



Second Annual Conference on  
**Mobility and the Business Case for Migration**

December 5, 2016











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# 1

## Executive Summary

The world stands divided on issues of migration. There has been a surge in anti-immigrant, and anti-migration sentiment and political rhetoric globally in the recent past, and this isn't necessarily grounded in economic realities and facts. Against this background, bringing the objective voice of business to the current migration discourse is essential. To this end, after a successful first Conference on Mobility and the Business Case for Migration on December 18th 2014, a second edition of this international conference was organized by the Federation of Indian Chambers of Commerce and Industry (FICCI) in association with the Global Knowledge Partnership on Migration and Development (KNOMAD), the Government of India and the International Organization for Migration (IOM) on December 5th, 2016.

The Conference brought together captains of Industry, Academia, Governments, International Organizations, Inter-governmental organizations and NGOs to establish a case for freer mobility of talent, entrepreneurship and skills. Discussions were held on a variety of related issues and concerns for Industry which include encouraging 'brain circulation' and transnational portability of skills, supporting transnational ethical practices, promoting diaspora engagement for development and finally, mainstreaming migration in the 2030 Sustainable Development Agenda.

The inaugural session of the conference brought together international experts to set the tone for the day and lay out the imperatives for freer mobility. Special attention was paid to the role that the private sector can play in facilitating talent mobility and in channeling contributions of migrants for development, since the primary objective was to make the voice of businesses be heard on issues related to migration. Representatives from the government highlighted existing initiatives to facilitate business-friendly, safe and humane migration. During this session, the 'Global Alliance on Talent, Entrepreneurship and Skills' was launched, which is a joint FICCI-KNOMAD initiative to forge a strategic alliance of select industry bodies from across the globe for fostering mobility of human resources in mutually beneficial ways. Along with this, a report containing the Recommendations of the Taskforce on International Migration and Development to the Government was also launched.





The first plenary session on 'Role of Industry in forging bilateral, regional and global partnerships on Skills' focused on the role for the private sector in establishing effective skills partnerships to enable better skill matching, harmonization of standards, and avoiding 'brain waste.' Discussions took into account perspectives from representatives from both countries of origin and destination. Deliberations took place on how the private sector and governments can contribute to reducing barriers to mobility of skills.

The second plenary session was on the 'Role of Industry in promoting Diaspora Engagement for development.' From indifference and hostility to active engagement, the Indian government's attitude toward its diaspora has evolved significantly over the years. In recognition of the contributions of the country's overseas population, the government has instituted several mechanisms to engage with them and leverage them as resources for development. The session was centered on the role that Industry can play in furthering the efforts of the government and strengthening this engagement for tapping into the potential contributions of the diaspora for the development of the country. A plethora of ideas to do this were thrown up by panelists and participants during the course of the session.

This was followed by the third plenary session on 'Transnational Ethical Practices,' which set itself the objective of making a business case for ethical recruitment. Discussions took place on the some initiatives that have been taken in different parts of the world to promote honest, and clean recruitment of individuals for employment, particularly in supply chains of businesses. Merits of the unique eMigrate project that has been launched in India to transform emigration into a simple, transparent and orderly process were highlighted. The session brought together various stakeholders, including recruitment agents who often get a bad name because of some unscrupulous actors, and different points of view on the issue were tabled.

During the course of the fourth plenary session, on 'Incentivizing 'brain circulation' for encouraging entrepreneurship and innovation: The role of government', preliminary results of a pan-India research project in encouraging return migration of skills to India were shared. The project is being carried out by FICCI in association with the Hong Kong University of Science and Technology (HKUST). Incentives and loopholes in the Indian policy system to promote 'brain circulation' were highlighted in this session.

The final plenary session was on 'Migration in the 2030 Sustainable Development Agenda.' The panelists made a case for prioritizing the migration related targets of the Sustainable Development Agenda and mainstreaming them into development plans and programmes in India. The discussion also touched upon certain indicators that can be adopted or developed to measure progress on these targets. Mention was made of some existing measures of the Indian government that are in line with targets pertaining to migration in the Sustainable Development Goals.

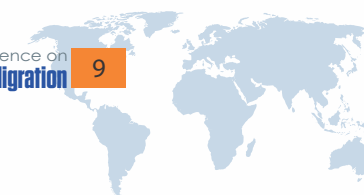




# 2

## List of Abbreviations

ECR	:	Emigration Clearance Required
ECNR	:	Emigration Clearance Not Required
EU	:	European Union
FICCI	:	Federation of International Chambers of Commerce and Industry
FDI	:	Foreign Direct Investment
GA-TES	:	Global Alliance on Talent, Entrepreneurship and Skills
GCC	:	Gulf Cooperation Council
ILO	:	International Labour Organization
IOM	:	International Organization for Migration
KNOMAD	:	Global Knowledge Partnership on Migration and Development
MEA	:	Ministry of External Affairs
MSDE	:	Ministry of Skill Development and Entrepreneurship
PBD	:	Pravasi Bharatiya Divas
PGE	:	Protector General of Emigrants
POE	:	Protector of Emigrants
SSA	:	Social Security Agreement



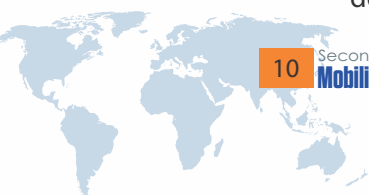
## Inaugural Session: The Imperatives of Mobility and the Business Case for Migration

Migration has for too long been considered a subject that is within the realm of governments, and businesses have been excluded from the policy making process. This is problematic, given that businesses stand to benefit from freer mobility of talent, which is often impeded for political reasons, to cater to the growing anti-migration sentiment in geographies across the world. Migrants are conveniently used as a scapegoat for underlying economic problems, and their contributions to the economies of their countries of origin and destination are more easily sidelined. Consequently, the free flow of goods and capital in our globalized world of today has not corresponded into a free flow of human capital. With the intention of establishing a business case for migration, and bringing together different stakeholders to the high-table of migration, the Federation of Indian Chambers of Commerce and Industry (FICCI) established an International Migration and Diaspora division which has been organizing an annual international conference on the issue since 2014. Since the first edition of this conference, significant progress has been made.

- **Partnerships:** FICCI has established partnerships with the International Labour Organization (ILO), the International Organization for Migration (IOM), and the World Bank through KNOMAD, and it also collaborates with the Government of India, counterpart Industry associations, the International Labour Organization, and universities such as the Hong Kong University of Science and Technology.
- **Pravasi Bharatiya Divas:** FICCI has been associated with this diaspora event since its first edition which was launched in 2003 and has so far organized its 8 editions of this event with the Government of India.

During the inaugural session of the Second Annual Conference on Mobility and the Business Case for Migration, two important initiatives of FICCI in this sphere were launched:

- **The Global Alliance on Talent, Entrepreneurship and Skills (GA-TES):** GA-TES is an initiative of FICCI in partnership with KNOMAD to establish a strategic alliance for bringing together select industry bodies from across the world to represent important geographies that currently share demographic and economic growth challenges - declining workforce, skills shortages, low productivity, low demand - and can benefit





*Launch of GA-TES and the Recommendations of the Taskforce on International Migration and Diaspora to Government of India*

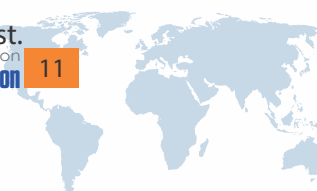
significantly from the mobility of talent, the portability of skills and entrepreneurial collaboration.

- **Recommendations of the Taskforce on International Migration and Diaspora:** The Taskforce on International Migration and Diaspora is a policy making body composed of experts on mobility that guides FICCI's work on these issues. The report is a consolidation of recommendations of its members, hailing from different sectors, on how barriers to mobility of talent can best be addressed and the role that can be played by different stakeholders to accomplish this.

Discussions of the inaugural session were centered on the following:

### 1. Role of the private sector in mobilizing contributions of migrants for development:

- a) **Reducing costs of remittance transfers:** India alone received around USD 68.9 billion in remittances (2016) which is around twice the amount received in Foreign Direct Investments (FDI). In Egypt, remittances are larger than revenue from the Suez Canal, and in Morocco the sum is more than tourism receipts. Despite this, costs of transmission of remittances remain very high. Indian IT companies, which are leaders in fin-tech can play a huge role developing technologies to reduce these costs.
- b) **Mobilizing diaspora savings for investment:** Diaspora savings amounting to around USD 500 billion are currently parked in bank deposits leading to 0% interest.



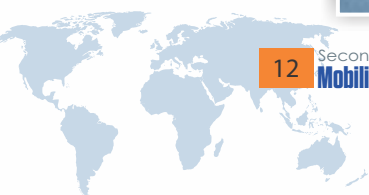
Countries like India can issue a bond for summoning investments from the diaspora which can be used for building infrastructure to facilitate migration, such as bullet trains from remote villages to airports in cities. This is another area where the private sector can play a big role.

- c) **Brain Circulation:** The private sector, as employers, can take measures to address concerns about brain drain by promoting more 'brain circulation, for win-win outcomes.
- d) **Reducing recruitment costs:** High costs of recruitment of migrant workers is leading to a sort of modern day slavery because of the debts workers have to incur. Reducing these costs is a target in the Sustainable Development Agenda and the private sector has as responsibility here.

## 2. Measures required to encourage talent mobility to promote opportunity for businesses, countries and individuals:

Talent mobility is a useful tool for businesses to prosper in today's globalized world, for economies to benefit from a global pool of human resources, and for individuals to gain access to more opportunities for growth. In light of this it was argued that:

- a) **Mobility policies should be transparent, predictable and stable** and modifications must not be made on political whims and should only be implemented after consultation with businesses and other stakeholders.
- b) **Procedures must be speedy:** Staff levels in immigration offices must reflect demand to avoid processing delays, Labour Market Tests must be avoided,



electronic submission of documents should take place amongst other measures that can be taken to hasten the processes.

- c) **Procedures and policies must reflect the modern workplace:** and allow for recognition of informal qualifications, permit client-site working, give access to employment to spouses of migrant workers etc.

### 3. Initiatives that the Indian Government has set in motion to facilitate business-friendly mobility:

- a) **Skill development and recognition:** The government's flagship Skill India program can help position India as the 'Skills Capital' of the world. The government is also working with Industry to design training and mutual recognition programmes. The *Pravasi Kaushal Vikas Yojana* has also been launched to enhance skill set of potential emigrant workers in select disciplines.
- b) **Joint declaration on Common Agenda on Migration and Mobility between India and EU** was signed in 2016 to deepen cooperation and solid mutual engagement on migration.





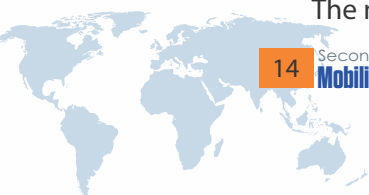
## Plenary Session I: Role of Industry in forging bilateral, regional and global partnerships on Skills



*From left to right: Dr Prashant Deshpande, VP, HR Strategy, Reliance Industries; Mr Vasudeva Nayak, Former VP and Group Head of Global Mobility & Assurance- Global Immigration, Infosys; Dr Sher Verick, Deputy Director ILO South Asia and CO-India; Dr. Arpita Mukherjee, Professor, ICRIER; Mr Karl Cox, VP, Global Public Affairs, Oracle Corporation; Mr Wojciech Dziworski, Counsellor, Migration and Home Affairs, EU Delegation to India*

Skill shortages and mismatching continues to be a critical issue for individuals, companies and economies within national boundaries. Across borders, the constraints to mobility of human resources further compounds this problem. This is unfortunate in light of the fact that 3.4% of the population across the world is constituted by migrants who contribute to 10% of the global economy. There is a strong case to be made for filling structural labour force deficits and skills shortages through movement of people from countries where there is a surplus of young and productive workforce. Partnerships to allow for skills matching in accordance with the demand and supply are much needed in this scenario. The session was focused on the role that Industry can play in forging such bilateral, regional and global partnerships on skills.

The main takeaways from this session were:



## 1. Migration and Skills in the European Union (EU) - A destination country perspective:

a) **Short-term and long-term priorities:** Over the last few years, the EU has witnessed an economic slowdown and high rates of youth unemployment. This has been accompanied by unprecedented events such as Brexit and the refugee crisis. The EU's policies on migration have been framed within this context. In 2015, the European Agenda on Migration was drafted for addressing issues such as reducing incentives for irregular migration, reinforcing border management, and strengthening asylum policies. The Agenda is concerned with immediate actions, however, in the long run, attracting skilled migrants is going to be crucial for the EU in view of its aging workforce and skill shortages in sectors like science, technology and healthcare among others. The EU's working population is expected to decline by 5% in next decade. Europe will have to increase its appeal for skilled workers choosing Canada and the US instead, in addition to improving the skills of individuals already in the EU. (Presently, 38% of low-skilled migrants and 32% of high-skilled migrants are choosing to move EU countries)

### b) Initiatives put in place to attract skilled workers to the EU

- **Easing entry conditions for short-term stays** - In 2014, a policy directive on seasonal workers, and one on Intra-company Transfers for stay shorter than 3 months was issued. The new rules entered into force in 2016.
- **Easing mobility for students and researchers**- New rules were passed to make it easier to obtain visas and move within EU countries.
- **Reform of the Blue Card scheme** - which is aimed at highly skilled professionals- was undertaken to make admission and Intra-EU mobility easier for them and their family members.
- **A Comprehensive Action Plan on integrating migrants in EU has been devised.**

These initiatives have been designed bearing in mind the principles of ethical recruitment to ensure that origin countries do not have to grapple with an exodus of required, skilled workers.

### c) India-EU partnership on Skills

Legal migration is an important point in bilateral discussions between India and the EU. Over 7000 Schengen visas were issued to Indians last year, which is a 60% increase since 2010. Indians are granted one of the highest numbers of Schengen visas and residence permits, including those for employment and family reunification purposes. The two countries signed the Joint Declaration on the Common Agenda for Migration and Development in 2016 to work together for better matching labour market needs. India-EU partnership on skill development



goes a long time back and recently, the EU has contributed 6 million Euros to increase certified skilled labour in various sectors. Similar projects have been undertaken by various countries belonging to the EU on their own as well.

**d) Other potential areas of cooperation between India and EU**

- **India's Skill India Programme** can be utilized to provide skills and certifications at par with international standards. Participation of the EU and Industry in curriculum design will be helpful in creating an ecosystem for mutually beneficial skill development.
- **Training of trainers** can be undertaken or done with the assistance of the EU to ensure high standards.
- **Redesigning of training packages** in line with European standards can be done with the help of the EU and companies overseas so that training is more practical rather than theoretical as is the case currently.
- **Joint training centers** can be instituted in partnership with the EU and Industry.

**2. Role of the private sector in forging partnerships on skills:**

- a) Demand driven skilling:** Industry as employers can help ensure skilling is done with the aim of filling current and future shortages and gaps. Understandably, this is difficult to achieve within a country and the problem is further compounded when talking about movement of skills across national boundaries. This is an area where partnerships between Industry bodies from around the world can help facilitate sharing of best practices, and information on labour markets to understand demand and supply better.
- b) Skills recognition:** There doesn't exist a global skills qualification framework, though in some regions like ASEAN, significant progress has been made in enhancing recognition of certain skills across borders to facilitate mobility. There exists a business case for portability and recognition of skills which must be promoted by Industry and facilitated by governments.

**3. Role of governments in removing constraints to mobility of skills**

Though there does exist a significant demand for labour flows in the world, protectionism is resorted to by many countries of destination. Labour Market Tests, minimum wages and quota systems are used to control inflow of human resources. The processing time for documents is very long in most countries and often applications are rejected. Businesses that rely on talent from across the borders end up at the shorter end of stick. Some initiatives that can be taken by the government to reduce hurdles to movement of people, while keeping in mind the security and sovereignty concerns of destination countries are:

- a) **Introducing professional visas for project-based, short-term movement** which are different from long-term work permits and require shorter processing time by bypassing need for excessive documentation, labour market tests etc.
- b) **Automation of document attestation** which is often a time consuming process and can take many months.
- c) **Signing treaties and agreements for skilled workers, and also increasing legal channels of migration for low and semi-skilled workers.** While it is easy to make a business case for the mobility of the best and the brightest, labour shortages in low-skilled and semi-skilled work are prevalent across the world too, and more legal avenues for movement for this type of work is required to curb irregular flows of people while catering to the demand.

#### 4. Role of Industry in removing constraints to mobility of skills

- a) **Improving manpower analysis and demand prediction** for skills that will be required in the near and distant future by utilizing data and tools for predictive analysis.
- b) **Providing assistance with processes:** Companies and corporations can facilitate movement of individuals by providing assistance at all stages including with regulations, visa processing, FRRO registration, and integration. The induction processes should also include cultural sensitization components.
- c) **Perception management:** At the macro level, the private sector can help mitigate negative perception of migrants in a variety of ways, such as by limiting onsite assignments and front end work for the local population, by creating enough local employment so that social goodwill is created in the host country and the like.
- d) **Implementation of agreements:** Individual and collective industry participation can go a long way and operationalizing the various diplomatic MoUs and agreements that are signed between governments for facilitating the actual flow of talent.
- e) **Improving internal process, systems, compliance, and infrastructure** to expedite audits by immigration officers and easing processing of work permits.
- f) **Partnering with educational and vocational institutes** to ensure fresh graduates are equipped with employable skills and do not have to be re-trained after joining.

#### 5. Business case for fair migration

While there does exist a business case for migration, it is crucial for the private sector to also make a case for fair migration. Unethical recruitment and disrespecting rights of workers can have severe reputational costs for employers, and thereby affect their profits. Skilling in the right manner can contribute to fair recruitment and here Industry can and must play a big role.



## Plenary Session II: The Role of Industry in Promoting Diaspora Engagement for Development



*From left to right: Dr. Rupa Chanda, Professor, IIM Bangalore; Prof. Vinayshil Gautam, Senior MD, Protiviti India; Dr. A Didar Singh, SG, FICCI; Ambassador Paramjit Sahai; Dr Irudaya Rajan, Chair Professor, CDS*

The Indian diaspora is one of the largest in the world and contributes to the development of the country through remittances, investments, knowledge transfer, its social capital, facilitation of trade and philanthropy. The diaspora also asserts significant soft power and has helped enhance the reputation of India and market it as a safe destination for tourism and investments, in addition to lobbying for mutually beneficial agreements in the international political realm. As a recognition of this, the government has instituted some pioneering initiatives to reach out to its overseas population and engage with them in a mutually beneficial way. These include, celebration of Pravasi Bharatiya Divas, in January each year, the Overseas Citizenship of India scheme, the Know India Program, Study India Program, a National Pension Scheme for NRIs, online services for voters, the Indian Community Welfare Fund; Investment Opportunities and the like. Discussions in this session were held around actions that Industry can take to supplement the efforts of the Indian government to tap the diaspora as resources for development of the country. Some main points of discussion were:





## 1. Role of the private sector and Industry bodies like FICCI in furthering diaspora engagement for development

- a) **Establish global partnerships with diaspora organizations and professional bodies** like TIE, the India Development Group that can assist with knowledge transfers. It is equally important to understand more comprehensively the contributions of different Diaspora Associations so as to tap them better.
- b) **Assist with setting up home-town associations in countries of destination and centers for returnees in origin states.**
- c) **Develop financial incentives and tools** to attract remittances for development such as mobile remittances or an investment fund guarantee scheme for ventures.
- d) **Tie up with universities and research institutions; provide scholarships and funding to the diaspora for training and research, and come up internship and employment schemes** for overseas Indians
- e) **Partner with the government**, for instance, the Know India Programme of the government can be utilized by Industry to showcase India's strengths.
- f) **Plug diaspora engagement into flagship programmes of the government such as Skill India, Start-up India and the Smart Cities mission.** Knowledge and expertise of diaspora can be utilized for furthering these.
- g) **Encourage entrepreneurship:**
  - Indian companies can co-fund incubation centers along with diaspora groups to encourage overseas Indians to start enterprises in India.
  - The private sector can also create focused platforms in select areas geared towards bringing together the individuals abroad who are interested in starting up in India.
  - On the skilling and training front, the private sector can provide mentorship, and involve the diaspora in skill development and certification initiatives
  - Industry can provide portals for information on business opportunities and nodal points.



## Plenary Session III: Transnational Ethical Recruitment Practices



*From left to right: Mr. Sandeep Kapoor, Deputy General Secretary, FORAI; Ms. Lara White, Senior Labour Migration Specialist, IOM; Ms Asa Torkeleson, Deputy Representative, UN Women MCO in India; Shri MC Luther, Protector General of Emigrants, GoI*

The session focused on capacities required to encourage the private sector to practice ethical recruitment and ensure that the needs of workers are mainstreamed, especially of those in the supply chain. Special attention was brought to the case of women emigrants going abroad for domestic work, since they are especially vulnerable to abuse and exploitation. Ethical recruitment is crucial to guarantee their safety and rights, in addition to adherence to the various normative frameworks that exist to do this such as ILO Convention No. 189, the Convention on Elimination of All forms of Discrimination against Women, the Sustainable Development Goals and the UN High Level Panel for Women's Economic Empowerment.

Some issues that came up during the session which are worth highlighting are:

### 1. What is Ethical Recruitment?

As defined by the IOM, ethical recruitment constitutes respect for laws and the Fundamental Principles and Rights at Work. In addition, adherence to five principles is key



for ensuring recruitment is done in an ethical manner:

- a) Prohibition of recruitment fees from job seekers
- b) Respect for freedom of movement
- c) Respect for transparency
- d) Respect for confidentiality and data protection
- e) Remedy provision for mistreatment

## 2. Measures taken by the Indian government to curtail unethical recruitment and further the interests of the Indian Diaspora

- a) **Social Security Agreements (SSA):** India has signed two such agreements in the last year, with Japan and the EU, to ensure that that Indian workers, as well as workers from these countries can avail the benefits accruing from their social security contributions in their host country upon their return. Though 18 such bilateral SSAs have been signed by India, adjustment of social security benefits across borders continues to pose a challenge, which negotiations will hopefully resolve in the near future.
- b) **Stakeholder Consultations:** Recruitment Agents have gained a bad reputation owing to some unscrupulous operators who recruit migrant workers in an unethical manner. To address the havoc caused by illegal agents, the Indian government has been engaging in consultations with all stakeholders to increase awareness about the issue. Recently, a conference was organized with the state governments of the top-ten migrant-sending states to sensitize them. The PGE is also circulating lists of illegal agents to state governments so they can book them under the law with a prosecution license. It is crucial to bring these agents under the legal fold and the radar of the government, and to do this partnerships between the government and stakeholders like FICCI, ILO and IOM can go a long way.
- c) **Pre-departure Orientation Training** is conducted by the Ministry of External Affairs with the Ministry of Skills and Enterprise Development (MSDE).
- d) **eMigrate Project:** The government's efforts have been concentrated on migrants working in the 17 Emigration Clearance Required countries, particularly those in the Gulf, which generally attract low and semi-skilled workers who are extremely vulnerable to exploitation. Unfortunately, their exploitation oftentimes begins in India itself where many unscrupulous recruiting agents charge exorbitant amounts for their placements and provide them with misleading information. With the aim of enhancing protection for these workers, India has launched a unique online portal called the **eMigrate Application System**.



### 3. How eMigrate works:

- a) E-migrate is a system to ensure that **all the stakeholders in the emigration process are on the same electronic platform to enhance coordination and transparency**, and to ensure greatest protection to the migrant. These stakeholders include the Bureau of Immigration of the Ministry of Home Affairs, the Indian Missions in the 18 ECR countries, Foreign Employers, Registered Recruiting Agents and the migrant herself. Employers and RAs have to be registered on this system and they can make an application online, which is cleared by the PGE or one of the 10 Protectors of Emigrants and made available to the Bol for verification purposes. Whenever an emigrant arrives at an airport or check-post to proceed abroad, his Passport details are validated online by the Immigration Officers and only those who have obtained Emigration Clearance are allowed to travel.
- b) With the help of e-migrate, the **credentials of over 80,000 foreign employers** have been made available online.
- c) E-migrate also has an **e-locker facility** where digital versions of all documents are captured for the migrant to access in case the originals are lost. These documents are password protected. However, family and well-wishers of the emigrant can also feed in the passport number to view details about the whereabouts and safety of the person abroad.
- d) E-migrate is also facilitating **redressal of grievances** which can be registered against an employer or an RA, and resolution is monitored by the PGE and his 10 offices. Any RA or employer or RA who fails to do the needful can be wiped off from the system at the click of a button.

Since its launch in 2014, the E-migrate project has been streamlined significantly although there continue to be some glitches and delays, but resolution of those is work in progress.

### 4. Initiatives in different part of the world to promote business models reflective of best practices for ethical recruitment:

- a) **UK Modern Slavery Act**, as per which all multinationals in the UK that qualify depending on their size are required to disclose their efforts to mitigate risk of forced labour and slavery in their company. With this, businesses are being forced to look into their supply chains.
- b) **The US Federal Acquisition Regulations** require the US federal government- which is the largest procurer of goods and services in the world- to ensure that contractors have clean labour supply chains.
- c) **Leadership Group for Responsible Recruitment** is a collaboration between five major multinational companies and non-corporate members focused on



promoting ethical recruitment and combating the exploitation of migrant workers in global supply chains across industries, and it calls upon other companies to ensure that employers, not workers, pay the fees for their recruitment.

## 5. Business Case for Ethical Recruitment

Disreputable recruitment practices have negative impacts for employers and ethical recruiters, and therefore, there does exist a business case for ethical recruitment. When workers are hired on their ability to pay rather than their competency, it leads to:

- Poor retention rates
- Lower staff productivity
- It can also lead to occupational health and safety issues, particularly in high-risk industries like oil and gas, agriculture and the like.
- It creates an uneven playing field for ethical recruiters, who charge recruitment fees to employers rather than workers, in line with ILO conventions, but lose out to those who do not adhere to these.

While the private sector has been playing an increasingly important role in exposing unethical recruitment practices, a big challenge is when exploitation occurs prior to the worker's arrival at the workplace, making it very difficult to remedy the situation. In these cases, the governments of host countries are also unable to do much because taking action lies outside the ambit of their territorial jurisdiction.

## 6. International Recruitment Integrity System (IRIS)

The IOM is in the process of pilot testing a voluntary multi-stakeholder certification system, IRIS, involving governments, businesses, workers, and civil society organizations to bring about a transformative change in the recruiting industry and increase transparency in supply chains. IRIS can be used as a tool to aid businesses do their due diligence with regards to their labour supply chains and it also has the potential to open new markets for businesses supporting ethical recruitment. The Philippines-Canada corridor, South Asia-Gulf corridor and labour supply chains in South and South East Asia are part of the pilot.

## 7. Concerns of Recruitment Agents

RAs are an important stakeholder in the migration process and are contributing significantly to the economy of the country. Registered RAs generally follow the rules and norms, implement a code of ethics, have a transparent selection process, aid with the medical check-up and also conduct pre-departure trainings in some cases. It is also uncommon for registered RAs to deploy domestic workers who, according to the representative from one of their associations, are generally recruited by illegally







operating agents. Unfortunately, RAs have gained a negative reputation because of some illegal actors who operate without a license. It is important to distinguish between legal and illegal agents to ensure that the recruitment agents can thrive as an industry, while the dishonest actors can be clamped down on or brought under regulation. It was also argued that the recruitment industry is currently over-regulated and the procedures for obtaining a license and deploying people are extremely stringent. It was expressed that there is perhaps a need to look for alternatives to overregulation to bring illegally operating agents within the legal fold.

Some miscellaneous suggestions were made at the end of the session to foster ethical recruitment, such as:

- Partnering with Trade Unions to help disseminate factual information to emigrants and returnees
- Using technology to create platforms to institutionalize ethical practices.
- Decentralizing the information dissemination processes to the ground level and including panchayat officers so workers to help spread awareness at the local level.
- Skilling at par with international standards and providing internationally acceptable accreditation to empower the workers going abroad.



## Plenary Session IV: Incentivizing 'brain circulation' for encouraging entrepreneurship and innovation.



*From left to right: Ms Tejal Padhye, Independent Researcher; Ms Chandrima Singha, VP, Invest India; Dr. David Zweig, Chair Professor, Director of Center on China's Transnational Relations*

1. **China's success in creating a reverse brain gain:** The reasons that were mentioned for this include increased political stability, an improved IPR regime, rule of law, decreasing bias against reverse migration, investment in R&D, economic growth, a planned economy wherein predicting which sectors would be worth investing in is easier, and favorable market forces because China offers a huge domestic market.

Leadership has also been largely responsible for putting an enormous emphasis on bringing talent back. Deng Xiaoping provided assurances of a safe environment after the Tiananmen Square incident to migrants wishing to return. The 1000 Talent Programme to recruit Chinese professors and researchers, and the establishment of a 'Western Returnee Scholar Association,' under Xi Jinping's leadership are other examples of proactive initiatives taken by leaders to attract skilled diaspora back to China.



## 2. Differences between India and China which can pose a challenge in the former to attract entrepreneurs back into the country:

- a) **Land Acquisition:** In China, officials have the power to expropriate land, drive people out of it to develop and sell it, which makes it easier to set up business unlike in India.
- b) **Local level initiatives:** Local governments and mayors have more incentive for attracting entrepreneurs back into the country, since the corresponding increase in the GDP increases their chances of getting promoted and rising up in the ranks of the Communist Party. In India, decisions are made at the state level, where there isn't much activity or motivation to work in this direction.

## 3. Initial, qualitative findings from a survey done in Pune as part of the FICCI-HKUST research project on reverse migration of entrepreneurs and academics were presented:

- a) **Reasons for return:** Top three reasons cited by returnees are better prospects in India with regards to technology, India's growing market and a desire to stay closer to family.
- b) **Skills acquired abroad:** In addition to technical skills, soft skills like communication, leadership, enhanced understanding of diverse cultures were cited as valuable skills gained during the time spent overseas.
- c) **Challenges faced by returnee entrepreneurs:** A common response given by both returnees and non-returnees was the ambiguity in rules and regulations and the absence of defined processes. Returnees also cited lack of professionalism, and a drastically different work culture as additional challenges.

## 4. Some recommendations were made for measures that the government can take for creating a more enabling environment for entrepreneurs to return:

- a) Encouraging incubation centers
- b) Setting up advisory portals for both returnee and non-returnee entrepreneurs and orientation programmes, specifically for returnees
- c) Developing a model to empower Indian market and industries with the help of talent, expertise and vision of overseas Indians
- d) Promoting policy and industry level research to gather ground-level insights and plan actionable steps
- e) Establishing a process oriented approach in systems

- f) Skilling locals performing semi-skilled jobs which would allow entrepreneurs to execute their vision with greater success

## 5. On the issue of return migration of academics, the following observations were made:

- a) **Government initiatives to foster return of academics have been unable to bring back the brightest scholars**, and quality of work and publications of those who return isn't always top notch. Top most individuals are reluctant to come back because environment is not as conducive for good quality research. When they do come back, it is often just to do the field work and gather the enormous data available here but genuine collaborations between universities here and those abroad are not taking place. Attracting the best talent back will be hard unless salaries become more lucrative, the eco-system is improved, and the absorptive capacity of our market is enhanced
- b) **Public universities in India have not been as forthcoming as private ones in adopting policies to attract academics from the diaspora**, even though anecdotal evidence suggests that overall experience of returnees in the government institutions is more likely to be positive.
- c) **Challenges faced by returnees abroad** and include lack of support at the local level, difficulties in adjustment, red tape and the like.
- d) **India needs a 'brain revolution,' for which participation of the diaspora is key-** Such a revolution entails more investment in education so that our future generations can have access to high quality educators. An audience member remarked that budget allocation for education has to increase in India so as to enable a restructuring of the entire education system and produce more qualified individuals and to attract talent back from abroad.
- e) **Recommendations for the way forward** include improving the quality of doctoral seminars with the support of foreign universities; introducing a scholarship programme to promote global understanding; designating ambassadors for outreach with specific targets; utilizing social media platforms, joint projects and e-buddy projects and international conferences for broader outreach and creation of a 'Brand India.'

## 6. Government initiatives that have been set in motion to foster investment from Indians in the country and abroad:

- a) **Setting up of Invest India, a joint venture, for** guiding both returnee and non-returnee investors and entrepreneurs make investments in the country from the idea to execution phase.





**b) Measures to improve India's 'Ease of Doing Business' Ranking:**

- **Digitization of processes:** The Government is trying to make rules more transparent and many of the processes and systems have been digitized.
- **Investment Promotion Agencies:** Each state now has an investment promotion agency to give out the message that a red carpet, rather than red tape is going to be rolled out for interested investors.
- **Startup India** programme is aiming to connect entrepreneurs to the wider ecosystem and enhance their access to funding, rules, guidelines, and mentorship.
- **Strengthening the Intellectual Property Rights Regime:** India has taken many steps to provide a more robust IPR regime after having received a lot of negative feedback from investors in the past.





## Plenary Session V: Migration in the SDG Agenda



*From left to right: Dr Bhaskar, CAO, India Centre for Migration; Dr. Meera Sethi, Special Envoy of the DG to India, IOM; Amb. Asoke Mukerji; Mr. Max Tunon, Labour and Migration Specialist, ILO*

### 1. Attention was drawn to some **unique features of the Sustainable Development Goals** to introduce the session:

- a) **Multi-stakeholder format:** The SDGs were agreed upon by governments, businesses and civil society, in a transparent and inclusive manner and their implementation will require multi-stakeholder partnerships as well.
- b) **Universal:** The goals do not apply to developing countries alone and the north-south dynamic which was evident in the MDGs has been done away with.
- c) **Addition of economic and environmental dimension** beyond the social dimension.
- d) **Inclusion of references to migration-** Target 10.7, in particular, makes a call for implementing 'well managed' policies for safe, orderly and regular migration.



## 2. Three issues need to be addressed for the successful implementation of the 2030 Agenda, including targets related to migration:

- a) **Financial:** the Third International Conference on Financing for Development led to the adoption of the Addis Ababa Action Agenda which can guide the way on how the implementation of SDGs can be financed.
- b) **Technological:** With regards to technology, the Tunis Agenda for Information Technology can provide guidance on how technology can be used to accelerate development.
- c) **Political:** The outgoing secretary-general of the United Nations, Mr. Ban Ki Moon once stated that there can be no development without peace. Today, more than 65 million people are impacted by violent conflict, which is the largest such figure since the Second World War. How can we strive for sustainable development in this context? The United Nations Security Council which has the double mandate of addressing conflicts and development related challenges has been failing to deliver and urgent reforms in the system are required for successful implementation of the 2030 Agenda.

3. **Review of the SDGs:** A review of implementation of SDGs has been scheduled to take place at the High Level Political Forum in July every year. This review in 2017 will have a separate SDG business forum which would be a good platform for FICCI to take up the issue at hand.

4. **IOM's Migration Governance Framework:** is an internationally agreed upon document on how best to govern migration in a comprehensive way. The framework looks at 6 policy domains to measure migration policies in states. These policy domains are institutional capacity, migrant rights, safe and orderly migration, labour migration management, partnerships, and migration in humanitarian crisis. The document promotes three principles which are important for any discussion on migration in the SDGs. These are an adherence to international standards; taking a whole of government approach; and partnerships.

5. **Regional Consultations:** Regional consultations are a missing link between national and global level platforms. While there are 18 ongoing regional consultative processes dedicated to migration, more work is required on this front and it is important for India to engage in these. The Colombo Process is one such regional initiative that India is a part of. So far, two international conferences of the Colombo Process have taken place to discuss indicators but not much progress has been made on this front so far. India has been playing an active role in the Colombo Process and it does participate in and support the process. However, India hasn't taken a leadership role as hoped. It is also important to start a dialogue on migration in other regional fora such as BRICS and BIMSTEC.

**6. National level activities:** numerous dimensions of migration have been addressed in the 2030 Agenda after a thorough consultative process and it is important for these to translate into policy and action in an inter-sectoral manner in India. State level activities are also in order given that states are key players who have been left out the conversation for far too long. For a country like India, having one broad migration policy is difficult given its vast size and diversity. What is required in this context is state level strategies to harness the benefits of migration and to crack down on illegal recruitment costs. Additionally, more work is required for better data collection, promoting increased financial literacy and mainstreaming of migration in development plans and policies.

**7. Indicators for measuring progress on migration relevant targets of the SDGs:**

Indicators with respect to two specific migration relevant targets- **Target 8.8** and **Target 10.7**- were discussed.

a) **Target 8.8** commits to protect migrant workers' rights and promote safe and secure working conditions. The proposed indicators for this target are measuring fatal and non-fatal, occupational injuries and looking at compliance with international standards. These have been classified as Tier 1 indicators since data on these counts is relatively easy to gather.

b) **Target 10.7** to make well managed migration policies is more problematic to measure. The proposed indicators are measuring recruitment costs borne by migrant workers as a proportion of their annual income and counting the number of countries that have implemented robust migration policies. These are Tier III indicators as there is no methodology for collecting and assessing the data on these. The ILO and KNOMAD have together developed a methodology for measuring overall expenditure on migrating abroad across certain corridors which could be used for assessing recruitment costs. An analysis as per this methodology has shown that movement across some corridors is enormously expensive which means workers end up getting selected not on the basis of their individual characteristics but their ability to pay high recruitment fees. Therefore, initiatives to reduce recruitments costs are needed.

**8. Existing government initiatives to address SDG targets related to migration:**

- a) The government has taken some stringent measures to combat trafficking.
- Articles 370 and 370 A to crack down on human trafficking have been included in the Criminal Law (Amendment) Act of 2013.
  - The Ministry of Home Affairs has started a programme on strengthening law enforcement response to trafficking through training and capacity building sessions. Since the year 2006, when they were first introduced, these sessions



have taken place in the states of Maharashtra, Goa, Andhra Pradesh and West Bengal. Additionally, 226 of the 330 promised anti-human trafficking units have been set up.

- The ministry of Home Affairs has also come up with a compendium of best practices of law enforcement agencies to counter human trafficking.
- Frequent advisories are organized by the Ministry to various state governments for addressing the issue of trafficking.
- The Ministry of Women and Child Development too has come up with a draft bill preventing trafficking of individuals.
- India has signed the UN Convention against Transnational Organized Crime and steps to implement this have been taken. The regional SAARC Convention on combating and preventing trafficking of women and children has also been signed by the country.

b) With regards to **lowering the cost of remittances:**

- India is committed to reducing transfer costs to less than 3% and to eliminating all remittance corridors with costs higher than 5%.
- The RBI has allowed more number of banks and financial institutions to operate freely with the aim of encouraging competition to drive costs down.
- Interest rates on NRI accounts have been deregulated and steps have been taken by the RBI to reduce handling charges.
- Procedures have been put in place to allow more banks to have tie ups with exchange houses in sending countries in GCC countries. All this has been done without compromising on the principles laid out by the Financial Action Taskforce to curb money laundering.

c) Existing initiatives to **facilitate safe and orderly migration:**

Programmes to protect and advise migrants during all phases of the migration cycle have been implemented by the government including pre-departure orientation trainings, information dissemination campaigns, establishment of overseas worker resource centres, open house programmes in missions abroad for redressal of grievances, setting up of the Indian Community Welfare Fund among many others.

These existing interventions must be taken into consideration for establishing a baseline before any discussion on indicators takes place.

With this the conference drew to an end. The deliberations were applauded for carrying forward the discussion on issues surrounding mobility of talent.

# 9

## Epilogue

The Second Annual Conference on Mobility and the Business Case for Migration brought together a variety of stakeholders and helped drive the conversation on freer mobility of talent forward. Over a 100 individuals representing Industry, government, civil society, international organizations and academia from all over the world participated in the discussions. The Conference strived to bring to the table perspectives of representatives from both countries of origin and destination, an endeavor in which it was successful.

Businesses are impacted quite significantly by migration policies of states within which they operate. The conference provided a platform for Industry members from a variety of sectors, running the gamut from IT to healthcare, to present their perspectives on migration, constraints to mobility and the role they can play in reducing these restrictions. Many recommendations emerged for the ways in which Industry and governments can contribute to maximize the benefits of migration and minimize its negative impact that are worth looking into for moving forward.

It was heartening to see a healthy exchange of views between different constituents and their willingness to work together on pertinent issues for ensuring the contributions of migration are harnessed in the best possible manner without compromising the rights of the individuals moving to destinations abroad.

At a time when elections across the world are being fought and won on visceral positions on migration, we are proud to be promoters of an objective voice and platform for talking about the mobility of people. We hope that the Conference will set the tone for an impartial debate and provoke decision makers in various realms including governments, Industry and civil society to seek greater collaboration on issues of surrounding human mobility.

**Alwyn Didar Singh**  
Secretary General,  
FICCI

a) Agenda

**Second Annual Conference on Mobility and the Business Case for Migration  
Monday, 5th December: FICCI, Federation House, New Delhi**

PROGRAMME	
0900-0930 hrs	<b>Registration</b>
0930-1000 hrs	<p><b>Inaugural Session</b></p> <p><b>Theme: The Imperatives of mobility and the Business Case for Migration</b></p> <p><b>Venue: Hari Singhania, Commission Room, Federation House, FICCI, New Delhi</b></p> <p><i>This session will be dedicated to traversing the key issues that permeate the business case for migration and are germane to industry and trade and as a result to Global economies.</i></p> <p><i>This session will also be used to launch the following:</i></p> <p><b>I. The Global Alliance on Talent, Entrepreneurship and Skills (GA-TES)</b></p> <p><b>II. Results and Report of the research project with the Hong Kong University of Science and Technology on the 'Return Migration to India'</b></p> <ul style="list-style-type: none"> <li>■ <b>Welcome address: Dr A Didar Singh</b>, SG, FICCI</li> <li>■ <b>Inaugural address: Dr Dilip Ratha</b>, Head, KNOMAD, World Bank</li> <li>■ <b>Special Address: Mr. Karl Cox</b>, VP, Global Public Affairs, Oracle Corporation</li> <li>■ <b>Keynote address: Gen (Retd) Dr VK Singh</b>, Minister of State, Ministry of External Affairs, Government of India (TBC)</li> <li>■ <b>Concluding address: Mr. Dnyaneshwar Mulay</b>, Secretary, OIA, Ministry of External Affairs, Government of India</li> </ul>





10:00-11:15 hrs	<p><b>Plenary Session I-</b></p> <p><b>Role of Indian Industry in forging bilateral, regional and global partnerships on Skills</b></p> <p><b>Venue: Hari Singhania</b>, Commission Room, Federation House, FICCI, New Delhi</p> <p><i>Even though economies of the present and the future are fuelled by 'skills', there continues to be considerable mismatch in the demand for and supply of skills alongside chronic and structural skill gaps. The Industry as employers have a considerable role to play in informing the entire spectrum of skill development from training, apprenticeships to hiring and placements. How may this potential be maximised? And how may we form more effective skill partnerships to enable better skill matching, harmonisation of standards and avoiding 'brain waste' bilaterally, regionally and globally?</i></p> <ul style="list-style-type: none"> <li>■ <b>Chair: Mr. Karl Cox</b>, VP, Global Public Affairs, Oracle Corporation</li> <li>■ <b>Keynote address: Mr Wojciech Dziworski</b>, Counsellor, Trade and Economic Affairs, Health and Food Safety/ Mobility and Transport/ Migration and Home Affairs</li> </ul> <p><b>Panellists:</b></p> <ul style="list-style-type: none"> <li>■ <b>Dr Prashant Deshpande</b>, VP, HR Strategy, Reliance Industries Ltd</li> <li>■ <b>Dr. Arpita Mukherjee</b>, Professor, ICRIER</li> <li>■ <b>Dr. Sher Verick</b>, Deputy Director, ILO DWT-South Asia and CO-India</li> <li>■ <b>Mr Vasudeva Nayak</b>, Former VP and Group Head of Global Mobility and Assurance- Global Immigration at Infosys Ltd.</li> </ul>
11:15-11:30 hrs	<p><b>TEA BREAK</b></p>
11:30-12:15 hrs	<p><b>Plenary Session II- The role of Industry in promoting Diaspora engagement for development</b></p> <p><b>Venue: Hari Singhania</b>, Commission Room, Federation House, FICCI, New Delhi</p> <p><i>Increasingly, the role of the Diaspora has become an integral part of India's foreign policy. From indifference and hostility to active engagement and leveraging the role of the Indian Diaspora in her story of development, it has come a long way. How may Industry support the Government in contributing to a more effective Diaspora engagement?</i></p> <ul style="list-style-type: none"> <li>■ <b>Chair: Dr A Didar Singh</b>, Secretary General, FICCI</li> </ul>



	<p><b>Panellists:</b></p> <ul style="list-style-type: none"> <li>■ Ambassador Paramjit Sahai</li> <li>■ Shri Manish Gupta, Joint Secretary, OIA, Ministry of External Affairs, Government of India</li> <li>■ Dr. Rupa Chanda, Professor, IIM Bangalore</li> <li>■ Dr. Irudaya Rajan, Chair Professor, CDS</li> <li>■ Professor Vinayshil Gautam, Senior Managing Director &amp; Principal Economic Adviser, Protivit India Member Pvt. Ltd</li> </ul> <p><b>Venue: Hari Singhania</b>, Commission Room, Federation House, FICCI, New Delhi</p> <p>This session will focus on capacities required to encourage multinational and national companies based in and out of India, to practice ethical recruitment and to ensure that the needs of workers are mainstreamed, especially of those in the supply-chain. The session will also expound the International Recruitment Integrity System (IRIS), a voluntary 'ethical recruitment' framework, which will benefit the stakeholders in the Labour Migration Process.</p> <ul style="list-style-type: none"> <li>■ <b>Chair: Ms Asa Torkelsson</b>, Deputy Representative, UN Women Office for India, Bhutan, Maldives &amp; Sri Lanka</li> </ul> <p><b>Panellists:</b></p> <ul style="list-style-type: none"> <li>■ <b>Shri MC Luther</b>, Protector General of Emigrants, Government of India</li> <li>■ <b>Ms. Lara White</b>, Senior Labour Migration Specialist, International Organization for Migration</li> <li>■ <b>Mr Hyder Ali</b>, President, ALFEA (Sri Lanka)</li> <li>■ <b>Mr. Wijaya Undupitiya</b>, Secretary, ALFEA (Sri Lanka)</li> <li>■ <b>Mr Sandeep Kapoor</b>, Deputy General Secretary, Federation of Overseas Recruitment Associations of India</li> <li>■ <b>Ms K Bhavani</b>, General Manager, TOMCOM, Telangana</li> <li>■ <b>Shri Rajiv Trivedi</b>, IPS, Principal Secretary, Home, Government of Telangana</li> </ul>
13:30-14:15 hrs	<p><b>LUNCH</b></p> <p><b>Venue:</b> Federation House, Banquet Hall, Third Floor</p>



14:15-15:45 hrs	<p><b>Plenary Session IV- Incentivising 'brain circulation' for encouraging entrepreneurship and innovation: The role of government</b></p> <p><b>Venue:</b> Conference Room, Federation House, FICCI, New Delhi</p> <p><i>The Federation of Indian Chambers of Commerce and Industry (FICCI) in association with the Hong Kong University of Science and Technology (HKUST) has carried out a pan-India research project on incentivising 'Return Migration to India'. This session will discuss the results of the research and point out incentives as well as loopholes in the Indian policy system to encourage 'brain circulation'.</i></p> <p><b>Panellists:</b></p> <ul style="list-style-type: none"> <li>■ <b>Dr David Zweig</b>, Chair Professor, Director of Center of China's Transnational Relations, HKUST</li> <li>■ <b>Ms. Chandrima Sinha</b>, VP, Invest India</li> <li>■ <b>Prof. Pankaj Gupta</b>, Professor, Vice Dean and Director (EMBA), O P Jindal Global University Sonipat (Delhi NCR)</li> <li>■ <b>Ms Tejal Padhye</b>, Independent Researcher and Consultant</li> </ul>
15:45-16:00 hrs	<p><b>TEA BREAK</b></p>
16:00-17:00 hrs	<p><b>Plenary Session V: Migration in the Sustainable Development Agenda 2030</b></p> <p><b>Venue:</b> Conference Room, Federation House, FICCI, New Delhi</p> <p><i>While discussing migration in the Sustainable Development Agenda of 2030 in the Indian context, this session will focus on what are the specific indicators that the government of India and the states must focus on to not only achieve migration related targets in the SDG agenda but also how may we achieve policy coherence in implementing a more holistic 'migration policy' in India and what would this entail? How can the Indian Industry better inform a dynamic and up-to-date migration policy? This session will be guided by a knowledge paper by FICCI on the same subject.</i></p> <p><b>Chair: Ambassador Asoke Mukerji</b></p> <p><b>Panellists:</b></p> <ul style="list-style-type: none"> <li>■ <b>Dr. Meera Sethi</b>, Special Envoy of DG, IOM</li> <li>■ <b>Shri Krishna Kumar</b>, MoSPI, Government of India</li> </ul>



- **Mr Max Tunon**, Labour and Migration Specialist, ILO
- **Shri Rajiv Trivedi**, IPS, Principal Secretary, Home, Government of Telenagana
- **Dr. Bhaskar, CAO**, India Center for Migration, Ministry of External Affairs, Government of India

17:00-17:15 hrs **Summary/Wrap Up**

1715 onwards **High Tea**

**Venue:** Federation House, Lounge Area, Third Floor







Established in 1927, FICCI is the largest and oldest apex business organisation in India. Its history is closely interwoven with India's struggle for independence, its industrialization, and its emergence as one of the most rapidly growing global economies.

A non-government, not-for-profit organisation, FICCI is the voice of India's business and industry. From influencing policy to encouraging debate, engaging with policy makers and civil society, FICCI articulates the views and concerns of industry. It serves its members from the Indian private and public corporate sectors and multinational companies, drawing its strength from diverse regional chambers of commerce and industry across states, reaching out to over 2,50,000 companies.

FICCI provides a platform for networking and consensus building within and across sectors and is the first port of call for Indian industry, policy makers and the international business community.

## Contact Us

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