the draft Emigration Management Bill being drafted by the Ministry.

## ***Study on ICWF data from Indian Missions***

After studying and analyzing the data on Indian Community Welfare Fund (ICWF), ICM identified ways in which the fund can be utilized better for ensuring welfare and protection of Indian workers and distressed Indian nationals abroad. The analysis and its outcomes were shared with the Ministry.

## ***Development of a Dashboard for users of e-Migrate***

During 2015-16, ICM developed few dashboards for eMigrate which is the online portal of the Ministry that enables submission and processing of emigration clearances for employment in the ECR countries. In collaboration with the e-migrate team at MOIA, ICM developed dashboards for various categories of users which provides real-time data to users (Ministry, Indian Missions, Foreign Employers and Recruitment Agents) on subjects such as sectors of employment of Indian migrant workers, specific job profiles in demand at destination countries etc.

# **Collaborations in 2015-16**

## ***Collaboration with IOM on Pre-Departure Orientation (PDO)***

ICM held discussions with International Organization for Migration (IOM) on the project titled 'Training of Master Trainers on Pre-Departure Orientation (PDO) and Orientation of Central and State Government Officials on PDO'. The key activities identified for the technical collaboration with IOM included:

- Development of Training of Trainers (ToT) Manual and Resource Book on Pre-Departure Orientation.
- Training of 120 Master Trainers from accredited training institutions of National Skill Development Corporation (NSDC) and 180 officers from 6 State Governments.

- Conducting awareness workshops on migration management for both Central and State Government officials.

### ***Collaboration with UN Women on Domestic Service Workers (DSWs)***

ICM pursued with UN Women to jointly work on issues concerning Women Domestic Workers from India. The proposed collaboration to be implemented in Andhra Pradesh and Telangana States, the States known for sending Women Domestic Service Workers (DSWs) focuses on:

- Production and dissemination of two videos and two audios on safe and legal migration of DSWs.
- Conduct Training of Trainers (ToT) programs and 2 refresher trainings on Gender and Safe Migration to develop a pool of trainers with the capacity to conduct PDOTs in both the States.
- Social awareness campaigns to reach aspiring migrant women DSWs at grass-roots level to enhance awareness on safe and legal migration abroad.

### ***Collaboration with International Labour Organization (ILO)***

During 2015-16, discussions were held with ILO to jointly examine the proposed Emigration Management Bill, standard employment contracts, minimum referral wages, evaluate the functioning of Overseas Workers Resource Centre (OWRC) and Migrant Resource Centres (MRCs).

### ***Implementation of Study on Domestic Maid Workers from India: 'Study on Recruitment Practices & Reasons for their Emigration from AP & Telangana'***

It was proposed during the year to undertake an exclusive study on Domestic Maid Workers from India which would involve field visits in five districts of Andhra

Pradesh (AP) & Telangana, namely, West Godavari, East Godavari, Kadapa (in AP) and Nizamabad & Karimnagar districts (in Telangana) including Hyderabad city and examine socio-economic reasons for their migration. The study would identify measures/programs required in terms of skill upgradation, pre- departure orientation, country-specific manuals, awareness & media campaigns and working with grass-root level stakeholders.

### ***Skill Development Initiative for Potential Migrants from the North-Eastern States of India***

ICM had collaborated in 2011-12 with International Organization for Migration (IOM) to implement a pilot project on skill development for potential migrants from the North-Eastern states of India. However, due to operational and implementation difficulties, the project was pre-maturely closed in 2015.

### ***Developing Evidence-based Management and Operations in India-EU Migration and Partnerships***

ICM collaborated with European Commission (EC) to implement the India-EU Project-II. ICM further partnered with European University Institute (EUI) to implement the collaboration. The primary activities identified for implementation included:

- 65 research papers
- Two international conferences
- Nine capacity building workshops
- Two awareness campaigns on safe and legal migration
- Two ToT modules on migration management and migration and development
- Two trainings of trainers
- Web portal for information on migration

# Senior Fellowship Program

In 2015-16, two Senior Fellows submitted their reports as mentioned hereunder:

1. **Indian Migrants in Myanmar: Emerging Trends & Challenges:** This study was pursued under the Senior Fellowship Program at ICM by Ms. Medha Chaturvedi. People of Indian Origin in Myanmar constitute about 4 per cent of the total population of the country. In the absence of a credible census in that country since 1989, this number could be more. The Singhvi Committee in 2004 had estimated that there are about 2.9 million PIO's in Myanmar, of which 2,500,000 are People of Indian Origin (PIO), 2,000 are Indian citizens, and 400,000 are stateless. The report also elaborated that following the waves of Nationalism, the Indian Diaspora has been left extremely impoverished and vulnerable.

The study undertaken by Ms. Medha Chaturvedi is predominantly a qualitative research based on primary and secondary sources and assesses the present condition of the Indian Community in Myanmar, tracing their origin back from the late 1800's. During a field visit, the pockets with high concentration of Indian community were visited and some personal interviews were conducted which also have been used as primary research. There were also interactions with the officials at the Indian Embassy in Myanmar and some data was collected therein which has been used in the study.

The study attempted to fill gaps in the existing understanding of Indian migration into Myanmar and the circumstances that led to people of Indian origin to stay back or return to India; to initiate a debate among policymakers, academics and other stakeholders about possible future trends in similar migration and address the problems faced by current PIO's in Myanmar; to inform policy makers about the implications of existing Diaspora policies and the potential for transformation of the contextual environment through the elaboration of long term perspectives.

## **2. Gulf Migration, Social Remittances and Religion: The Changing dynamics of Kerala Christians**

This study was pursued under the Senior Fellowship Program at ICM by Dr Ginu Zacharia Oomen. The study examines in detail how Kerala has witnessed a series of diverse economic and social changes including a money order dependent economy with large scale emigration, especially to the Gulf. The transnational nature of the Gulf migrants has also significantly influenced the class structure, social hierarchy, worship patterns, family structure and above all, religion and religiosity in Kerala. Though, studies undertaken earlier by scholars examined the economic consequences of migration and remittances in Kerala, no attempt was made to explore how migratory movements and remittances affected the religion and religious practices in Kerala, thus, leading to a transformation of the society. The study undertaken by the Senior Fellow reflects on how the flow of remittances on the one hand, contributed to larger investments in churches/mosques/temples and religious establishments across Kerala, largely funded by migrants and Gulf based associations; and on the other, to the prevalence of new and ostentatious religious practices, doctrines and rituals.

The broad question that the study investigated is: whether the reorientation of Christian immigrants living in the host country (Gulf countries) and the newly created wealth brings dramatic change in the lives and practices of Christians back home (in Kerala). This paper focuses on the 'remittances inspired' social transformation of Kerala Christians and would further explore whether change in religiosity and religious practices were in turn influenced by migrant experiences based on their religious beliefs in their host countries. The study also examined the issue whether migration-centered religious reorientation of Kerala Christians is abetting commodification of religion, assertion of communal identity, proliferation of radical religious groups, and the emergence of new forms of worship in the Kerala society.

## **Conferences/Meetings attended by ICM**

### ***3<sup>rd</sup> Senior Officials Meeting (SOM) of the Colombo Process (CP) held in Colombo from 4-5 November 2015***

As a part of Indian Delegation, ICM participated in the 3<sup>rd</sup> Senior Officials Meeting of Colombo Process held on 4-5 November 2015 in Colombo, Sri Lanka. The meeting was primarily to discuss progress made on the five key areas, namely, (a) skills and qualification recognition, (b) fostering ethical recruitment, (c) effective pre-departure orientation and empowerment, (d) reducing cost of remittances transfer, and (e) enhancing capacities of the Colombo Process participating countries to track labour market trends and CP Migration Resource Centre (CPMRC). The two-day meeting identified tangible targets for each of the five key areas, and decisions and recommendations were outlined.

Apart from the above meeting, India Centre for Migration (ICM) has participated in various other workshops and conferences on international migration in India during 2015-16.

## Activities of ICM in Photographs



High level stakeholders' consultation workshop for developing a knowledge base for policy making on India EU Migration (22 November, 2011)



National Workshop on International Migration and Trade: Linkages and Implication for India-EU Migration (5 December 2014 at Civil Services officers' Institute)



National Consultation Workshop in Facilitating Safe & Legal Migration and Preventing Irregular Migration  
6-7 Sept 2012, New Delhi



Workshop on Women & International Migration: Opportunities & Challenges  
(13 December 2012)



Workshop on Student Mobility & Knowledge-based Economies: Opportunities for India & the European Union (14 June 2013)

**Council For Promotion of Overseas Employment  
(Also Known as Indian Council of Overseas Employment)  
9<sup>th</sup> Floor, Akbar Bhawan, Chanakyapuri, Satya Marg, New Delhi – 110021**

**BALANCE SHEET AS ON 31<sup>TH</sup> MARCH 2012**

S.No.	Particulars	Annexure	Amount (Rs)	Amount (Rs)	Amount (Rs)
I	<u>SOURCES OF FUNDS</u>				
A	<u>Capital Fund</u>				2,469,964.00
B	<u>Grant</u>	1			39,889,262.69
				Total :	<b>42,359,226.69</b>
II	<u>APPLCATIONS OF FUNDS</u>				
A	<u>Fixed Assets</u>	2			3,452,034.50
B	<u>Deposits</u>	3			931,000.00
C	<u>Current Assets:</u>				
	(i) Cash & Bank Balances	4	35,359,542.19		
	(ii) Loans & Advances and Other Current Assets	5	2,793,753.00	38,153,295.19	
D	<u>Less : Current Liabilities &amp; Provisions</u>				
	(i) Duties & Taxes Payable	6	177,103.00		
	(ii) Advances Received			177,103.00	37,976,192.19
				Total	<b>42,359,226.69</b>

Schedule 1 : Significant Policies and Notes to Accounts

As per our separate report of even date  
For D M And Company

Chartered Accountants

Sd/-

(Dheeraj) Mehta  
Partner

Date: 05.04.2012  
Place: New Delhi

On Behalf of

Council For Promotion of Overseas Employment  
(Also known as Indian Council of Overseas  
Employment)

Sd/-

(G. Gurucharan)  
Chief Executive Officer

**Council For Promotion of Overseas Employment**  
**(Also Known as Indian Council of Overseas Employment)**  
**9<sup>th</sup> Floor Akbar Bhawan, Chanakyapuri, Satya Marg, New Delhi – 110021**  
**BALANCE SHEET AS ON 31<sup>st</sup> March 2013**

S.No.	Particulars	Annexure	Amount (Rs)	Amount (Rs)	Amount (Rs)
I	<u>SOURCES OF FUNDS</u>				
A	<u>Capital Fund</u>				24,69,964.00
B	<u>Grant</u>	1			8,31,92,882.95
				Total :	<b>8,56,62,846.95</b>
II	<u>APPLCATIONS OF FUNDS</u>				
A	<u>Fixed Assets</u>	2			27,72,303.50
B	<u>Deposits</u>	3			9,31,000.00
C	<u>Current Assets:</u>				
	(i) Cash & Bank Balances	4	7,91,70,781.45		
	(ii) Loans & Advances and Other Current Assets	5	27,95,169.00	8,19,65,950.45	
D	<u>Less : Current Liabilities &amp; Provisions</u>				
	(i) Duties & Taxes Payable	6	6,407.00		
	(ii) Advances Received			6,407.00	8,19,59,543.45
				Total	<b>8,56,62,846.95</b>

Schedule 1 : Significant Policies and Notes to Accounts

As per our separate report of even date  
For D M And Company  
Chartered Accountants

Sd/-

(Dheeraj) Mehta  
Partner  
Date:25.04.2013  
Place: New Delhi

On Behalf of

Council For Promotion of Overseas Employment  
(Also known as India Council of Overseas Employment)

Sd/-

(Manoj Kumar Thichempully Krishna Das)  
Chief Executive Officer

**Council For Promotion of Overseas Employment**  
**(Also Known as Indian Council of Overseas Employment)**  
**9<sup>th</sup> Floor Akbar Bhawan, Chanakyapuri, Satya Marg, New Delhi – 110021**  
**BALANCE SHEET AS ON 31<sup>st</sup> March 2014**

S.No.	Particulars	Annexure	Amount (Rs)	Amount (Rs)	Amount (Rs)
I	<u>SOURCES OF FUNDS</u>				
A	<u>Capital Fund</u>				2,469,964.00
B	<u>Grant</u>	1			107,518,712.89
				Total	<b>109,988,676.89</b>
II	<u>APPLCATIONS OF FUNDS</u>				
A	- <u>Fixed Assets</u>	2			2,299,341.50
B	- <u>Deposits</u>	3			931,000.00
C	- <u>Current Assets:</u>				
	(i) Cash & Bank Balances	4	104,125,055.22		
	(ii) Loans & Advances and Other Current Assets	5	2,795,169.00	106,920,224.22	
D	<u>Less : Current Liabilities &amp; Provisions</u>				
	(i) Duties & Taxes Payable	6	19,502.00		
	(ii) Advances Received : Employers Conference		1,42,386.83	161,888.83	106,758,335.39
				Total	<b>109,988,676.89</b>

Schedule 1 : Significant Policies and Notes to Accounts

As per our separate report of even date  
For D M And Company  
Chartered Accountants

Sd/

(Dheeraj Mehta)  
Partner  
Date:12.08.2014  
Place: New Delhi

On Behalf of

Council For Promotion of Overseas Employment  
(Also known as India Council of Overseas Employment)

Sd/-

(Manoj Kumar Thichempully Krishna Das)  
Chief Executive Officer

**Council For Promotion of Overseas Employment**  
**(Also Known as Indian Council of Overseas Employment)**  
**9<sup>th</sup> Floor Akbar Bhawan, Chanakyapuri, Satya Marg, New Delhi – 110021**  
**BALANCE SHEET AS ON 31<sup>st</sup> March 2015**

S.No.	Particular	Annexure	Amount (Rs)	Amount (Rs)	Amount (Rs)
I	<u>SOURCES OF FUNDS</u>				
A	<u>Capital Fund</u>				24,69,964.00
B	<u>Grant</u>	1			9,46,49,166.23
				Total :	<b>9,71,19,130.23</b>
II	<u>APPLICATIONS OF FUNDS</u>				
A	<u>Fixed Assets</u>	2			19,56,137.50
B	<u>Deposits</u>	3			9,31,000.00
C	<u>Current Assets</u>				
	(i) Cash & Bank Balances	4	9,17,10,917.56		
	(ii) Loans & Advances and	5	27,95,169.00	9,45,06,086.56	
	Other Current Assets				
	<u>Less : Current Liabilities</u>				
	<u>&amp; Provisions</u>				
D	(i) Duties & Taxes Payable	6	58,673.00		
	(ii) Sundry Creditors	7	73,034.00		
	(iii) Advances Received – Employers Conference		1,42,386.83	2,74,093.83	9,42,31,992.73
				Total	<b>9,71,19,130.23</b>

Schedule 1: Significant Policies and Notes to Accounts

As per our separate report of even date

For D M And Company  
Chartered Accountants

Sd/-  
(Deeraj Mehta)  
Partner  
Date: 04.05.2015  
Place: New Delhi

On Behalf of

Council For Promotion of Overseas Employment  
(Also Known as Indian Council of Overseas  
Employment)

Sd/-

(Vani Sarraju Rao)  
Chief Executive Officer

**India Centre For Migration**  
**1011, 10th Floor, Akbar Bhawan**  
**Chanakya Puri, New Delhi -110021**  
**Balance Sheet as at 31-Mar-2016**

Particulars		Note No.	as at 31-Mar-2016	
I.	SOURCES OF FUNDS			
1	Corpus Fund		2,469,964.00	2,469,964.00
2	Grants Grant in Aid	1	101,800,831.69	101,800,831.69
3	Current Liabilities (a) Other Current Liabilities (b) Security Deposit	2	65,986.00 5,000.00	70,986.00
	Total			<b>104,341,781.69</b>
II.	Application of Funds			
1	Non-Current Assets (a) Fixed Assets As per List Attached (b) Loans & Advances (c) Deposits	3 4 5	1,777,915.30 2,771,984.00 240,781.00	4,790,680.30
2	Current Assets  (a) Cash and Bank Balances	6	99,551,101.39	99,551,101.39
	Total			<b>104,341,781.69</b>

Auditor's Report (as per our records of even date)  
For Antima & Goel  
Chartered Accountants

Sd/-

N.K Jindal  
(Partner)  
FCA, M.NO. 91028

Place: New Delhi  
Date: 11/08/2016

For India Centre For Migration

Sd/-

Mr. Manish Gupta  
(Chief Executive Officer)



## India Centre for Migration

A Regd. Society of Ministry of External Affairs (MEA)  
Pravasi Bharatiya Kendra, Dr.P. Rizal Marg, Chanakyapuri  
New Delhi – 110021  
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