



India-EU CDMM Project

Development of pre-departure handbook for Indian going to Europe

Summary of three stakeholder consultations

organized by ILO in partnership with ICM

August 2020 | Virtual meeting

I. The Context:

In recognition of the growing importance of migration and mobility in EU-India relations, the Government of India (GOI) and the European Union (EU) endorsed a framework for cooperation - the India-EU Common Agenda for Migration and Mobility (CAMM) in 2016. One of the agreed points under the CAMM is to develop program and policies for pre-departure orientation. To support this area, the technical support project, EU-India Cooperation and Dialogue on Migration and Mobility, is preparing a pre-departure handbook for Indian migrants going to Europe.

A wide spectrum of people migrate to Europe from India at all skill levels – low, medium and high. Indian migrants include farm workers, construction workers, doctors, engineers, researchers and IT workers. A large part of Indian migrants to Europe is for the purpose of family re-unification, adding to the complexity of migration experiences. The Government of India has previously developed pre-departure handbooks for migrants going to the Gulf which have been successfully used by trainers and migrants. This handbook for Europe will build on this previous experience.

To gather content for this handbook, three consultations with different stakeholders were organized. This first consultation was held on 11 August 2020 with the Government of India's skill training partners conducting training on pre-departure orientation for overseas migration, the second on 14 August 2020 with Facilitators of Overseas Mobility including recruitment agents, Government Protectors of Emigrants, and the third on 21 August 2020 with an Experts' Group comprising civil society organizations, trade unions and UN organizations.

These consultations were organized by the International Labour Organization (ILO), in partnership with the India Centre for Migration (ICM), a think-tank under the Ministry of External Affairs, Government of India. Concept notes, agenda and participant list of the three meetings is attached as Annexes to this document.

The findings and suggestions are summarized below.

II. Summary of suggestions from stakeholders

Suggestions were gathered under two separate sections:

1. Content of the handbook
2. Presentation of the content



1. CONTENT OF THE HANDBOOK

Topics discussed	Gol pre-departure trainers	Facilitators of overseas mobility	Experts' group
Introduction to Europe: EU countries are not always known to migrants Visa types and validation processes and other requirements are not known. Because of lack of knowledge of such requirements and language barriers they often land in trouble. Specific regions of India from where irregular migration takes place can be highlighted to alert potential migrants of extra precautions they may need to take.	It would be helpful to have a map and names of the countries. Languages spoken would be useful to know. Information on aspects like the severe winter weather should be shared.	Documents that need to be produced on arrival needs to be listed in the handbook. Information about different visa types, requirements and online services. Highlight special requirements such as language skill as in case of getting Schengen visa. Health protocol should be included – measures to be adapted in airports etc., whether social security and health insurance covers COVID or not.	A list providing types of visa can be added. Most of the countries require visa validation by local police within 8 days,. Such caution points should be included. Mapping of areas within India from where high incidence of irregular migration takes place to areas of destinations can be included in the handbook.
Socio-cultural : Food and culture are very different from India. Often, migrants have difficulties in adjusting to the food, culture and religious differences, and they tend to return due to such reasons. Therefore, preparedness in this area may help alleviate such situations.	Include what to expect in Europe in terms of custom, food, religion, social interaction and traditions – in short what living there is like.	Include information around custom, food, religion, social level of interaction, life style (pros and cons) and tradition.	The skill requirement also with respect to languages, needs to be inserted in the handbook. Since food habits are expected to see a major shift, this also needs mention in the handbook. Culture of the region in terms of manners expected, to be included. Some background knowledge of house rent/lease in the



India-EU Common Agenda on Migration and Mobility



			areas would be helpful.
Gender: Gender relations are very different in Europe, compared to India. There are certain industries which have a higher participation of women (like care sector – nursing and domestic work) but women migration is also associated with family-reintegration. Men from India are not aware about equal relations and don't know how to behave with women.	The issues and problems faced by women can be very different from those encountered by men and information on specific vulnerabilities etc should be shared.	Add information on gender interactions and sensitivity on this issue.	Gender sensitivity should be briefed in the handbook. The women workers in particular should be made aware of the potential gender based violence (GBV) that can take place and the redressal mechanism. The legal status of LGBT community in the countries in consideration on the migrants list should also find mention in the handbook.
Working conditions: Sometimes workers are misinformed or lack clarity regarding working hours, duties and responsibilities resulting in a mismatch between the work schedules and expectations of the migrants The requirement for productivity and skill levels is quite different when compared to India.	Instructions to clearly read and understand the work contracts can be included. This could be facilitated by providing a list of key words that the workers need to know to understand his/ her contract. Sharing of standard contract or agreement copies and images of work visas for the major migrant receiving country may help better inform the migrants. Information about the work culture of the regions, etiquettes, occupational,	Probably 2-3 times volume of work is needed to be done by a worker in EU compared to in India. This information must be shared in the handbook. Some emigrants may be required to stay for long and can gain status of localised employee in the process, as deputed model cannot be carried further. Then what happens to his/ her employment contact at home country is not clearly given anywhere. Some guidance on this might be helpful.	Some background awareness about work contracts, work culture and hours, leisure time might be useful for the workers. Listing of knowledge about professional skill training particularly those in requirement by the destination country can be helpful. In the handbook, mention of laws particularly guiding recruitment practices, employment terms and conditions would be particularly useful so that workers can relate it to the their work contracts. Workers should be clear about their

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India-EU Common Agenda on Migration and Mobility



	health and safety standards should also be focused.		wages as mentioned in the contract. Importance should be given how to read the contract.
Grievance Redressal : Though conditions at work across countries of Europe may vary widely, in general the regulations facilitating workplace norms and workers rights are adhered to, and there are structures and systems to address grievances. Prevention of fraud is also important including greater transparency in recruitment agents.	Listing the possible contact points for grievance redressal should figure in the handbook. In case of any difficulty at workplace, the aggrieved worker should be trained to go to the company management at first, via the authorized channel i.e. supervisor and employer and if unresolved then only to embassy. There should be clear instructions what the ambit of embassy is or isn't.	In case of any grievance worker should be adequately trained to approach the employers first and if it is not resolved then to approach certain organisations working in the field/ embassy. Existing industry norms in EU- Every country in EU has a booklet published for norms in each industry. These norms are very different from India. Transparency in selection of candidates and recruiting agents need to be brought in. (checking of fake advertisements by agencies should be presented as an example). Currently there is lack of any platform to check authorization of agent and some guidance on that may be provided	
Social Security and Protection:	Workers/migrant families should be given training on	A list of benefits that the migrants are entitled to in	High risk and high skill workers, like health workers, particularly

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The migrants may not be aware of the social protection systems and need this information.	claiming of insurance and the process of registration. Details about the health scheme such as '<i>Pravasi Bhartiya Bhima Yojna</i>' may be useful to mention. Health insurance is a complex issue in EU, however that needs to be definitely and separately dealt with, specially given the current pandemic. At several instances return migrants or migrants on their visit to home carry articles like LED TV without knowing the legal and penalty/cost implications, landing them either into illegal offence or shelling out higher price because of customs and alike. Such examples/ case studies could be added in the handbook to intimate the migrants about these issues.	various countries of EU needs to be added. Also highlight different medical facilities.	in the time of pandemic should be under the ambit of insurance which currently many are not covered with. A short but well carved review of insurance policies should find place in the handbook. Listing of information guiding recruitment of health workers can be provided.
Living in Europe: Bringing family members, sponsoring dependents and children to live in Europe		A migrant family may face several complicated issues such as education of children,	Hand-book can contain guidelines about what to expect in the labour market of a given country, so

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can be a complicated process and a migrant may need information regarding this to make an informed decision.		accessibility to affordable housing, higher living costs, conditions of employment of the spouse etc. All these issues must be adequately explained in the handbook. Migrants should also be informed that marriage certificate needs to be in English.	that families do not landed in irrational expectations, because cost of living of a family is way higher. The migrants should be made aware of the vulnerabilities/ risk that children, women, workers, adolescents can be exposed to in different countries Europe.
Role of Embassy:	Contact information of embassy would be important to include		
Useful links:	Reference list for apps that can be downloaded		A list of civil societies working towards protection of vulnerable groups might be included in the handbook, so that migrants can contact them in distress.

2. PRESENTATION OF CONTENT

Method	Gol pre-departure trainers	Facilitators of overseas mobility	Experts' group
Pictorial representation	Pictorial representation for contents should be made frequent for easy understanding.		
Language	Uncommon Hindi translations/words should be avoided in the handbook, colloquial words would be helpful		
Use of technology Leveraging technology rather the current way	A small video is suggested to help	Methodology should be interactive.	

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of disseminating information through handbooks or publications and physical training may be required given the COVID situation and also as there may be migrants who are not able to read either English or Hindi (official language of India) For low skill workers, distributing hard copies of pre-departure handbooks is more convenient as they may not be comfortable using mobile/ technology based information.	overcome language barriers. Video could be included consisting of pre-departure instructions on visit to airport, luggage pick up.	Video based content to be available in web-site. The content can be done in multi-media format in all schedule languages declared by the Constitution of India. Applications and various modules videos (based on migrant type: student/ worker, skilled/unskilled) can be developed which can be easily looked up for revising the do/don'ts while travelling and can be virtually accessible everywhere.	
App linked/ helpline	Though the intent is not promotion of any particular app, but certain translation applications/tools (like Duolingo) might be useful for the migrant workers. Given the multiplicity of applications, app based training might not be suggestive. A function can be pre-installed that direct text messages or calls automatically at 24*7 helpline or embassy in case the migrant is caught in a distress situation.		
Different Sections/chapters/	There could be two parts to the handbook – generic/ smaller	Separate sections for less or semi-skilled and the highly-skilled	The handbook should not be a static document but rather

India-EU Cooperation and Dialogue on Migration Mobility Project



additional information etc.	handbook, specific/detailed handbook. Smaller handbook would contain the details of dos/don'ts whereas the detailed handbook may contain the socio-cultural specifications etc. Also, rather than concentrating more on the problems/dont's, the focus or highlight of the handbook should be more on what should be taken care of during the entire process of migration – preparedness for journey, transit process, safety and adaptation, occupational safety and standards etc.	group of migrant should be created. A separate section in the handbook for different occupations or industries. User-friendly formats need be adopted.	a dynamic, with provision for frequent revision for capturing the real time scenario. Real experiences to which migrants can relate should be shared as case studies.
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III. Annexures



Annex 1

Meeting with PDOT trainers

A. Concept Note

Stakeholder consultation with PDOT Trainers on developing pre-departure content for Indian workers migrating to the EU

11 August 2020

Virtual meeting

Background

Indian government and the EU endorsed the India-EU Common Agenda for Migration and Mobility (CAMM) at the EU-India Summit of 30 March 2016 recognising the growing importance of migration and mobility in EU-India relations, a framework for cooperation. While the two sides have agreed to work collaboratively on the issues of migration and mobility, there is a need to ensure the dialogue is not limited to just high level events, but that collaboration and sharing gain momentum and the objectives of the CAMM are achieved. With this aim, the International Labour Organization (ILO), International Centre for Migration Policy Development (ICMPD) and India Centre for Migration (ICM) are implementing a technical support project on India-EU CAMM.

The overall objective of the project is to contribute to a better governance of migration and mobility between the EU and India, as well as to prevent and address the challenges related to irregular migratory flows. Its specific objective is to support the EU-India High Level Dialogue on Migration and Mobility (HLDMM) and the implementation of the Common Agenda for Migration and Mobility (CAMM).

In line with section 3 (viii) of the CAMM which states that issues such as “developing programmes and policies for pre-departure orientation including to facilitate integration” development of pre-departure orientation training material is planned, given the comprehensive human rights approach towards migration governance adopted by the project. This material is also expected to contribute towards section 4 (viii) “building awareness amongst all stakeholders about the risks of irregular migration and building capacity and exploring ways for prevention of irregular migration”, as well as section 5 (ii) “harnessing the contribution of migration to the economy of destination countries as well as origin”. It will thus address three priority areas of the CAMM - regular migration, irregular migration and trafficking, maximizing the development impact of migration.

As a beginning step towards the content development, ILO in partnership with ICM plans to hold a series of stakeholder consultations to invite and incorporate the perspective of critical stakeholders in compiling the most relevant pre-departure information for migrant workers heading to the EU

Rational for Identification of PDOT Trainers as critical stakeholders

This PDOT content development process will incorporate high degree of contextualization of the existing GOI PDOT ToT manual¹ which is focused on workers migrating to the Gulf. The existing ToT manual covers topics such as importance of pre-departure orientation, migration trends, cost and benefits of migration, modes of overseas recruitment, post-arrival, women’s migration, legal

¹ <https://nsdcindia.org/sites/default/files/files/PDOT-TOT.pdf>



protection, role of Indian missions and welfare schemes for emigrants. The planned training content will complement this information with the European context. It will also address gender issues, family issues and will be developed to be user-friendly.

In addition to the stated objectives of the planned stakeholder consultations, these meetings will help the project team developing the content to gain a better understanding of the gaps in migrant's knowledge of the practical reality, their perception of the destination country, integration challenges, their awareness on irregular migration and trafficking, social protection, remittances, return and so on. PDOT Trainers impart training to emigrants only. Their experiential knowledge of the migrants' understanding and perception will help the project team in incorporating these considerations into the training content.

These master trainers belong to various training institutions accredited by National Skills Development Corporation (NSDC) of Ministry of Skill Development & Entrepreneurship (MSDE). Training of Trainers (ToT) is currently also done through ToT workshops in collaboration with State Governments.

This project, therefore, envisages a critical contribution of the stated stakeholder in the development of this training content.

Details of the Consultation

Objective

- To gain perspective of the Indian PDOT Master Trainers on specific themes, topic areas and training methodology essential for pre-departure training of Indian workers migrating to the EU
- To get inputs for content to be incorporated in the EU focused handbook for migrants.

Expected outcome

- An outcome document incorporating the suggestions and recommendations of the PDOT Master Trainers

This outcome document will act as a brief reference document for ILO and ICM while drafting the PDOT training content. This document will be part of a series of brief documents covering the perspectives of different stakeholders identified as critical in the process of PDOT content development.

Methodology

The meeting will begin with a brief presentation of the project and the task of content development for pre-departure orientation. This will be followed by an overview of the EU labour market trends and opportunities.

This introductory information will contribute in setting the context for a discussion with the Indian PDOT Master Trainers. ILO as moderator will start a discussion with the trainers inviting their inputs and viewpoints on areas that require training orientation of Indian workers migrating to the EU.

Participants

- 12-15 Indian PDOT Master Trainers
- India Centre for Migration (ICM)/(MEA)
- International Labour Organization (ILO)

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Duration: 2 hours (1500 -1700 IST)

Meeting host- WebEx

B. Meeting agenda

Agenda	Time
Welcome Address - Mr Satoshi Sasaki, Deputy Director, International Labour Organization, India - Ms Tadu Mamu, Deputy Secretary, Ministry of External Affairs, Government of India (tbc)	5 min
Project Introduction - Ms Shruti Rane, Research and Admin Assistant, International Labour Organization	5 min
Introduction to the planned content development - Dr Surabhi Singh, Chief Administrative Officer, ICM	5 min
Discussion with PDOT trainers- moderated by - Ms Seeta Sharma, Technical Officer, International Labour Organization	1 hr 15 min
Way forward - Ms Seeta Sharma, Technical Officer, International Labour Organization	5 min
Vote of thanks - Ms Priyadarshika Subba, Research Assistant, ICM	5 min

C. Meeting Participants

S. No	Participant Name	Organization
1	Pieyush Gupta	Director, OIA-1, Ministry of External Affairs
2	Surabhi Singh	ICM
3	Priyadarshika Subba	ICM
4	Mohd Atif	RSLDC- Rajasthan PDOT Trainer
5	Nikhil Kumar Batra	District Skill Coordinator at Rajasthan Skill & Livelihoods Development Corporation, Ajmer.
6	Shalini Singh	Orion Edutech Pvt. Ltd, Mandir Marg, New Delhi
7	kondreddy bharathi	Telangana Overseas Skill Testing Centre, Hyderabad
8	Wasim Rahmat	Don Bosco Technical Institute, Okhla, New Delhi
9	Satvinder Singh	Regional Centre for Entrepreneurship Development- Mohali
10	Austin	Espoir Academy (Eram Skills), Ernakulum
11	Ashish Anand	Darbhangha- PDOT trainer

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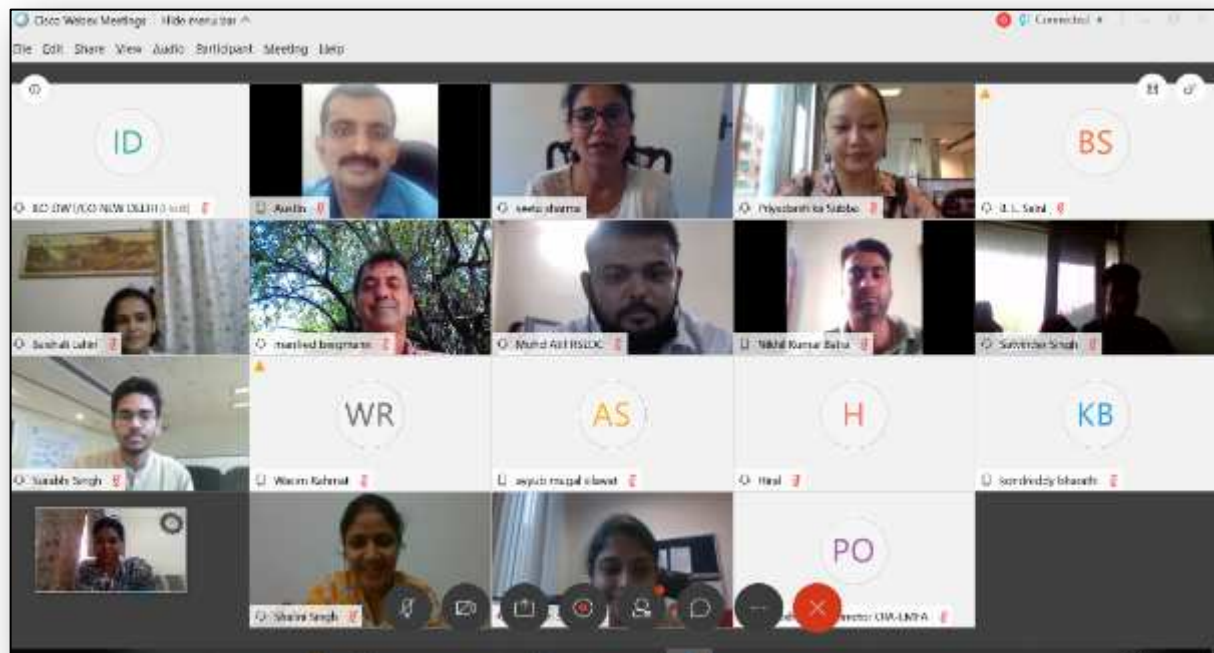


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12	Ayyub mugal silawat	
13	Manfred Bergmann	ILO Consultant preparing the handbook
14	Baishali Lahiri	Rapporteur
15	Satoshi Sasaki	ILO
16	Seeta Sharma	ILO
17	Shruti Rane	ILO
18	Neha Wadhawan	ILO

D. Meeting photo



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Annex 2

Meeting with Facilitators of Overseas Mobility

A. Concept Note

Stakeholder Consultation with Facilitators of Overseas Mobility on
Developing a pre- departure handbook content for Indian workers migrating to the EU

14 August 2020
Virtual meeting

Background

Indian government and the EU endorsed the India-EU Common Agenda for Migration and Mobility (CAMM) at the EU-India Summit of 30 March 2016 recognising the growing importance of migration and mobility in EU-India relations, a framework for cooperation. While the two sides have agreed to work collaboratively on the issues of migration and mobility, there is a need to ensure the dialogue is not limited to just high level events, but that collaboration and sharing gain momentum and the objectives of the CAMM are achieved. With this aim, the International Labour Organization (ILO), International Centre for Migration Policy Development (ICMPD) and India Centre for Migration (ICM) are implementing a technical support project on India-EU CAMM.

The overall objective of the project is to contribute to a better governance of migration and mobility between the EU and India, as well as to prevent and address the challenges related to irregular migratory flows. Its specific objective is to support the EU-India High Level Dialogue on Migration and Mobility (HLDMM) and the implementation of the Common Agenda for Migration and Mobility (CAMM).

In line with section 3 (viii) of the CAMM which states that issues such as “developing programmes and policies for pre-departure orientation including to facilitate integration” a pre-departure orientation material handbook is planned, given the comprehensive human rights approach towards migration governance adopted by the project. This content is also expected to contribute towards section 4 (viii) “building awareness amongst all stakeholders about the risks of irregular migration and building capacity and exploring ways for prevention of irregular migration”, as well as section 5 (ii) “harnessing the contribution of migration to the economy of destination countries as well as origin”. It will thus address three priority areas of the CAMM - regular migration, irregular migration and trafficking, maximizing the development impact of migration.

As a beginning step towards the content development, ILO in partnership with ICM plans to hold a series of stakeholder consultations to invite and incorporate the perspective of critical stakeholders in compiling the most relevant pre-departure information for migrant workers heading to the EU

Rational for Identification of Recruitment Agents as critical stakeholders

This content development process will incorporate high degree of contextualization of the existing GOI PDOT manual² which is focused on workers migrating to the Gulf. It will therefore include information on regulations, methods, do's and don'ts, risks of irregular migration, trafficking and smuggling. It will also address gender issues, family issues and will be developed to be user-friendly.

² <https://emigrate.gov.in/ext/static/english-pre-departure-orientation-for-migrant-workers.pdf>



Recruitment agents are one of the few external stakeholders who play a significant role in the initial phases of migration of the migrant workers.

In addition to the state objectives of the planned stakeholder consultations, these meetings will help the project team developing the content to gain a better understanding of the practical realities of migration from India to EU, including issues related to regular migration, prevention of irregular migration and trafficking, social protection, remittances, return and so on.

The day-to-day experience of recruitment agents in dealing with employers in the countries of destination, government authorities as well as migrants themselves gives them a unique and comprehensive understanding of the strengths as well as the gaps in the governance mechanism of international migration, some of which can be addressed through meaningful training at the pre-departure phase. They are mandated to ensure low-skilled migrant workers complete this training before migrating to the destination countries in the Gulf.

This project, therefore, envisages a critical contribution of the stated stakeholder in the development of this manual. Based on their previous experience in their capacity of supporting migrant workers, this stakeholder consultation will also act as a review of existing information, in terms of its relevance in contemporary times.

Details of the Consultation

Objective

- To gain perspective of the Indian recruitment agents on specific themes, topic areas and training methodology essential for pre-departure training of Indian workers migrating to the EU
- To review content of the existing PDOT manual basis present migration trends and needs of the out-going migrant workers

Expected outcome

- An outcome document incorporating the suggestions and recommendations of the recruitment agents

This outcome document will act as a brief reference document for ILO and ICM while drafting the PDOT manual. This document will be part of a series of brief documents covering the perspectives of different stakeholders identified as critical in the process of PDOT content development.

Methodology

The meeting will begin with a brief presentation of the project and the task of content development for a pre-departure handbook. Participants will be invited to give their inputs towards content for a pre-departure handbook for migrants going to Europe. Some guiding questions will be placed by the moderators and participants experience will inform the discussions.

Participants

- Indian recruiters for the EU labour market
- Transnational companies that depute workers to Europe
- India Centre for Migration (ICM)/ (MEA)
- International Labour Organization (ILO)

Date: 14 August 2020

India-EU Cooperation and Dialogue on Migration Mobility Project



Duration: 2 hours

Meeting Host and Platform: ILO via WebEx

B. Agenda

Agenda	Time
Welcome Address - Mr Satoshi Sasaki, Deputy Director, International Labour Organization, India - Mr Pieyush Gupta Director OIA-1 , Ministry of External Affairs, Government of India - Ms Sedef Dearing, Regional Coordinator for South Asia, International Centre for Migration Policy Development	10 min
Project Introduction - Ms Shruti Rane, Research and Admin Assistant, International Labour Organization	5 min
Introduction to the planned content development - Dr Surabhi Singh, Chief Administrative Officer, ICM	5 min
Discussion with facilitators of overseas mobility - moderated by - Ms Seeta Sharma, Technical Officer, International Labour Organization	1 hr 15 min
Way forward - Dr Surabhi Singh, Chief Administrative Officer, ICM	5 min
Vote of thanks - Ms Priyadarshika Subba, Research Assistant, ICM	5 min

C. Meeting participants

S. No	Participant Name	Organization
1	Pieyush Gupta	OIA-1, Ministry of External Affairs
2	J K SAO	POE, Ministry of External Affairs
3	POE CHD	POE, Ministry of External Affairs (Chandigarh)
4	Pradip Yadav	POE, Ministry of External Affairs, New Delhi
5	Mukesh Kaushik	POE, Ministry of External Affairs
6	Mukesh Kaushik	POE, Ministry of External Affairs, Hyderabad
7	PoE Tvm	POE, Ministry of External Affairs- Trivendrum
8	Sumathi Vasudev	POE, Ministry of External Affairs- Chennai
9	Priyadarshika Subba	ICM
10	Hiral Upadhyay	ICM
11	Harshit Rai	ICM
12	Surabhi Singh	ICM
13	Baishali Lahiri	Rappoteur
14	Shailendra Nigam	Sinclus
15	Swapna	ODEPC
16	EVELYN P KANNAN	TNAI
17	Shariq Altaf	M/S Skyways

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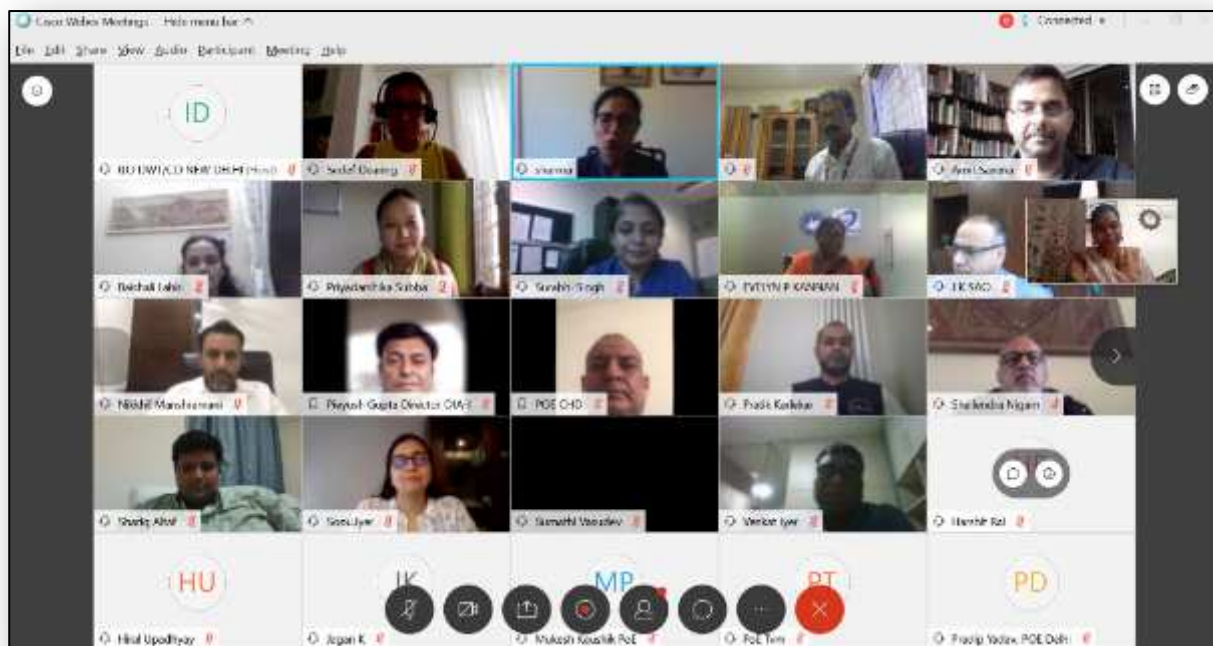


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18	Ajith Kolassery	NORKA
19	Jagan K	Tech Mahindra
20	Sonu.Iyer	E & Y
21	Puneet Gupta	E & Y
22	Pratik Karlekar	Tech Mahindra
23	Jatinder singh	Sufi
24	Nikkhil Manshramani	ABC International
25	Venkat Iyer	Aventus Human Capital Solutions Pvt. Ltd.
26	Amit Saxena	Ambe International
27	Sandeep Kapoor	M&S Group
28	Manfred Bergmann	Consultant
29	Satoshi Sasaki	ILO
30	Seeta Sharma	ILO
31	ILO DWT/CO NEW DELHI	ILO
32	Shruti Rane	ILO
33	Neha Wadhawan	ILO
34	Sedef Dearing	ICMPD

D. Meeting Photo



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Annex 3

Meeting with Experts' Group

A. Concept Note

Stakeholder consultation with Experts' Group on
developing pre-departure content for Indians migrating to the EU

21 August 2020

Virtual meeting

Background

Indian government and the EU endorsed the India-EU Common Agenda for Migration and Mobility (CAMM) at the EU-India Summit of 30 March 2016 recognising the growing importance of migration and mobility in EU-India relations, a framework for cooperation. While the two sides have agreed to work collaboratively on the issues of migration and mobility, there is a need to ensure the dialogue is not limited to just high level events, but the collaboration and sharing gain momentum and the objectives of the CAMM are achieved. With this aim, the International Labour Organization (ILO), International Centre for Migration Policy Development (ICMPD) and India Centre for Migration (ICM) are implementing a technical support project on India-EU CAMM.

The overall objective of the project is to contribute to a better governance of migration and mobility between the EU and India, as well as to prevent and address the challenges related to irregular migratory flows. Its specific objective is to support the EU-India High Level Dialogue on Migration and Mobility (HLDMM) and the implementation of the Common Agenda for Migration and Mobility (CAMM).

In line with section 3 (viii) of the CAMM which states that issues such as “developing programmes and policies for pre-departure orientation including to facilitate integration” a pre-departure orientation material handbook is planned, given the comprehensive human rights approach towards migration governance adopted by the project. This content is also expected to contribute towards section 4 (viii) “building awareness amongst all stakeholders about the risks of irregular migration and building capacity and exploring ways for prevention of irregular migration”, as well as section 5 (ii) “harnessing the contribution of migration to the economy of destination countries as well as origin”. It will thus address three priority areas of the CAMM - regular migration, irregular migration and trafficking and maximizing the development impact of migration.

As a beginning step towards the content development, ILO in partnership with ICM plans to hold a series of stakeholder consultations to invite and incorporate the perspective of critical stakeholders in compiling the most relevant pre-departure information for migrant workers heading to the EU.

Rational for inclusion of group of experts as critical stakeholders

This content development process will incorporate high degree of contextualization of the existing GOI PDOT manual³ which is focused on workers migrating to the Gulf. It will therefore include information on regulations, methods, do's and don'ts, risks of irregular migration, trafficking and smuggling. It will also address gender issues, family issues and will be developed to be user-friendly. Other stakeholders, including grassroot organizations, UN agencies, activists and trade unions have been providing information to migrant, increasing awareness amongst family members and community leaders and assisting migrants in difficult or vulnerable situations, often helping them to

³ <https://emigrate.gov.in/ext/static/english-pre-departure-orientation-for-migrant-workers.pdf>



access services and legal recourse. This puts civil society, trade unions and others in direct contact with the migrants and their family members. They can therefore bring direct field experiences on the issue of not just regular migration but also irregular migration, trafficking and smuggling, recruitment and visa fraud, social protection, social and cultural difficulties, return and so on. Since they are helping migrants access rights, they could also provide a deep insight into the information gaps that exist and need to be plugged. This information would be crucial for the development of the pre-departure handbook.

This meetings will help us get closer to the real issues that impact migrants and contextualise the content. Invitees will include those that have run awareness campaigns on migration, work on complaints and cases related to migrants and also deal with returnee migrants etc.

Details of the Consultation

Objective

- To understand the realities of migrants and their family members and the gaps in information that lead to their vulnerability
- To learn from other campaigns and messaging as to what is critical information and how it may be presented to migrants

Expected outcome

- An outcome document incorporating the suggestions and recommendations of experts' group.

This outcome document will act as a brief reference document for ILO and ICM while drafting the PDOT manual. This document will be part of a series of brief documents covering the perspectives of different stakeholders identified as critical in the process of PDOT content development.

Methodology

The meeting will begin with a presentation of the project. Participants will be invited to give their inputs towards the content for a pre-departure handbook for migrants going to Europe. Some guiding questions will be placed by the moderators and participants experience will inform the discussions.

Participants

- Civil society organizations and activists working with migrants
- Trade unions (European & global) that have been involved with pre-departure related modules and training, filing complaints etc.
- UN organisations with experience of creating awareness etc.
- India Centre for Migration (ICM)/ (MEA)
- International Labour Organization (ILO)

Date: 21 August 2020

Duration: 2 hours

Meeting Host and Platform: ILO via WebEx

**B. Agenda**

Agenda	Time
Welcome Address - Mr Satoshi Sasaki, Deputy Director, International Labour Organization, India - Mr Pieyush Gupta Director OIA-1 , Ministry of External Affairs, Government of India	10 min
Project Introduction - Ms Shruti Rane, Research and Admin Assistant, International Labour Organization	5 min
Introduction to the planned content development - Dr Surabhi Singh, Chief Administrative Officer, ICM	5 min
Discussion with Experts' Group - moderated by - Ms Seeta Sharma, Technical Officer, International Labour Organization	1 hr 15 min
Way forward - Dr Surabhi Singh, Chief Administrative Officer, ICM	5 min
Vote of thanks - Ms Priyadarshika Subba, Research Assistant, ICM	5 min

C. Meeting participants

S. no	Participant Name	Organization
1	Pieyush Gupta Director OIA-I	OIA-1, Ministry of External Affairs
2	Surabhi Singh	ICM
3	Hiral Upadhyay	ICM
4	Harshit Rai	ICM
5	Harshit Rai	ICM
6	Priyadarshika Subba	ICM
7	Sanjay Awasthi	IOM
8	Pramod Kumar Brahma	IOM
9	Godsen Mohandoss	PSI- Global Union federation
10	Kannan Raman	PSI- Global Union federation
11	Mungreiphy	CARITAS INDIA
12	Ravi Hemadri	Development and Justice Initiative
13	Minimohan	Researcher
14	Sahiba Gill	Society for Labour Development
15	Rejimon Kuttappan	Independent researcher
16	Rose Paite	Centre for Development Initiatives, Guwahati
17	Sruthi	
18	Lissy Joseph	NWWT
19	Baishali Lahiri	Rapporteur
20	Manfred Bergmann	Consultant
21	Dr. Aqueel Khan	ASK India
22	Hodiwala Naozad	ICMPD

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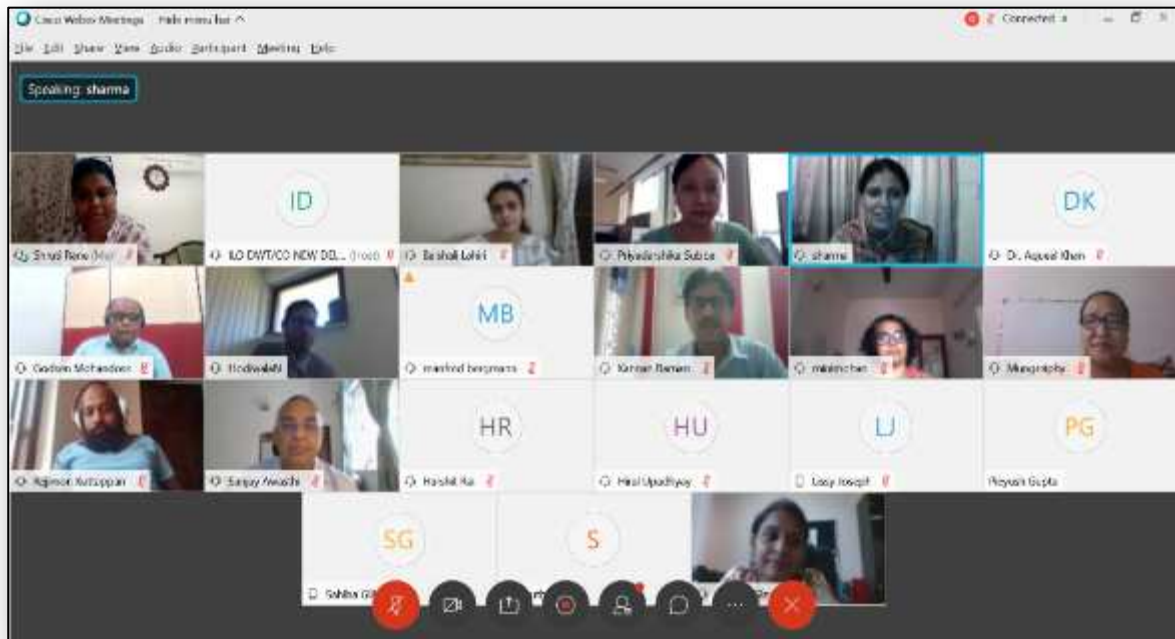


India-EU Common Agenda on Migration and Mobility



23	Satoshi Sasaki	ILO
24	Seeta Sharma	ILO
25	Neha Wadhawan	ILO
26	uniyal@ilo.org	ILO
27	Shruti Rane	ILO

D. Meeting photo



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