



**ICM**  
INDIA CENTRE  
FOR MIGRATION

# **India Centre for Migration**

## **Annual Report (2016-2017)**

*Overseas Indian Affairs (OIA) Division  
Ministry of External Affairs  
11<sup>th</sup> Floor, Akbar Bhavan  
Chanakyapuri, New Delhi – 110021*

**[www.mea.gov.in/icm.htm](http://www.mea.gov.in/icm.htm)**

**[icm@mea.gov.in](mailto:icm@mea.gov.in)**

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# **India Centre for Migration**

## **Annual Report (2016-2017)**

### **1. Background**

India Centre for Migration (ICM) is a registered society, established under the Registrar of Societies Act, 1860 and functions as an autonomous body and think tank to Ministry of External Affairs (MEA) on all matters relating to international migration. ICM was set up with Cabinet Approval in July 2008. The Centre undertakes empirical, analytical and policy related research, and projects to document good practices, to support informed policy making and enable strategic interventions for a coherent and harmonised response to the transnational movement of people from India.

India Centre for Migration (ICM) is the only research institution of its kind in India dedicated exclusively to examine and to undertake research issues pertaining to international migrants from India, including their welfare and protection. The Centre is a grant-in-aid body of the MEA and is completely funded by it.

### **2. Memorandum of Association**

The Memorandum of Association (MoA) provides for rules & regulations for the day-to-day operations.

#### **2.1 Functions as per Memorandum of Association:**

1. Build and maintain a database on emerging country/sector specific employment opportunities abroad.
2. Identify labour supply gaps in overseas labour markets and the skill sets required by Indian workers to fill those gaps.
3. Initiate programs for skill development and skill upgradation in consultation with professional bodies and the private sector and promote employment opportunities abroad.
4. Initiate pre-departure orientation programs for various categories of workers.
5. Coordinate with other employment promotion agencies, including the state manpower development corporations, project manpower suppliers and foreign employers.

6. Initiate and support the study, monitoring and analysis of the trends and dynamics of international labour market, problems faced by the emigrant Indian workers in India and abroad, benchmark the best practices of other labour sending countries and recommend policy initiatives/strategies.
7. Administer need based welfare support for overseas Indian workers including through institutional arrangements of a welfare fund for the purpose.

## **2.2 Main objectives as per Memorandum of Association:**

1. To serve as a 'think tank' to devise and execute medium to long term strategies for promoting overseas employment of Indians.
2. To regularly monitor, study and analyze the trends in the International Labour Markets as well as strategies of various labour sending and receiving countries.
3. To develop and sustain a national strategy to be globally competitive as a labour supplier.
4. To commission studies on the international labour markets and identify emerging overseas employment opportunities for Indian youth.
5. To position potential overseas Indian workers as 'consumers' of employment services provided by the private recruitment industry.
6. To project India as a supplier of skilled, trained and qualified workers
7. To adapt training material developed by International Labour Organization and International Organization for Migration for specific states/country and gender.
8. To administer need based welfare schemes for overseas Indian workers.

## **3. Areas of specialisation**

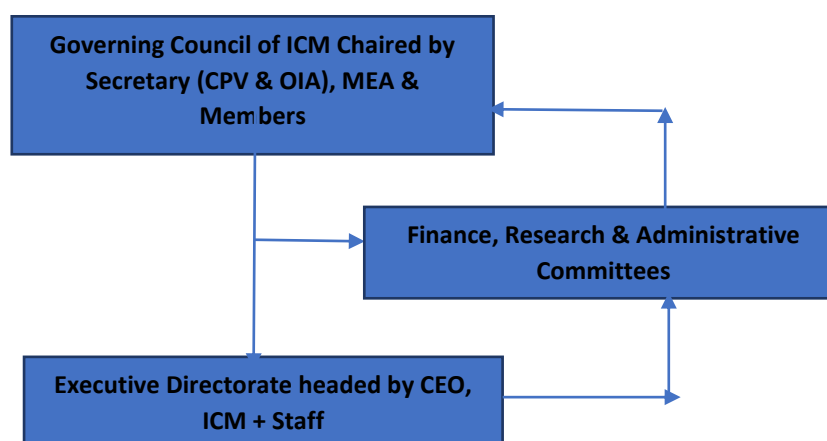
Based on the key functions and objectives, the Centre focuses on the following areas of specialisation:

- International Labour 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
- Labour Markets & Potential Opportunities for Indians
- Information Dissemination & Awareness Campaigns
- All issues pertaining to Safe, Legal & Humane Migration of Indians Abroad

#### 4. Governing Structure

The Centre has a two- tier body comprising of a Governing Body/Governing Council (GC) and an Executive Directorate (ED).



**4.1 The Governing Council** is headed by Secretary, (CPV & OIA), Ministry of External Affairs who is the Chairman and the Members include:

- Secretary, Department of Economic Affairs (DEA), Ministry of Finance or representative
- Secretary, Ministry of Labour and Employment (Mol&E) or representative
- Secretary, Ministry of Micro, Small and Medium Enterprises (MSME) or representative
- Secretary, Ministry of External Affairs (MEA)
- Chief Secretaries of three State Governments on rotation basis (currently Andhra Pradesh, Uttar Pradesh & Rajasthan are on the Governing Council)
- Four experts as external nominees by the Government
- The Executive Director/ Chief Executive Officer functions as Member Secretary of the Governing Body

**4.2 The Executive Directorate** consists of the CEO and the staff. Presently, the Joint Secretary (OIA-I), MEA is the CEO of ICM.

Apart from the Governing Council and Executive Directorate, the Memorandum of Associations provides for Research/Monitoring, Finance and

Administrative Committees for effective functioning and implementation of policies framed by the Governing Council.

### 4.3 Meetings of the Governing Council

The Governing Council of ICM has met seven times so far in New Delhi as shown below:

Meeting	Date	Venue
I	04.09.2008	New Delhi
II	04.02.2009	New Delhi
III	18.10.2011	New Delhi
IV	04.10.2012	New Delhi
V	22.05.2015	New Delhi
VI	04.12.2015	New Delhi
VII	13.02.2017	New Delhi

**4.4 Staff:** There are currently three staff members at ICM. They are recruited on contractual basis from the open market as per the need of the organization. They are given either one or two-year contract, which are renewed based on performance.

## 5. Activities undertaken in 2016-2017

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

In May 2016, ICM has collaborated with International Organization for Migration (IOM) on the Training of Master Trainers on Pre-Departure Orientation (PDO) and Orientation of Central and State Government Officials on PDO. The key activities of the technical collaboration with IOM include:

- a. Development of Training of Trainers (ToT) Manual and Resource Book on Pre-Departure Orientation.
- b. Training of 120 Master Trainers from accredited training institutions of National Skills Development Corporation (NSDC) from 6 India States.
- c. Conducting awareness workshops on migration management for both Central and State Government officials.

Progress on the project:

- a. In 2016-2017, ICM in collaboration with IOM developed a comprehensive and exclusive ToT Manual on PDOT consisting of 12 modules. They include:
  - i. Introduction
  - ii. Migration: Types and Trends
  - iii. Costs and Benefits of Migration
  - iv. Modes of Recruitment for Overseas Employment
  - v. The Journey Abroad
  - vi. Living and Working Abroad
  - vii. Savings and Remittances
  - viii. Women's International Labour Migration
  - ix. Legal Protection for Migrant Workers
  - x. Role of Indian Missions Abroad
  - xi. Indian Government Welfare Schemes for Indian Emigrants
  - xii. Returning Home
- b. Handbook on Pre-Departure Orientation (PDO), both in English and Hindi, has been developed and printed.
- c. The first batch of 30 Master Trainers are scheduled to be trained on PDO based on the ToT Manual developed during 27-31 March 2017. The five-day training is proposed to be held in Pravasi Bharatiya Kendra (PBK), New Delhi, and will be conducted by officials from the Ministry and ICM. Based on the experiences, additional trainings will be held in Indian States in collaboration with the State Governments and NSDC.

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

In 2016-2017, ICM has collaborated with UN Women to implement “Migration of Women Domestic Workers from India: Building Capacities for Safe Mobility” project. The project will be implemented in major migration pockets of Andhra Pradesh and Telengana States that are known for sending Women Domestic Service Workers (DSWs). This technical collaboration aims at the following:

- a. Production and dissemination of two videos and two audios on safe and legal migration of DSWs.

- b. Training of Trainers (ToT) program and 2 refresher trainings on Gender and Safe Migration to develop a pool of trainers with the capacity to conduct PDOTs both the States.
- c. Social awareness campaigns to reach an estimated 5000 aspiring migrant women DSWs at grass-roots level to enhance awareness on safe and legal migration abroad.

Progress on the project:

- a. Both ICM and UN Women have jointly developed two audios and two videos to disseminate information on safe & legal migration of female DSWs abroad. The messages for both audios and videos were made in consultation with the OE-PGE division and other important stakeholders such as multilaterals, UN bodies and concerned community based organizations.
  - b. Attempts are underway to develop an exclusive PDOT Manual for female DSWs. The draft chapterisation and content for modules are ready.
  - c. An exclusive Handbook on Pre-Departure Orientation for female DSWs is also being developed.
- C. *Domestic Maid Workers from India: Study on Recruitment Practices & Reasons for their Emigration from AP & Telangana*

ICM has funded the Centre for Development Studies (CDS), Thiruvananthapuram to implement the study on Domestic Maid Workers from India. The study involves 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, especially in villages known for sending women domestic workers/housemaids to the Gulf region, and examine socio-economic reasons for their migration. Through interviews and focus group discussions, the study will attempt to construct migration cycle of women migrant workers/ housemaids and examine role of different stakeholders influencing their decision to migrate for work/return in mid-way/resettlement, including the role of middlemen/agents. Regulatory measures such as age restriction (30 years) & Bank Guarantee (USD 2,500) will also be examined. It is



expected that the study will provide actionable recommendations to take up measures/programs in terms of skill upgradation, pre-departure orientation, country-specific manuals, awareness & media campaigns and working with grass-root level stakeholders. The field visits have been completed and the study is expected to be completed by April 2017.

*D. Implementation of Pre-Departure Orientation (PDO) as part of Pravasi Kaushal Vikas Yojana (PKVY)*

ICM has designed a five-day training program on Pre-Departure Orientation (PDO) as an integral part of Pravasi Kaushal Vikas Yojana (PKVY), a collaboration between Ministry of External Affairs (MEA) and Ministry of Skill Development & Entrepreneurship (MSDE). The training will be based on the ToT Manual developed under the collaboration of ICM with IOM. The first ToT program for 30 Master Trainers selected by NSDC will be held on 27-31 March 2017.

*E. PBD Panel on Managing Migration to ECR Countries and Role of ICM*

ICM actively participated in the PBD Panel on Managing Migration to ECR Countries and Role of ICM held on 28 June 2016. The Panel was chaired by External Affairs Minister, Smt. Sushma Swaraj and was attended by officials from MEA, State Governments, representatives from multilaterals, eminent persons from the Indian diaspora and members of ICM's Governing Council. The Panel deliberated on key issues such as framework agreements for labour cooperation, integration of eMigrate system with similar electronic platforms at destination countries, issues concerning erring recruiting agents, empowering migrant workers with appropriate skills & certifications, insurance for migrant workers, illegal migration through tourist visas, issues concerning domestic service workers & nurses, support systems for migrant workers in distress, monitoring immigration, awareness and media campaigns, pre-departure orientation and role of State Governments and NRI departments in addressing the concerns of migrant workers.

#### *F. ICM's participation in the Pravasi Bharatiya Diwas (PBD) 2017*

ICM has set up two stalls showcasing the welfare and protection measures initiated by Overseas Indian Affairs (OIA) Division of Ministry of External Affairs (MEA) during 7-9 January 2017. Both the stalls attracted a large number of footfalls. Visitors were keen to learn about the Ministry and its institutional framework to address the concerns of Overseas Indians. ICM also distributed an exclusive booklet on Welfare and Protection of Overseas Indians released during the PBD 2017 along with copies of Handbooks on Pre-Departure Orientation (PDO).

#### *G. ICM's participation in various conferences and workshops in 2016-2017*

In 2016-2017, ICM has participated in several conference, workshops and other important meetings. Some of the prominent ones are as shown below:

##### *Key Meetings attended:*

- i. PBD Panel on Emigration to ECR Countries & Role of ICM organized by OIA Division, MEA (28 June 2016).
- ii. Joint Working Group Meeting with Oman in New Delhi (26-27 July 2016).
- iii. Delegation level meeting between Government of Rajasthan and ICM in New Delhi (22 August 2016).
- iv. Skills and Qualification recognition (Online meeting via BlueJeans) as part of Colombo Process (1 December 2016).
- v. 14th Pravasi Bharatiya Divas (PBD), organized by MEA. ICM has set up two stalls showcasing welfare and protection measures for overseas Indians. An exclusive booklet on Welfare and Protection of Indians Abroad, compiled by ICM, was released during the event (7-9 January 2017).
- vi. Inter-Ministerial Meetings on EU-India High Level Dialogue on Migration & Mobility organized by CPV Division of MEA on 9 August 2016 & 24 January 2017, along with OIA-I Division.
- vii. UN Strategic Prioritization Retreat at New Delhi.
- viii. Draft Bill on Trafficking of Persons (Prevention, Protection and Rehabilitation) Bill, 2016 (ICM was Member of the Inter-Ministerial Committee set up to draft the Bill).

### *Conferences:*

- i. Conference on Migration, Development & Diaspora organized by Government of Telangana in Hyderabad (16-17 August 2016).
- ii. New Indian Migrants and Indentured Diaspora: New Opportunity for Indian Foreign Policy, organized by Centre for Studies in International Relations and Development (CSIRD) in Kolkata (3-4 November 2016).
- iii. Second Annual Conference on Mobility and the Business Case for Migration organized by FICCI in New Delhi (5 December 2016).
- iv. Workshop on Job Creation in the Manufacturing Sector as a Strategy for Sustainable Economic Growth in South Asia organised by RIS- SACEPS & The Asia Foundation in New Delhi (5 December 2016).

### *Trainings attended:*

- i. Training on 'Enhancing Protection, Promoting Sustainable Development and Facilitating Fair and Effective Labour Migration Governance' by ILO's Labour Migration Academy in Johannesburg, South Africa from 5-12 December 2016.

### *H. Future areas of work*

Based on the work accomplished in 2016-2017 and meetings & conferences attended, ICM would like focus on developing partnerships with State Governments to provide technical expertise on migration related issues; examine the mobility partnerships and explore newer destinations for potential job opportunities for Indians in view of saturation in existing markets; implement PDO to Master Trainers of NSDC in Indian States; continue to collaborate with multilaterals and other like-minded academic institutions; examine remittances in the Indian context and finally, focus on areas and issues that are of immediate priority to the OIA Division of MEA.

### *I. ICM's collaboration with India Gandhi National Open University*

ICM has co- sponsored IGNOU's international conference on Migration and Diasporas: Emerging Diversities and Development Challenges". The conference is scheduled for 22-23 March, 2017 in New Delhi and is being organized by the School of Interdisciplinary and Trans-Disciplinary Studies (SOITS). ICM's academic collaboration with

IGNOU will be beneficial to academicians as well as policy-makers in enhancing India's engagement and strengthening the policy framework for Overseas Indians. IGNOU will provide inputs to ICM's work on designing country-profiles to capture details on labour markets, immigration law and potential job opportunities for Indians.

## **6. Fellowship program at ICM**

Since inception, ICM had three Senior Fellows (one in 2012-13, and two in calendar year 2015). The Fellows are not regular staff and are hired specifically to pursue research on specific themes for a period ranging from 6 months to 1 year. The following studies have been pursued by Senior Fellows:

- a. *The Future of Migration from India: Policy, Strategy & Modes of Engagement by Mr. G. Gurucharan:*

The report 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'.

- b. *Indian Migrants in Myanmar: Emerging Trends & Challenges by Ms. Medha Chaturvedi:*

The study based on qualitative research and relying on primary and secondary sources, examines the current state of Indians in Myanmar. In doing so, the study traces the migration history of the Indian community as early as nineteenth century and attempts 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. The study is also an attempt to initiate a fresh debate among the policymakers, academics and other stakeholders about possible future trends in similar migration and address the problems faced by current PIO's in Myanmar. Issues such as (a) need for registration of PIO's for recognition in Myanmar to address the issue of statelessness, (b) generating employment for Indians in projects promoted by Indian companies, and (c) replicating the Indian model of welfare and protection in Myanmar on lines similar to India's approach towards Indians in the GCC.

c. *Gulf Migration, Social Remittances and Religion: The Changing dynamics of Kerala Christians by Dr. Ginu Zacharia*

The study attempts to understand the changing dynamics of Christianity in Kerala while discussing the case of returnee Syrian Christian community from the Gulf to India and highlights changing religious practices, doctrines and rituals followed by returnee. The study is an empirical research based on field work conducted both in Kuwait and Kerala and indicates that the circular migration to the Gulf from Kerala has only strengthened the connectivity of the migrants with the home society resulting in significant changes in the practices and nature of the home society as well as religious institutions. The study reflects that migration and remittance does have a considerable impact on the religious practices of the Syrian Christians in Kerala.

## **7. Internship program at ICM**

Apart from the Fellowship program, ICM also engages young researchers as interns who are presently pursuing research in international migration. The interns are recruited on a need basis and are allotted studies based on priorities of the Overseas Indian Affairs Division of MEA. In 2016-2017, the following studies have been pursued by interns under the guidance of Ministry officials and the CAO, ICM:

- a. Minimum Referral Wages (MRWs) in the Indian context with reference to workers leaving to ECR countries for employment
- b. Emigration and Recruitment practices in Colombo Process Countries for Migration Workers Seeking Overseas Employment.
- c. Assessment of Six Labour MoUs including examination of JWG's.

- d. A comparative analysis of Emigration Acts of 1922 & 1983 along with an analysis of select emigration Acts in the Colombo Process Member States (CPMS).

## **8. Finance and Administrative Issues**

### *A. Key Meetings Held:*

The 3<sup>rd</sup> & 4<sup>th</sup> Meetings of the Finance Committee of ICM were held on 20 December 2016 and 9 March 2017 respectively. The 7<sup>th</sup> Meeting of the Governing Council was held on 13 February 2017 providing the direction and activities for FY 2017-2018.

### *B. C&AG Audit of India Centre for Migration:*

In 2016-2017, the C&AG has completed both certification and transaction audits of India Centre for Migration (ICM) for the FY 2011-2012 to FY 2015-2016. ICM has informed both its Finance Committee (on 20 December 2016) and the Governing Council (on 13 February 2017) about this development.

The Certification Audit was conducted from 1-16 September 2016 and the transaction audit from 17 October - 7 November 2016. The final reports of Certification Audit reports have been received and informed to the Finance Committee in its 4<sup>th</sup> Meeting held on 9 March 2017. The final reports of the Transaction Audit reports are expected.

### *C. Audit of FY 2015-2016:*

M/s. Antima & Goel has been appointed as internal auditors for India Centre for Migration (ICM) for a period of three years during the 5<sup>th</sup> Meeting of Governing Council held on 22 May 2015. The internal auditors have completed audit for FY 2015-16, and the reports have been submitted to both the Finance Committee at its 3<sup>rd</sup> Meeting and to the Governing council at its 7<sup>th</sup> Meeting.

### *D. FCRA Registration:*

ICM has received Registration under FCRA (2010) on 1 December 2016 with registration # 231661660. The Registration is valid for five years. ICM is permitted to receive foreign contribution in the designated

/exclusive bank account with Syndicate Bank, Akbar Bhavan Branch, New Delhi.

E. Closure of past liabilities:

With the approval of the Governing Council, in 2016-2017, the Centre has decided to close both India-EU II Project and the Skill Development Initiative for Potential Migrants from North-Eastern States of India, and complete all closing formalities.

F. Grants for FY 2016-2017

ICM is a grant-in-aid body completely supported by funds from the Ministry of External Affairs. During the FY 2016-2017, no funds have been received as ICM had funds available from previous allocations for committed projects. The audit for FY 2016-2017 is underway. However, the status of funds with ICM as on mid- March 2017 is as follows:

<b>Receipts / Income</b>	<b>Amount (Rs.)</b>	<b>Expenditure Payments</b>	<b>Amount (Rs.)</b>
Grant in Aid	Nil	Grant to IGNOU	3,00,000
Bank Interest ICM A/c : 16,63,217 EU A/c : 13,39,941	30,03,158	Advance to CDS	2,09,715
Misc. Income	400	Pravasi Bhartiya Diwas 2017	1,59,101
Received from IDFOI	4,82,666	Governing Council Meeting	6,94,613
TDS	2069	Salary to Staff	21,76,948
		Stipend to Interns	2,55,108
		Outsourced Staff	1,37,295
		CAG Audit Fees	1,20,230
		Telephone & Internet Exp.	79,498
		Printing & Stationery Exp.	59,843
		Domestic Travel Exp.	66,923
		Miscellaneous Exp.	49,008
		Refreshment Exp.	36,139
		Minor Equipment	8,879
<b>Sub total</b>	<b>34,88,293</b>	<b>Sub total</b>	<b>43,53,300</b>
Bank ICM A/c : 5,55,31,086 EU A/c : 4,40,18,015	9,95,51,101	Bank ICM A/c : 5,32,60,153 EU A/c : 4,53,57,955	9,86,20,108
		Audit fee (15-16)	62100
		TDS (15-16)	3886
<b>TOTAL</b>	<b>103039394</b>	<b>TOTAL</b>	<b>103039394</b>

## **9.Members of the Governing Council 2015-2017**

### **Ex-officio members:**

- 1. Secretary, CPV & OIA, MEA - Chairman**
2. Secretary, Department of Economic Affairs (DEA), Ministry of Finance (MoF) or representative
3. Secretary, Ministry of Labour & Employment or representative (MoL&E) or representative
4. Secretary, Ministry of Micro, Small & Medium Enterprises (MSME), or representative
5. CEO, ICM – Member Secretary (Joint Secretary, OIA-I, MEA)

### **State Governments:**

6. Chief Secretary, Government of Rajasthan or representative
7. Chief Secretary, Government of Uttar Pradesh or representative
8. Chief Secretary, Government of Andhra Pradesh or representative

### **Nominated experts:**

9. Dr. B. R. Shetty, CEO, NMC Healthcare & UAE Exchange (Abu Dhabi)
10. Shri. Shyam K G Parande, Secretary General, ARSP (New Delhi)
11. Shri. Khanderao Kand, Founder, Director, GITPRO (USA)
12. Dr. Pradip Kumar Sarmah, Ashoka Lemelson Fellow & ED, Centre for Rural Development, (New Delhi)



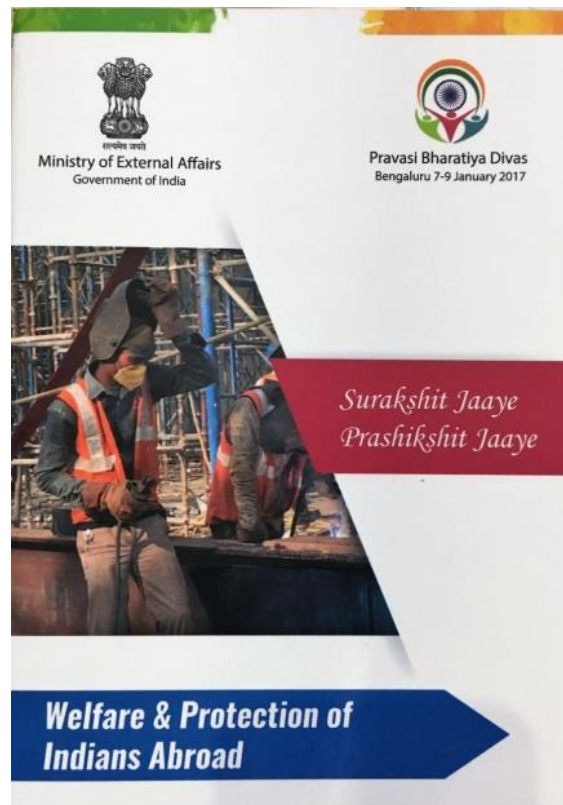
## 10. Staff at India Centre for Migration

1	Mr. Manish Gupta	Joint Secretary (OIA-I) & Chief Executive Officer (CEO)
2	Mr. M. C. Pandey	Deputy Secretary (OIA- I) & Link Officer with Ministry
3	Dr. T. L.S. Bhaskar	Chief Administrative Officer (CAO)
4	Mr. Vivek Khandelwal	Accounts Officer
5	Mr. Rakesh Ranjan	Research Assistant
6	Mr. H. Arokkiaraj	Research Intern
7	Mr. Ashwin Kumar	Research Intern

# PHOTOS



*Release of ICM's Booklet on Welfare and Protection of Indians Abroad at Pravasi Bharatiya Divas, 2017, Bengaluru*



# PHOTOS

*Images of Manual on Pre-Departure Orientation (PDO) & Handbooks on Pre-Departure Orientation developed in collaboration with International Organization for Migration (IOM) in 2016-2-017*

