

Authenticated



**ICM**  
INDIA CENTRE  
FOR MIGRATION

# India Centre for Migration

## Annual Report (2021-2022)

Third Floor, Indian Society of International Law Building,  
V. K. Krishna Menon Bhawan, 9 Bhagwan Das Road,  
New Delhi- 110001

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

[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 2021-2022 was carried out from 8<sup>th</sup> - 24<sup>th</sup> August 2022.

## **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:**

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 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 Organization and International Organization 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 includes the CEO and the staff. Currently, 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.

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

The Governing Council of ICM has met 10 (ten) times up to FY 2021-22. The dates and venues 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
<b>VIII</b>	06.12.2018	New Delhi
<b>IX</b>	17.12.2020	New Delhi
<b>X</b>	30.09.2021	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 organization. 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 2021-22**

### **A. Training of Trainers (ToT) Workshops for the Specified Skilled Worker (SSW) Scheme of the Govt. of Japan**

ICM conducted a ToT workshop in the year 2021-2022, for the Specified Skilled Worker (SSW) Scheme of Japan. A total of 34 trainers were certified as Master Trainers in the workshop who are qualified to impart PDO Training.

**Table 1: ToT Workshop for the Specified Skilled Worker (SSW) Scheme of the Govt. of Japan**

S. No.	State	City	Date of Workshop	Partner	No. of Master Trainers (certified by ICM)
1.	Delhi (Online mode)	New Delhi	7 October 2021	ICM, OIA I	34
				<b>Total</b>	<b>34</b>

### **B. Technical Cooperation with European Union (EU) on Common Agenda on Migration and Mobility**

ICM has been the local implementing partner representing the Ministry of External Affairs (MEA) in the technical support project conceived and implemented under the aegis of the Joint Declaration on the India-EU Common Agenda on Migration and Mobility (CAMM). International Labour Organisation (ILO) and Brussels based International Centre for Migration Policy Development (ICMPD) were implementing partners of this project from the EU side. The Project has supported the promotion of better mobility and migration governance between the India and the EU under four priority areas – Regular Migration, Irregular Migration, Maximising the Development Impact of Migration, and International Protection.



The project was successfully concluded on February 24, 2022, at New Delhi. The event reflected upon the main outcomes of the project as well as captured views and suggestions for future collaborations (Please refer Annexure- I).

During the financial year 2021-22, ICM implemented various activities as part of the project. ICM along with project partners ILO and ICMPD carried out various seminars and workshops under CAMM such as the seminar on Irregular Migration held on 10th June 2021, seminar on Social Security Agreements (SSA) held on 22 November 2021, and EU-India Exchange on Migration Data held on 16 December 2021. Several knowledge-based products and research papers were developed as part of the project such as checklist for European students studying in India; study on SSAs; baseline report on India-EU Migration trends, study of Indian Diaspora in Ireland and Germany; as well as integration handbooks on Italy and France. The handbook on Pre-departure information for Indians going to the EU was prepared and officially launched at the national level on 11 November 2021. State-level launch of the same was organised for Punjab on 6 January, 2022 and for Andhra Pradesh and Telangana on January 20, 2022. The launch events provided a platform for sharing the handbook with migration governance stakeholders and enlisting their support to further disseminate the handbook.

### **C. Collaboration Project with IOM on 'Strengthening data-informed and migrant-centred migration management frameworks in India'**

Additionally, ICM was involved in the activities undertaken in the Collaboration Project with IOM on 'Strengthening data-informed and migrant-centred migration management frameworks in India'. Launched on 23<sup>rd</sup> March 2021, by Secretary (CPV & OIA), the Project is poised to support and build capacities of the Government in developing a comprehensive approach in increasing coordination between all bodies that harness emigration data. The main objective of the Project is to contribute to improving access to labour migration opportunities for aspiring Indian migrants through strengthened migration management frameworks. The first meeting of the Technical Advisory Committee (comprising of members of the Technical Working Group, labour migration experts and key stakeholders) was organised on 20<sup>th</sup> April 2021. As part of the project, a study on

gender sensitive migration data needs assessment and strategic recommendations report are being developed, for which consultants were recruited. In this regard, consultations with key stakeholders from the ministries (MEA, MoSPI and Registrar General & Census Commissioner), experts and the Indian Mission in Brussels were carried out in the period July-August 2021. The first semi-annual review of the Technical Working Group (TWG) (includes representatives from MEA, ICM, IOM India and GMDAC) was held on 31<sup>st</sup> August 2021. The second TWG meeting was held on 11<sup>th</sup> February 2022, during which the consultants presented the research findings on emerging European labour market corridors of interest for aspiring Indian migrants.

#### **D. Seminars and Panel Discussions**

As part of new research initiatives, ICM has been regularly conducting various Panel Discussions/Consultations. Details of the same maybe found in Table 2. These panel discussions drew on several participants and speakers from relevant state government bodies, industry chambers, skill development & training institutes, recruiting agencies, relevant UN organizations. These discussions aim to serve as a forum for deliberation on topics related to labour mobility.

**Table 2: Seminars/Discussions/Consultations**

S. No	Date of Panel Discussion	Topic
1	23 April 2021	Stakeholders Consultation on Pathways for Aligning Skill Mapping with International Labour Market: Southern Edition
2	1 July 2021	'From India to the GCC Countries: Examining the Role of Foreign Employers in the Migration Cycle'
3	12 August 2021	International Labour Market Opportunities: Assessing the Scandinavian/Nordic Region
4	16 September 2021	Pathways for Aligning Skill Mapping with International Labour Market: Western Edition
5	22 September 2021	Special Lecture on Migration for Work: Assessing the Future of Remittances to India' by Dr. Dilip Ratha

6	29 November 2021	Stakeholders Consultation on 'Pathways for Aligning Skill Mapping with International Labour Market: Eastern Edition
7	21 January 2022	Pandemic, Healthneeds and Supply-Demand Dynamics - A Look at Health Sector Mobility from India
8	3 March 2022	Stakeholders Consultation on Pathways for Aligning Skill Mapping with International Labour Market: Northern Edition
9	24 March 2022	International Migration Review Forum 2022: GCM Implementation and Prospects for India

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

The following reference materials were updated by ICM for the purpose of facilitating the Pre-Departure Orientation and Training of Migrant Workers –

S.No	Item	Languages
1	Booklet on Towards Safe Migration for Aspiring Women Workers (in collaboration with UN Women)	English
2	Law Enforcement Agencies, Handbook on Safe and Legal Migration	English
3	Pre-Departure Orientation Training Manual on Specified Skilled Workers Scheme in Japan	English
4	Student Handbook for Studying Abroad	English and Hindi
5	Posters on PDOT, PBBY, ICWF & SSW	English and Hindi
6	Pre-departure Information Handbook for Indians going to the EU	English

### **F. Participation in Abu Dhabi Dialogue Workshops**

Additionally, ICM participated in two Abu Dhabi Dialogue Workshops namely on; Building Technological Solutions to Migration Governance Challenges, held on 05 July 2021; and on Skills Mobility Partnerships and the Sharing of Data, which took place on 07 July 2021.

## **G. Outreach Activities**

The Ministry of External Affairs (MEA) and ICM organised the following stakeholder engagements with states to generate awareness on the changing international labour force requirements and the scope for Indian migrant workers.

<b>1</b>	29 October 2021	Stakeholders Engagement with States on Shifting Landscape of Overseas Employment Opportunities, Assam.
<b>2</b>	1 November 2021	Stakeholders Engagement with States on Shifting Landscape of Overseas Employment Opportunities, Kolkata.
<b>3</b>	4 December 2021	Stakeholders Engagement with States on Shifting Landscape of Overseas Employment Opportunities, Hyderabad.
<b>4</b>	6 December 2021	Stakeholders Engagement with States on Shifting Landscape of Overseas Employment Opportunities, Chennai.
<b>5</b>	17 December 2021	Stakeholders Engagement with Recruiting Agents on Shifting Landscape of Overseas Employment Opportunities (virtual mode).

An online technical exchange between the ICM and the National Institute of Migration (INM) of the Dominican Republic was organised on 20 December 2021 to facilitate exchange of views on the work being done by the two institutes.

The Centre for Development Practice and Research, a Patna-based Centre of Tata Institute of Social Sciences TISS, organized a four-day online short-term programme on International Migration from India and Indian Diaspora during 7-10 February 2022. The CAO, ICM was invited to take a virtual session on 'Indian labour migrants' Gulf dream, the complex of emigration/immigration procedures and migration outcomes' on 07 February 2022.

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

Moving forward, ICM would like to focus on generating enhanced awareness among states through consultations and regional events. Future areas of work include; undertaking labour market studies of specific countries and regions such as Scandinavia, GCC; exploring novel ways to enhance engagement with diaspora for maximising their contribution towards development; analysing the possibilities of introducing insurance schemes specifically for Indian students going abroad, and conducting outreach activities involving media campaigns, infographics for dissemination, capturing powerful success stories of Indian diasporas to encourage regular migration. Other activities include conducting ToT workshops on SSW scheme Japan, virtual panel discussions on relevant themes, collaboration project with IOM, and other academic research activities based on the needs of OIA division, MEA.

## **6. Internship Program at ICM 2021-22**

The interns, which were engaged in the year, were Ms Sonali Singh (joined in December 2020), Ms Yashna Agarwalla (joined in December 2020), Ms Saumya Arora (joined in March 2021), Mr. Dhananjay Thakur (joined in April 2021), Ms. Lakshmi Priya PB (joined in September 2021), Mr. Abhishek Yadav (joined in January 2022), and Mr Kartikey Vipul Misra (joined in February 2022).

## **7. Finance and Administrative Issues 2021-22**

### **A. Key Meetings Held**

The 9<sup>th</sup> Meeting of the Finance Committee of ICM was held on 16<sup>th</sup> June, 2022. The committee noted the progress made by ICM regarding workshops conducted with various state government bodies and ongoing projects with other partners such as the CAMM. Administrative and financial matters of ICM were also discussed during the meeting and annual accounts of ICM were approved.

## **B. Appointment of CA's Firm for FY 2021-2022**

M/s. V.D Tiwari & Co has been re-appointed as the compiler of accounts of ICM for F.Y 2021-22. The firm has completed internal audit for F.Y. 2021-22, and the reports have been submitted to the 9<sup>th</sup> meeting of Finance Committee and approved.

## **C. FCRA Registration**

ICM has received Registration under FCRA (2010) on 1 December 2016 with registration # 231661660. The Registration is valid for five years. In accordance with the new guidelines, ICM has opened a new account with State bank of India (SBI), Main branch New Delhi. Additionally, ICM has not received any foreign contribution in FY 2018-19, 2019-20, 2020-21, and 2021-22. ICM has applied for renewal of registration.

## **D. Audit by Pr. CCA**

ICM on the recommendation of its Chairman has approached Pr. CCA for the Internal Audit of ICM and had received their consent for the Audit. The Audit was done by Pr. CCA from 1 Dec 2020 to 4 Dec 2020 and provided with the report. ICM ensured all support and provided all documents for the effective Audit.

## **E. Grants for FY 2021-22**

ICM is a grant-in-aid body completely supported by funds from the Ministry of External Affairs. During the FY 2021-22 no funds have been received by ICM, as ICM had funds available from previous allocations for committed projects and same has been converted into corpus fund for the future use of ICM. The status of funds with ICM as on 31<sup>st</sup> March 2022 is as follows:

S.No	Name of the Account	Account No	Balance as on 31 <sup>st</sup> March 2022 (INR)
1	ICM Canara Bank - Main account	91462010024313	96,65,278
2	ICM Canara Bank – OTF account	91462010026206	2,543
3	ICM Canara Bank India-EU a/c	91462010027675	Nil

Below is the Receipts & Payments Account for FY 2021-22:

Receipts / Income	Amount (Rs.)	Amount/Receipts	Amount (Rs.)
<b>Grant-In-Aid</b>	0	<b>TDS</b>	4,46,494
<b>Bank Interest</b>	13,16,490	<b>Fixed Assets</b>	-
<b>ICM A/C: 13,14,726</b>			
<b>EU A/C: 1,505</b>			
<b>OTF A/C: 259</b>			
<b>Other</b>		<b>Salary to staff</b>	24,91,160
<b>Income/Receipts</b>	2,10,765		
<b>Sub total</b>	<b>15,27,255</b>	<b>Stipend to interns</b>	11,75,864
		<b>Vehicle hire charges</b>	2,69,434
		<b>Seminar Expenses</b>	-
		<b>Recruitment &amp; Advertisement Exp</b>	-
		<b>Outsourced staff</b>	3,17,740
		<b>Panel /PDOT Discussion</b>	4,992
		<b>Printing &amp; Stationary</b>	1,45,263
		<b>Miscellaneous Exp</b>	1,26,272
		<b>Repair &amp; Maintenance</b>	31,270
		<b>CAG Audit Fee</b>	1,27,125
		<b>Students Migration</b>	-
		<b>Sub-Total</b>	<b>51,35,614</b>
		<b>Fixed Deposits</b>	-
<b>Bank</b>	<b>1,32,76,713</b>	<b>Bank</b>	<b>96,68,354</b>
<b>ICM A/C : 1,31,84,842</b>		<b>ICM A/C: 96,65,278</b>	
<b>EU A/C : 60,589</b>		<b>EU A/C: Nil</b>	
<b>OTF A/C: 30,565</b>		<b>OTF A/C: 2,543</b>	
<b>Cash : 717</b>		<b>Cash: 533</b>	
<b>Total</b>	<b>1,48,03,968</b>	<b>Total</b>	<b>1,48,03,968</b>

## **8. Members of the Governing Council 2021-22**

### **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 West Bengal or representative
2. Chief Secretary, Government of Tamil Nadu or representative
3. Chief Secretary, Government of Bihar or representative

### **Nominated Experts**

1. Shri. Shyam K G Parande, Secretary General, ARSP, New Delhi
2. Dr. Amarjiva Lochan, Professor, Delhi University
3. Ms. Gayatri Kanth, Project Officer, International Organisation of Employers
4. Shri. Yusuf Ail, Chairman & MD, Lulu Group International, UAE



## **9. Staff at India Centre for Migration**

1.	Dr. Surabhi Singh	Chief Administrative Officer (CAO)
2.	Mr. Minish Mishra	Accounts Officer (AO) (Term ended on 31 May 2021)
3.	Mr. Arun Kumar	Accounts Officer (AO)
4.	Dr Priyadarshika Subba	Research Assistant (RA) (Term ended on 30 November 2021)
5.	Dr. Gatha Nautiyal	Research Assistant (RA)
6.	Ms. Sonali Singh	Intern
7.	Ms. Yashna Aggarwala	Intern
8.	Mr. Dhananjay Thakur	Intern
9.	Ms. Lakshmipriya PB	Intern
10.	Mr. Abhishek Yadav	Intern
11.	Mr. Kartikey Misra	Intern
12.	M.S.Enterprises/Swastik Electrotech (P) Ltd.	Office Attendant

## 10. Photos



National Launch of Pre-departure Handbook for Indians Going to the European Union, 11<sup>th</sup> November 2021



IOM Collaboration Project - 2<sup>nd</sup> Technical Working Group Meeting, 11<sup>th</sup> February 2022

## ICM Panel Discussions

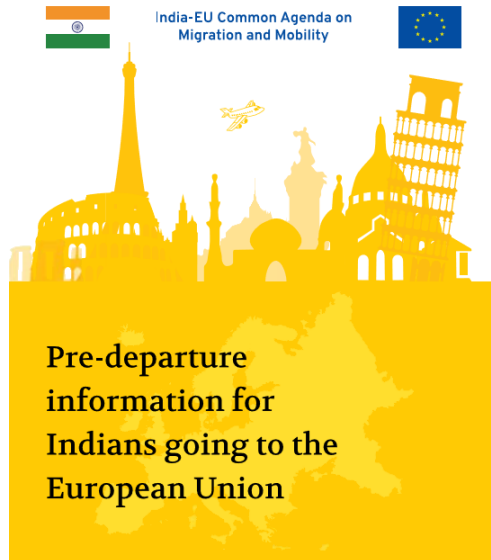


International Migration Review Forum 2022: GCM Implementation and Prospects for India,  
24<sup>th</sup> March 2022



Consultation on Pathways for Aligning Skill Mapping with International Labour Market: Eastern Edition,  
29<sup>th</sup> November 2021

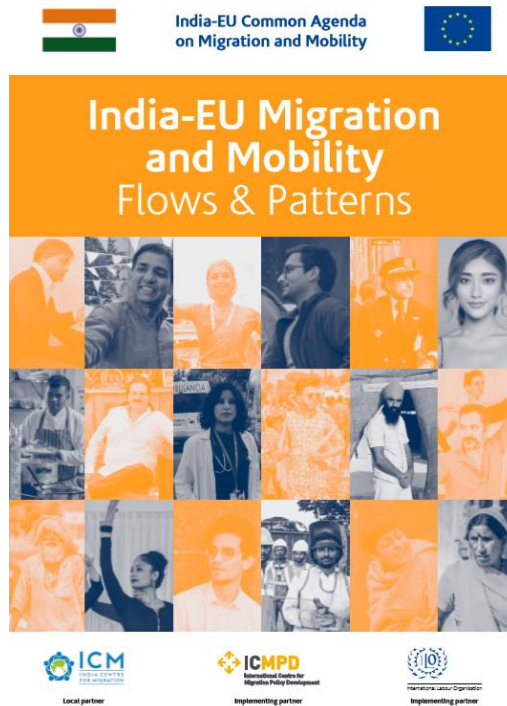
## Handbook



India-EU Cooperation and Dialogue on Migration and Mobility Project:



## Statistical Baseline Report



## 11. Balance Sheets

### India Centre For Migration

Third Floor, Indian Society of International Law Building,

V. K. Krishna Menon Bhawan, 9 Bhagwan Das Road,

New Delhi- 110001

**Balance Sheet as at 31-Mar-2022**

	Particulars	SCHE DULE	as at 31-Mar-2022		as at 31-Mar-2021	
<b>I.</b>	<b>Corpus/Capital Fund and Liabilities</b>					
1	Corpus Fund	1	5,21,73,364	5,21,73,364	5,55,92,404	5,55,92,404
2	Earmarked/ Endowment Funds					
	Grant in Aid	2	-	-	-	-
3	Current Liabilities					
	(a) Other Current Liabilities	3	2,56,185		77,906	
	(b) Security Deposit		-	2,56,185	-	77,906
	<b>Total</b>			<b>5,24,29,549</b>		<b>5,56,70,310</b>
<b>II.</b>	<b><u>Assets</u></b>					
1	Fixed Assets	4	21,01,973		12,66,514	
	As per List Attached			21,01,973		12,66,514
2	Fixed Deposits		3,76,14,216	3,76,14,216	3,69,83,897	3,69,83,897
3	Current Assets, Loans, Advances etc					
	(a) Loans & Advances	5	23,21,053		38,13,874	
	(b) Deposits	6	5,20,554	28,41,607	3,29,312	

	© Accrued interest			2,03,399		41,43,186	
<b>4</b>	(c) Cash and Bank Balances	7	96,68,354	96,68,354	1,32,76,713	1,32,76,713	
	<b>Total</b>			<b>5,24,29,549</b>		<b>5,56,70,310</b>	
	Significant Accounting Policies	11					
<b>In terms of our report of even date</b>							
<b>For V.D. Tiwari &amp; Co.</b>					<b>For India Centre for Migration</b>		
<b>Chartered Accountants</b>							
<b>FRN 002882N</b>							
<b>CA. Pushpinder Tiwari</b>					<b>Shri Abbagani Ramu</b>		
<b>Partner</b>					(Chief Executive Officer)		
<b>M. No. 503170</b>							
<b>Place: New Delhi</b>							
<b>Date:</b>							

## Annexure - I

The following knowledge-based products and research papers have been developed as part of the project-

- Checklist for European students studying in India.
- Study on Social Security Agreements between India and EU Member States.
- Report on the Social Security Agreements between India and EU Member States meeting
- Event report for virtual launch of study of Indian Diaspora in Ireland.
- India-EU Migration and Mobility Trends and Patterns – Statistical Baseline Report
- Study on Contribution of Indian Migrants to Destination Economies in the EU
- Technical Paper on Facilitating Admission and Growth of EU-based Start-ups in India: Challenges and Opportunities
- Studies on Indian Diaspora in Ireland, and Germany.
- Six information briefs on IT, Automotive, Start-ups, Regular Migration, Irregular Migration, Development Impact.
- Integration of Indians in Italy and France (English, Punjabi, Hindi)
- Study on EU Labour Market Assessment
- Pre departure orientation toolkit
- University Reference Tool for EU Universities on Selecting an Overseas Education Consultant / Agent in India
- Podcast Supporting India-EU Student Mobility
- Checklist for Indian Students – Prepare for your Study in Europe
- Infographics on EU-India Mobility Trends and CAMM
- EU India Employers Perspective on Skills Shortages and Talent Mobility- meeting report

- Report on Migration Governance meeting
- Report on India-EU Seminar on Talent Mobility
- Report from NASSCOM webinar on reflections of the Indian IT industry on EU legal migration framework
- Report on webinar on remittances and COVID
- Report on the Seminar exchanging key findings of the Migration Baseline Report and Identifying common Action
- Report on virtual exchange on preventing and tackling irregular migration
- Interactive learning tool on EU Competencies