



India Centre for Migration

Annual Report (2018-2019)

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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 2018-2019 was carried out from 11th – 24th February 2021.

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 8 (eight) times up to FY 2018-19. The dates and venue are 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
VIII	06.12.2018	New Delhi

4.2 Staff

There are currently 2 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 2018-19

A. Training of Trainers (ToT) Workshops in collaboration with State Governments and IOM

ICM conducted 7 ToT workshops on safe and legal migration, in collaboration with the State Governments Agencies. Apart from the States, National Skill Development Corporation (NSDC) and International Organisation for Migration (IOM) were the other technical partners. A total of 360 trainers were certified in FY 2018-2019 as Master Trainers are qualified to impart PDO Training. 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.	Rajasthan	Jaipur	29-30 May 2018	ICM, IOM, RSLDC	112
2.	Punjab	Chandigarh	8-9 June 2018	ICM, IOM, Punjab Governments	68
3.	Rajasthan	Jaipur	28-30 August 2018	ICM, RSLDC	29
4.	Bihar	Patna	25-26 September 2018	ICM, Bihar Government	36
5.	West Bengal	Kolkata	26-27 November 2018	ICM, WB Govt.	41
6.	Kerala	Thiruvananthapuram	11-12 December 2018	ICM, Norka Dept	23
7.	Tamil Nadu	Chennai	21-22 February 2019	ICM, NRT Commissionerate	51
				Total	360

* RSLDC- Rajasthan Skill Development Corporation, IOM- International Organisation for Migration, NORKA- Non-Resident Keralite Affairs, NRT- Non-Resident Tamils.

B. Sponsoring of Academic Conferences

ICM released grants to academic institutions and partnered to conduct the conference on 'Indian Diaspora and Transnationalism: Global Perspectives' held at the University of Hyderabad on 4-5 October 2018.

C. Research Studies (in house & outsourced)

The following research studies were carried out by ICM in the FY 2018-19.

Domestic Maid Workers from India: Study of Recruitment Practices and Reasons for their emigration from AP & Telangana: The study was conducted through field visits in five districts of Andhra Pradesh (AP) & Telangana and was completed in June of 2018. Several key policy recommendations emanated from the study which included:

- Elimination of individualized and gender-based controls on women's migration (ECR endorsement and 30-year age threshold)
- Incentivized ethical recruitment: Priority processing for applications from tier 1 recruiters who follow guidelines, lower fees, tax-breaks and subsidies.
- Skill development and certification (national policy, operationalized at local level)
- Bilateral migration partnerships between India and Gulf states to facilitate short term temporary labour mobility facilitated through state run agencies and decoupled from Kafala sponsorship system.
- Include sub-agents as part of formal migration infrastructure.
- Country specific manuals and training.
- Abolish ECR passports and provide skills to domestic workers.
- Gender desk at Indian Missions and training to frontline staff to better respond to the needs and concerns of female domestic workers.

D. 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-

S.No	Item	Languages
1	Training of Trainers Manual on PDO (Book form) (in collaboration with IOM)	Hindi, English, Telugu, Tamil, Malayalam, Marathi, Punjabi, Bengali
2	Handbook on PDO	Hindi, English, Telugu, Tamil, Malayalam, Punjabi, Bengali
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

E. 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 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. The 1st meeting of the Project Advisory Committee (PAC) for the technical support project was held on 1st June 2018.

The following four areas of priority were highlighted in the meeting:

Integration handbook to strengthen integration of regular migrants.

Study on diaspora engagements in the EU (Italy, Germany and Ireland).

Experience sharing/training of stakeholders from India and EU on the governance of migration.

Study of regular labour migration from India to EU to assess demand/supply dynamics of labour in this corridor.

The activities carried out under CAMM in FY 2018-2019 were:

- One-day workshop on India-EU Employers' Perspective on Skill Shortage and Talent Mobility.
- An exhibition stall at the Pravasi Bhartiya Divas held in January 2019 to enhance the visibility of the Technical Support Project.

F. Future Areas of Work

Moving forward, ICM would like to focus on refresher courses for Master Trainers to impart awareness generation programmes and PDO for migrant workers bound for Gulf countries. Further, ICM plans to engage in the training of State Law Enforcement Officers and develop the handbook for the same. ICM is considering developing region specific PDO modules for developed markets. Resource material/handbooks will also be drafted for students going abroad. Additionally, panel discussion and conferences on migration and development will also be organized along with research partnership with academic institutions and relevant stakeholders.

6. Internship Program at ICM 2018-19

Nine interns who were engaged in the FY 2018-2019 were Mr. Ashish Prakash, Ms. Sama Rafiq, Ms. Surabhi Dalal, Ms. Minu Raj, Mr. Varun Dev Mudgil, Ms. Kavya Shrivastava, Ms. Hiral Upadhyay, Ms. Ojaswi Goyal and Mr. Aman Deep Singh.

7. Finance and Administrative Issues 2018-19

A. Key Meetings Held

The 5th Meeting of the Finance Committee of ICM was held on 27th September 2018 and the 8th Meeting of the Governing Council was held on 6th December 2018 providing the direction and activities to be followed.

B. Compilations of Accounts of FY 2018-2019

M/s. Antima & Goel had been appointed as compiler of accounts for India Centre for Migration (ICM) for a period of three years during the 5th Meeting of Governing Council held on 22 May 2015. The CA firm have completed internal audit for FY 2018-19, and the reports have been submitted.

C. 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.

D. Grants for FY 2018-19

ICM is a Grant-in-aid body completely supported by funds from the Ministry of External Affairs. During the FY 2018-19, no funds have been received as ICM had funds available from previous allocations for committed projects.

Below is the Receipts & Payments Account for FY 2018-19

<u>Receipts / Income</u>	<u>Amount (Rs.)</u>	<u>Payments/Expenditure</u>	<u>Amount (Rs.)</u>
Grant-In-Aid	0	<i>Advance to Jamia Milia Islamia</i>	73,140
<i>Bank Interest</i>	25,21,810	<i>Advance to CDS</i>	2,79,620
ICM A/C : 19,07,862			
EU A/C : 6,13,780			
OTF A/C : 138			
Other Income	-	<i>JMG & Associates</i>	58,320
Sub total	25,21,810	<i>TDS</i>	2,51,631
		<i>Fixed Assets</i>	6,73,594
		<i>Salary To Staff</i>	20,11,200
		<i>Stipend to interns</i>	10,53,161
		<i>Vehicle hire charges</i>	3,35,156
		<i>Ministry Programme</i>	3,35,468
		<i>Recruitment & Advertisement Exp</i>	33,986
		<i>GC Meeting Expense</i>	2,31,216
		<i>Pravasi Bhartiya Diwas 2019</i>	17,05,731
		<i>Outsourced staff</i>	2,49,651
		<i>Pre departure orientation</i>	8,90,408
		<i>Printing & Stationary</i>	2,42,847
		<i>Miscellaneous Exp</i>	1,33,697
		<i>Repair & Maintenance</i>	15,753
		<i>Travel Expenses</i>	3,98,918
		<i>Grants to Institutions</i>	2,61,983
		Sub-Total	92,35,480
<i>Bank</i>		Bank	
ICM A/C : 5,00,80,067	6,52,02,507	<i>ICM A/C: 4,27,52,175</i>	5,84,88,837
EU A/C : 1,51,16,271		<i>EU A/C : 1,57,29,933</i>	

OTF A/C : 3,212		OTF A/C : 3,380	
Cash : 2,957		Cash : 3,350	
Total	6,77,24,317	Total	6,77,24,317

8. Members of the Governing Council 2018-19

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

1.	Dr. T.L.S. Bhaskar	Chief Administrative Officer (CAO)
2.	Ms. Madhu Thareja	Accounts Officer (AO)
3.	Mr. Ashish Prakash	Intern
4.	Ms. Sama Rafiq	Intern
5.	Mr. Surabhi Dalal	Intern
6.	Ms. Minu Raj	Intern
7.	Mr. Varun Dev Mudgil	Intern
8.	Mr. Kavya Shrivastava	Intern
9.	Ms. Hiral Upadhyay	Intern
10.	Ms. Ojaswi Goyal	Intern
11.	Mr. Aman Deep Singh	Intern
12.	Swastik Electrotech (P) Ltd.	Office Attendant

10.

Photos

Images of ToT Workshops held in FY 2018-2019



PDO Training held at Jaipur, 29th-30th August 2018



Thiruvananthapuram, 11-12th December 2018, PDO Training

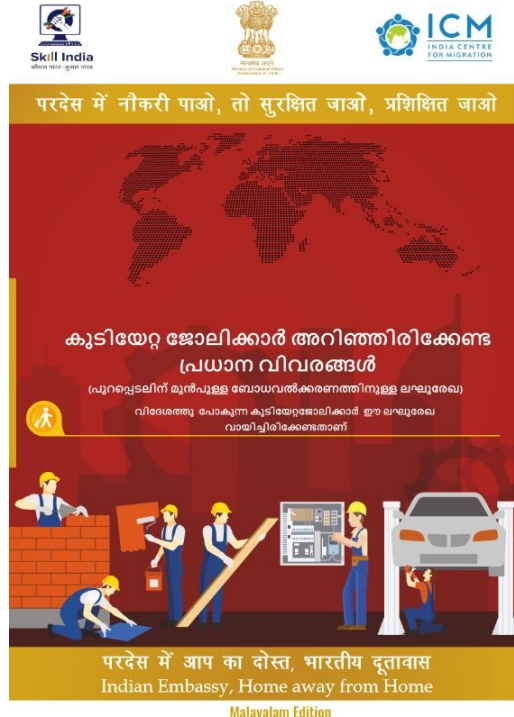


PDO Training held at Chandigarh, 8th-9th June 2018



PDO Training held at Kolkata, 26-27 November 2018

Images of Handbooks on Pre-Departure Orientation (PDO) developed in different languages



11.

Balance Sheets

India Centre For Migration						
Pravasi Bhartiya Kendra, Dr. Rizal Marg						
Chanakya Puri, New Delhi -110021						
Balance Sheet as at 31-Mar-2019						
	Particulars	No te No	as at 31-Mar-2019		as at 31-Mar-2018	
I.	SOURCES OF FUNDS					
1	Corpus Fund		24,69,964	24,69,964	24,69,964	24,69,964
2	Grants					
	Grant in Aid	1	6,10,64,370	6,10,64,370	6,73,81,868	6,73,81,868
3	Current Liabilities					
	(a) Other Current Liabilities	2	1,21,977		1,44,235	
	(c) Security Deposit		-	1,21,977	5,000	1,49,235
	Total			6,36,56,311		7,00,01,067
I	Application of Funds					
I.	Non-Current Assets					
	(a) Fixed Assets	3	16,38,325		13,24,030	
	As per List Attached					
	(b) Loans & Advances	4	32,88,368		32,33,748	
	(c) Deposits	5	2,40,781	51,67,474	2,40,781	47,98,559
2	Current Assets					

(a) Cash and Bank Balances	6		5,84,88,837	5,84,88,837	6,52,02,508	6,52,02,508	
Total				6,36,56,311		7,00,01,067	