



**ICM**  
INDIA CENTRE  
FOR MIGRATION

# India Centre for Migration

**Annual Report (2017-2018)**

Sushma Swaraj Bhawan, Dr. Jose P Rizal Marg,

Chanakyapuri, New Delhi

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

## 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 harmonized response to the transnational movement of people from India.

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.

The certification audit by Comptroller and Auditor General of India (CAG) of financials of ICM for FY 2017-2018 was carried out from 7<sup>th</sup> - 22<sup>nd</sup> July 2020.

## **2. Memorandum of Association**

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

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

I. Build and maintain a database on emerging country/sector specific employment opportunities abroad.

II. Initiate programs for skill development and skill upgradation in consultation with professional bodies and the private sector and promote employment opportunities abroad.

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

IV. Initiate pre-departure orientation programs for various categories of workers.

V. Coordinate with other employment promotion agencies, including the state manpower development corporations, project manpower suppliers and foreign employers.

VI. 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 labor sending countries and recommend policy initiatives/strategies.

VII. 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 the Memorandum of Association

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

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

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

To develop and sustain a national strategy to be globally competitive as a labour supplier.

To serve as a 'think tank' to devise and execute medium to long term strategies for promoting overseas employment of Indians.

To administer need based welfare schemes for overseas Indian workers.

### **3. Areas of Specialization**

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

- International Labour Migration
- Pre-Departure Orientation & Training
- Skill Upgradation & Mutual Recognition of Skills
- Migration Policy & Governance of Migration
- 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 and an Executive Directorate.

The Governing Body is headed by Secretary (CPV & OIA), MEA, who is the Chairman.

Other Ex Officio Members are –

- a. Secretary, Department of Economic Affairs (Ministry of Finance),
- b. Secretary, Ministry of Labour and Employment,
- c. Secretary, Ministry of Micro, Small and Medium Enterprises and
- d. Chief Secretaries of three State Governments by rotation.
- e. Four experts as external nominees by the Government.

The Executive Director/ Chief Executive Officer functions as Member Secretary of the Governing Body. The Executive Directorate consists of the CEO and the staff. Presently, 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.

## **4.1 Meetings of the Governing Council**

The Governing Council of ICM met 7 (seven) times up to FY 2017-18. The dates and venue are as shown below:

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

## **4.2 Staff**

There are currently 3 staff members at ICM. They are recruited on contractual basis from the open market as per the need of the organisation. They are given either one or two-year contract, which are renewed based on performance.

ICM also engages interns in two areas of work i.e. Research on International Migration and Diasporas and Pre-Departure Orientation & Training.

## 5. Activities undertaken in 2017-18

### A. Collaboration with IOM on Pre- Departure Orientation

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. Based on the training manual developed in collaboration with IOM, both IOM and ICM organized ToT workshops in 5 states. The detailed list of workshops may be seen in Table 1.

**Table 1: TOT Workshops**

S. No.	State	City	Date of Workshop	Partner [Overall Supervision of OIA-I Division]	No. of Master Trainers (certified by ICM)
1.	Telangana	Hyderabad	30-31 May 2017	ICM, IOM, TOMCOM	45
2.	Andhra Pradesh	Amaravati	11-12 Oct 2017	ICM, IOM, APNRT	100
3.	Telangana	Sircilla	25-26 Oct 2017	ICM, UN Women, TOMCOM	17
4.	Andhra Pradesh	Rajahmundry	27-28 Nov 2017	ICM, UN Women, APSSDC	40
5.	New Delhi	New Delhi	6-8 Dec 2017	ICM, NSDC	32
6.	Andhra Pradesh	Visakhapatnam	4-5 January 2018	ICM, IOM, OMCAP	115
7.	Uttar Pradesh	Lucknow	5-6 February 2018	ICM, IOM, UPFC OMRA	83
8.	Uttar Pradesh	Varanasi	26-27 March 2018	ICM, IOM, UPFC OMRA	75
				<b>Total</b>	<b>507</b>

\* IOM- International Organisation for Migration, TOMCOM- Telangana Overseas Manpower Company, APNRT- Andhra Pradesh Non-Resident Telugu Society, APSSDC- Andhra Pradesh State Skill Development Corporation, NSDC- National Skill Development Corporation, OMCAP- Overseas Manpower Company of Andhra Pradesh, UPFC OMRA-



Uttar Pradesh Financial Corporation, Overseas Manpower Recruitment Agency . A total of 507 trainers were certified in FY 2017-2018 as Master Trainers who are qualified to impart PDO Training.

### **B. Collaboration with UN Women on Domestic Sector 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 is being implemented in major migration pockets of Andhra Pradesh and Telengana States that are known for sending Women Domestic Service Workers (DSWs). Under the project, an exclusive Handbook on Pre-Departure Orientation for female DSWs has also been developed. Training of Trainers (TOT) programme and 2 refresher trainings on Gender and Safe Migration to develop a pool of trainers with the capacity to conduct PDOTs both the States was conducted in two districts on Andhra Pradesh. The list can be seen in Table 1.

### **C. Implementation of Pre-Departure Orientation (PDO) as part of PKVY**

Under Pravasi Kaushal Vikas Yojana (PKVY) ICM imparted 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 was based on the ToT Manual developed under the collaboration of ICM with IOM. The training was organized by ICM in collaboration with NSDC in December 2017. Detail may be seen in Table 1 below.

### **D. Sponsoring of Academic Conferences**

ICM released grants to academic institutions and partnered to conduct the conference on ‘Migration, Diaspora and Nation Building: Opportunities and Challenges’ which was held from 7-8 March 2018 at Jamia Milia Islamia University, New Delhi.

### **E. Domestic Maid Workers from India: Study of Recruitment Practices and Reasons for their emigration from AP & Telangana:**

ICM released a grant of Rs. 6,99,050 to Centre for Development Studies (CDS), Thiruvananthapuram, for carrying out the research study. The study is being conducted through field visits in five districts of Andhra Pradesh (AP) & Telangana. The study is attempting to construct the migration cycle of women migrant workers/domestic workers and provide actionable recommendations in terms of skill upgradation, pre-departure orientation, country-specific manuals, awareness and media campaigns and working with grass-root level stakeholders. The study is expected to be completed by 2018.

### **F. Reference Material on Pre-Departure Orientation**

The following reference material was developed by ICM for the purpose of facilitating the Pre-Departure Orientation and Training of Migrant Workers -

<b>S.No</b>	<b>Item</b>	<b>Languages</b>
1	Training of Trainers Manual on PDO (Book form) (in collaboration with IOM)	Hindi, Telugu & English
2	Handbook on PDO	Hindi, Urdu, English & Telugu
3	Booklet on Welfare and Protection of Overseas Indians	Telugu, Urdu, English & Malayalam
4	Booklet on Aspiring Women Domestic Workers (in collaboration with UN Women)	Telugu & English
5	Two audio advertisements on safe & legal migration of domestic workers	Telugu & English
6	Posters on Safe & Legal migration (for both general category of workers and DSWs)	English, Hindi & Telugu

### **G. Technical Cooperation with EU on Common Agenda on Migration and Mobility**

The Joint Declaration on a Common Agenda on Migration and Mobility (CAMM) between India and the European Union and its Member States was signed on March 29, 2016. CAMM is largely a broad and flexible vision document on the issue of migration

and mobility for both sides. India-EU High Level Dialogue on Migration and Mobility (HLDMM) provides an overall steering mechanism for implementation of the CAMM. The 4<sup>th</sup> HLDMM meeting was held in April 2017 in Brussels. This meeting paved the way for moving forward through technical collaboration and undertaking projects in the areas of mutual interest. The International Labour Organisation (ILO) and Brussels based International Centre for Migration and Policy Development (ICMPD) are implementing partners of the project from the EU side, whereas India Centre for Migration (ICM) is the implementing partner for the project from the Indian side.

#### **H. Future Areas of Work**

Moving forward, ICM would like to focus on Pre-Departure Orientation efforts and new research activities and partnerships. Future areas of work include: TOT workshops, development of PDO modules on other regions (North America, Europe, Oceania), research on emerging labour markets, skill gaps, data analysis on recruitment practices etc. ICM will also continue its collaboration with multilaterals and UN agencies on areas relating to international migration. Regarding academic collaboration, ICM will partner with Indian institutions of higher learning and other think tanks on matters related to international migration.

## **6. Internship Program at ICM 2017-18**

Seven interns who were engaged in the FY 2017-2018 were Mr. Feroz Khan, Mr. Anurag Babu, Ms. Eswari Krishnadas, Ms. Sumbul Mashhadi, Mr. Jamshed Bhagwagar, Mr. Ashish Prakash and Ms. Samah Rafiq.

## 7. Finance and Administrative Issues 2017-18

### A. Audit of FY 2017-2018

M/s. Antima & Goel had been appointed as 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 auditors have completed internal audit for FY 2017-18, and the reports have been submitted to the Finance Committee at its 5<sup>th</sup> Meeting held on 27 September 2018.

### B. FCRA Registration

ICM has received Registration under FCRA (2010) on 1 December 2016 with registration # 231661660. The Registration is valid for five years. ICM was permitted to receive foreign contribution in the designated/ exclusive bank account with Syndicate Bank, Akbar Bhawan Branch, New Delhi during the financial year.

### C. Grants for FY 2017-18

ICM is a Grant-in-aid body completely supported by funds from the Ministry of External Affairs. During the FY 2017-18, no funds have been received as ICM had funds available from previous allocations for committed projects.

Below is the Receipts & Payments Account for FY 2017-18

<u>Receipts / Income</u>	<u>Amount (Rs.)</u>	<u>Amount / Receipts</u>	<u>Amount (Rs.)</u>
<b>Grant-In-Aid</b>	-	<i>Advance to Jamia Milia Islamia</i>	2,25,000
<i>Bank Interest</i> <b>ICM A/C : 20,74,770</b> <b>EU A/C : 15,20,803</b> <b>OTF A/C: 130</b>	35,95,704	<i>Advance to CDS</i>	2,09,715
<b>Other Income</b>	-	<i>JMG &amp; Associates</i>	58,320
Sub total	<b>35,95,704</b>	<i>TDS</i>	1,90,073
		<i>Grant-is-Aid</i>	3,22,09,604
		<i>Salary To Staff</i>	16,67,867
		<i>Stipend to interns</i>	9,99,179
		<i>Vehicle hire charges</i>	87,240
		<i>PDOT Programme</i>	8,39,997

		<i>Recruitment &amp; Advertisement Exp</i>	45,133
		<i>Outsourced staff</i>	1,56,396
		<i>Travel Expenses</i>	3,20,328
		<i>Printing &amp; Stationary</i>	97,326
		<i>Miscellaneous Exp</i>	1,19,772
		<i>Accounting Charges</i>	1,06,575
		<i>Gratuity Expenses</i>	3,23,556
		<i>National Exhibition</i>	11,580
		<b>Sub-Total</b>	<b>3,76,67,661</b>
<i>Bank</i>		<b>Bank</b>	
<b>ICM A/C : 5,34,63,833</b>		<i>ICM A/C: 5,00,80,067</i>	
<b>EU A/C : 4,58,05,322</b>	9,92,74,465	<i>EU A/C : 1,51,16,271</i>	6,52,02,508
<b>OTF A/C : 3,310</b>		<i>OTF A/C : 3,212</i>	
<b>Cash : 2,000</b>		<i>Cash : 2,958</i>	
<b>Total</b>	<b>10,28,70,169</b>	<b>Total</b>	<b>10,28,70,169</b>

## **8. Members of the Governing Council 2017-18**

### **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 Labor & 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**

1. Chief Secretary, Government of Rajasthan or representative
2. Chief Secretary, Government of Uttar Pradesh or representative
3. Chief Secretary, Government of Andhra Pradesh or representative

### **Nominated Experts**

1. Shri. Shyam K G Parande, Secretary General, ARSP (New Delhi)
2. Dr. B. R. Shetty, CEO, NMC Healthcare & UAE Exchange (Abu Dhabi)
3. Dr. Pradip Kumar Sarmah, Ashoka Lemelson Fellow & ED, Centre for Rural Development, (New Delhi)
4. Shri. Khanderao Kand, Senior Director, Oracle (USA)

## 9. Staff at India Centre for Migration

<b>1.</b>	<b>Dr. T.L.S. Bhaskar</b>	<b>Chief Administrative Officer (CAO)</b>
<b>2.</b>	Mr. Rakesh Ranjan	Research Assistant (RA)
<b>3.</b>	Ms. Madhu Thareja	Accounts Officer (AO)
<b>4.</b>	Mr. Feroz Khan	Intern
<b>5.</b>	Mr. Anurag Babu	Intern
<b>6.</b>	Ms. Eswari Krishnadas	Intern
<b>7.</b>	Ms. Sumbul Mashhadi	Intern
<b>8.</b>	Mr. Jamshed Bhagwagar	Intern
<b>9.</b>	Mr. Ashish Prakash	Intern
<b>10.</b>	Ms. Samah Rafiq.	Intern
<b>11.</b>	M/S M.S. Enterprises/Swastik Electrotech (P) Ltd.	Office Attendant

## 10. Photos



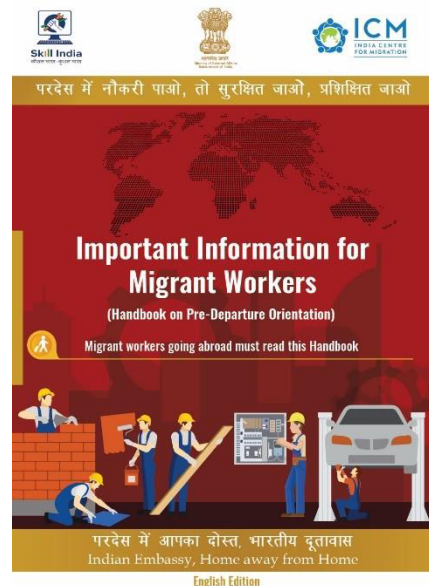
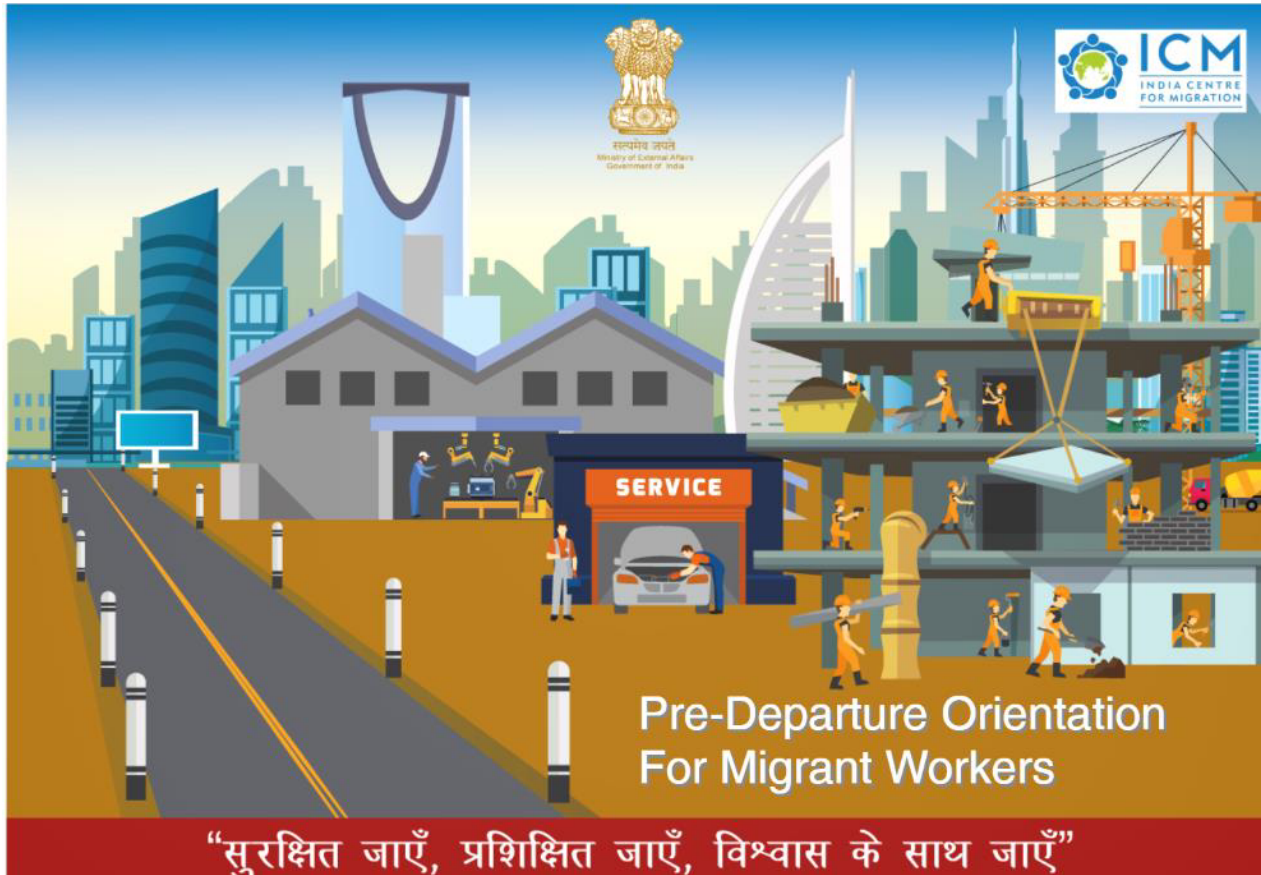
ToT Workshop held in Lucknow, 5-6 February 2018



ToT Workshop held in Rajahmundry, 27-28 November 2017



Images of Manual and Handbooks on Pre-Departure Orientation (PDO)



## 11. Balance Sheets

### India Centre For Migration

Parvasi Bhartiya Kendra, Dr. Rizal Marg

Chanakya Puri, New Delhi -110021

#### Balance Sheet as at 31-Mar-2018

	Particulars	Note No.	as at 31-Mar-2018		as at 31-Mar-2017	
<b>I</b>	<b>SOURCES OF FUNDS</b>					
1	Corpus Fund		24,69,964	24,69,964	24,69,964	24,69,964
2	Grants					
	Grant in Aid	1	6,73,81,868	6,73,81,868	10,12,76,180	10,12,76,180
3	Current Liabilities					
	(a) Other Current Liabilities	2	1,44,235		81,900	
	(b) Security Deposit		5,000	1,49,235	5,000	86,900
	<b>Total</b>			<b>7,00,01,067</b>		<b>10,38,33,044</b>
<b>I</b>	<b>Application of Funds</b>					
1	Non-Current Assets					
	(a) Fixed Assets	3	13,24,030		15,18,765	
	As per List Attached					
	(b) Loans & Advances	4	32,33,748		27,99,033	
	(c) Deposits	5	2,40,781	47,98,559	2,40,781	45,58,579

2	<b>Current Assets</b>	6				
	(a) Cash and Bank Balances		6,52,02,508	6,52,02,508	9,92,74,465	9,92,74,465
	<b>Total</b>			<b>7,00,01,067</b>		<b>10,38,33,044</b>

Auditor's Report (As per our records of even dated)

**For Antima & Goel**  
 Chartered Accountants  
 Sd/-

**For India Centre For Migration**  
 Sd/-

**N.K. Jindal**  
**(Partner)**  
**F.C.A M.No - 91028**  
 FRN No. : 009062N  
 Place New Delhi  
 Date - 04.07.2017

**Mr. Manish Gupta**  
**(Chief Executive Officer)**