

# The Migration Conclave

**Theme:** Labour Migration –  
A Framework for Sustainable  
Industrial Development

29<sup>th</sup> November, 2023



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# About AIOE

The All-India Organisation of Employers' (AIOE), an allied body of Federation of Indian Chambers of Commerce & Industry (FICCI), is the oldest and apex national employers' association of India set-up in 1932. It has a history of 8 decades in representing the interests of employers at national as well as international forums on social and labour policy matters.

AIOE serves its members, affiliated business chambers and associations through a team of experienced professionals specialized in Labour Laws, Human Resource and allied disciplines related to employment.

AIOE provides a forum for consultation and discussion among members on matters of common interest and seeks the adoption of sound principles and practices of human resource and industrial relations through information, advice, research, training and other activities.

## Vision

Aims at serving the cause of Indian industry by promoting sound industrial relations and better understanding between employers and workers on the mutuality of interests.



## Mission

To foster initiatives supporting accelerated and sustainable growth that embraces good industrial relations, livelihood, governance and skill development.



## Affiliations & Collaborations

- ❖ It is one of the member constituent of International Labour Organisation (ILO).
- ❖ It is a member of International Organisation of Employers (IOE).
- ❖ It is a constituent of South Asian Forum of Employers (SAFE) and Council of Indian Employers (CIE).
- ❖ It has collaboration with The Association for Overseas Technical Cooperation and Sustainable Partnerships (AOTS), Japan to train HR & IR Professionals in Japan and India.

## Representations

- ❖ AIOE represents the key interest of employers at both national and international forums.
- ❖ Advocates employers' interest in policy decision of the government.
- ❖ It proactively initiates national and regional bipartite and tripartite dialogues with government & trade unions.
- ❖ It is accredited as a national body for making representations at international forums and conferences highlighting the employers view and issues.
- ❖ It takes necessary steps for promoting, supporting or opposing legislative and executive action likely to effect the interest of industry.
- ❖ It has a notable presence at the International Labour Organisation, United Nations Organisation, International Organisation of Employers, International Chamber of Commerce and other conferences and committees.

## Services Provided

AIOE is dedicated to provide impeccable timely service to its members as elucidated :

1. We stand committed to convey industry's concerns on labour and employment issues to the appropriate government authorities.
2. To provide expert consultancy and advisory service to members on the application of labour legislations, policies and guidelines.
3. Timely update our members on recent legislative and policy developments on industrial relations.
4. Enable employers develop a sustainable and competitive enterprise.
5. Regularly organise customised seminars, workshops, conferences, and training programmes benefiting industry.
6. Provide leading-edge and timely research and information on HR & IR and employment trends through news wrap and circulation of government notifications.





# Membership



The membership of All India Organisation of Employers (AIOE) is open to all companies registered in India and abroad, having its operations within or outside Indian territory and all Associations/ Chambers representing any industry/ industries, trade/trades or commerce.

## MEMBERSHIP CATEGORIES

### Individual

This category is open for any individual firm or joint stock company engaged in any industry, trade or commerce.  
Annual Subscription @ ₹ 7500/- (excluding one time registration fee of ₹ 2000)

### Association

This category is open only for Associations/ Chambers representing any industry, trade/ trades or commerce in the country. Annual Subscription @ ₹ 6000/- (excluding one time registration fee of ₹ 2000)

### Corporate

This category is open for any undertaking or the undertaking together with its associates, not exceeding four in number, actually engaged in industry, trade or services and contributing to economic activities.  
Annual Subscription @ ₹ 25000/- .

Each Corporate Member of the Organisation (other than the Individual Member) shall have the right to nominate one of their representatives as a Member of the Committee of the Organisation.



## Atul Kumar Tiwari

Secretary  
Ministry of Skill Development and Entrepreneurship  
Government of India

## Message

As India forges ahead on its path to achieve the status of a developed nation by 2047, as envisioned by Hon'ble Prime Minister, and to fully harness India's demographic dividend; it is paramount that our workforce is equipped with the skills that resonate with the demands of a globalized labour market, Industry 4.0, and the skills of the future. Hence, skill development emerges as the linchpin for enhancing employment prospects and elevating productivity, thereby propelling swifter and sustainable economic growth of our nation.

Mobility of labour is one of the primary driver of economic growth in India. There is extensive migration from northern and eastern states to locations which face shortages of workers including metros and industrialized states. Moreover, we need to explicitly recognise the influence of international migration from India, spanning the Indian diaspora and skilled professionals seeking opportunities abroad, which shape India's development trajectory and global engagements.

It has been the endeavour of the Ministry of Skill Development and Entrepreneurship (MSDE) to shape the skill ecosystem as per the ever-growing demands of both the domestic and international markets. The expansive array of skill development initiatives undertaken under the umbrella of MSDE since 2014 has not only multiplied quantitatively but also grown in qualitative dimensions. Our focus remains on strengthening the framework that aligns the incentives of the all the stakeholders in the skilling ecosystem with the aspirations of candidates.

Further, MSDE has identified 100 Aspirational locks which see the maximum migration for a dedicated intervention to address skill anomalies, which include easier norms for enabling access of Industrial Training Institutes (ITIs) in such blocks, special projects for training and availability of Trainers, enhanced targets under Pradhan Mantri Kaushal Vikas Yojana (PMKVY) and Jan Shikshan Sansthan (JSS) to enhance short term skilling opportunities and extensive capacity building in partnership with the district and local administration.

All this will help in fostering a self-driven ecosystem with an unwavering commitment to enhancing candidates' employability and augmenting their contributions to the economy. Through deliberate, strategic, and project-based investments in skill development, India stands poised to unlock the latent potential nestled within its migrating populace.

The combined efforts of the private sector, community-based organizations, and others are required to work towards this common goal for optimal results. I extend my best wishes to all stakeholders in our collective journey towards inclusive, sustainable, and skill-led growth.

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**Alok B Shriram**  
President – AIOE

## **Message**

I extend a very warm welcome to all of you for The Migration Conclave.

AIOE has been always proactive in its approach and has significantly contributed along with its stakeholders in migration space.

Migration can be either voluntary or forced movements because of the increased magnitude or frequency of disasters, economic challenges and extreme poverty or conflict situations. Migration fills gaps in demand for and supply of labour, efficiently allocates skilled labour, unskilled labour. Seasonal migrants dominate the low-paying, hazardous and informal market jobs in key sectors in urban destinations, such as construction, hotel, textile, manufacturing, transportation, services, domestic work etc.

External as well as Internal Migration plays a vital role in shaping the economy and supporting the industries for sustainable growth. In fact, their plight like the social concerns were described as anxious migrant exodus, discrimination, mistreatment, lack of social assistance, inability to fulfil their family's expectations, lack of safe transportation arrangements by the authorities during the exodus, inadequacies in the public distribution system, law and order, and apathy surfaced during the COVID 19 Pandemic. All the concerned stakeholders realised and have been working towards their cause.

This Conclave is an initiative to create a better tomorrow for all. I am sure with the galaxy of luminaries both from India and abroad will delve into newer aspects of changing times and focus on emerging future of work with a clear need to upskilling and re-skilling of all the migrant workers.

I wish all a very enriching conclave with valuable takeaways through shared learning for better future.



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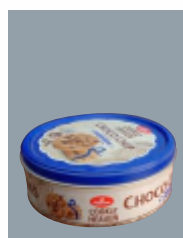
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## Veena Swarup

Conclave Chair &  
Former Director HR  
Engineers India Ltd

## Message

Migration of Labour is a continuous and dynamic process. With Migration for Work being a pervasive reality, and major migration corridors developing with large scale movement of workers, a framework for Labour Migration becomes imperative for sustainable Industrial growth.

This Conclave with the theme "Labour Migration - A Framework for Sustainable Industrial Development", is an effort in this direction. Aioe Ficci with ILO had studied the Internal Migration in India, post Covid-19, following which a Migration Coalition for Social dialogue in 3 States was set up. Leveraging on the outcome as recommendations of the Social Dialogue, this Conclave is being convened for further deliberations & learnings.

Covering major aspects of Migration, its criticality and with a view to identify the areas needing attention by respective stakeholders, the Conclave has been designed with the following sessions:

- The Migration Landscape
- Access to Entitlements-- Decoding the Social Dialogue Recommendations.
- Leveraging the Demographic Structure of India & Future of Work-- Decoding the Social Dialogue Recommendations
- External Migration--the nuances and way forward

The Conclave includes Panel Discussions & Plenary Talks, wherein through discussions and presentations the perspectives, thoughts, practices and experiences will highlight the issues and challenges and show case the Best Practices. An array of Speakers from India & Overseas , from Government, Public & Private Sector, Academia, Civil

Society & International Organisations will share their thoughts & experiences.

A lot of effort has gone into preparing for the Conference. The rich experience of the Committee Members and the untiring hard work by the Aioe secretariat has gone a long way in weaving the fabric of the Conclave and I'm confident the deliberations will have sound outcome in the form of Recommendations highlighting action points for respective stakeholders, and the Participants will benefit and have rich take aways, as practices and future solutions. I wish the Conclave all success.

(Veena Swarup)





**Veenu Jaichand**  
Partner, EY

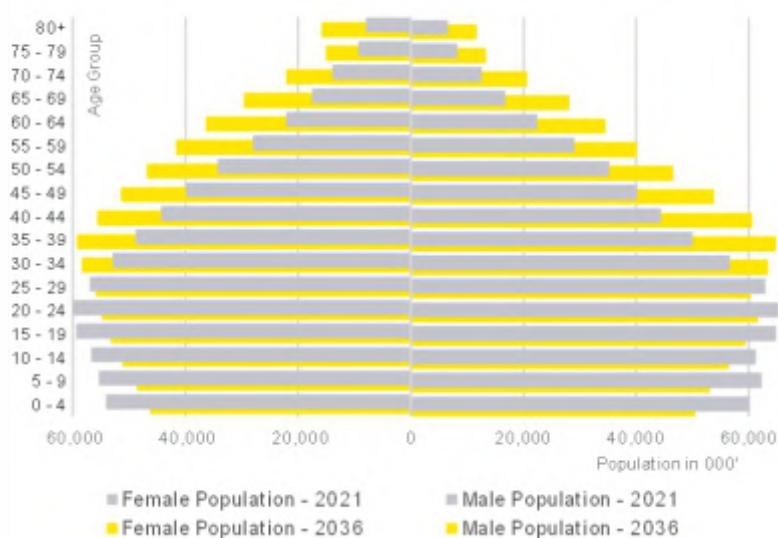
## Leveraging the Demographic Structure of India & Future of Work – Decoding the Social Dialogue Recommendations

The Indian demographic structure, combined with the implications of the future of work, presents key challenges for the Indian labour economy. While India's young and growing population holds immense potential, ensuring decent work and social protection for all remains a significant concern.

The Indian demography is characterized by a high proportion of working-age population, with about 64.2% of the population, in the year 2021, estimated in the age group of 15-59. As observed from the projected population pyramid, this share is expected to marginally grow to 65% by 2036. In terms of old age dependency rate<sup>1</sup>, India stood at 6.4% in 2019 and is projected to reach 8.6% in 2030<sup>2</sup>.

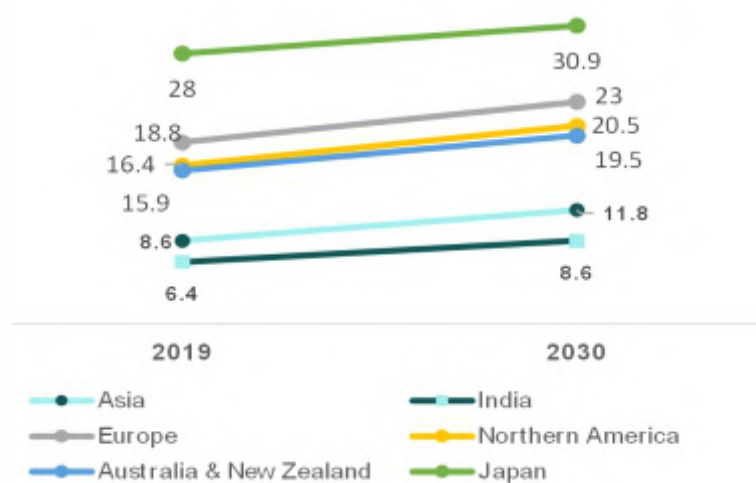
The demographic structure of developed countries, on the other hand, offers a stark contrast when viewed in comparison with that of India. Countries in Europe, Northern America are aging population. The same holds true for developed nations like Japan. The old-age dependency ratio for Europe and Northern America, was estimated to be around 19% and 16.4% respectively in 2019 and is projected to increase to over 23% and 20% respectively by 2030<sup>3</sup>.

**Projected Population pyramid for India: 2021 - 2036**



India's demographic structure offers an opportunity for the country to meet global workforce requirements. As developed nations face shortages of skilled workers due to aging populations, India can fill this gap with its well-educated and youthful workforce. About 24.3 percent of the incremental global workforce over the next decade will come from India<sup>4</sup>. Thus, the nation is at a pivotal moment to leverage this demographic dividend for economic and social advancement. This necessitates not only creating ample quality jobs for an eager workforce but also ensuring broad access to education, training, and social safety nets.

Dependency Ratio (per 000' population)



The future of work is set to have a significant impact on the global labour context. With rapid advancements in technology and automation, there will be a transformation in the nature of jobs and the skills required. While this presents exciting opportunities for innovation and productivity, it also poses challenges for the Indian labour market. The World Economic Forum (WEF) has estimated that new technological innovations will make over 85 million jobs redundant while also creating about 97 million new roles<sup>5</sup>.

A major concern is the potential displacement of jobs as automation takes over certain tasks, leading to job polarization and widening income inequality.

<sup>1</sup> Old dependency ratio represents the number of individuals aged 65+ years and above who rely on the working-age population (20-64 years) for support. It reflects the burden placed on the working-age population to provide for the older generation in terms of pensions, healthcare, and other care services.

<sup>2</sup> World Population Ageing 2019: Highlights (United Nations, Department of Economic and Social Affairs)

<sup>3</sup> World Population Ageing 2019: Highlights (United Nations, Department of Economic and Social Affairs)

<sup>4</sup> <https://www.thehindu.com/business/Economy/indias-gdp-can-grow-to-40-trillion-if-working-age-population-gets-employment-cii-report/article65286806.ece>

<sup>5</sup> World Economic

This could particularly affect low-skilled and routine-based jobs, which form a significant portion of the Indian workforce. On the other hand, the future of work also brings new avenues for employment in emerging industries like artificial intelligence, robotics, and digital services. As the importance of digital skills continues to rise, there would be a need for upskilling and reskilling of the existing workforce to remain relevant in the evolving job market. The increased awareness on climate, sustainability and just transitions towards green solutions will also contribute towards future of works. Green Jobs are estimated to rise from 12.7 million (2021) to 38 million (2030)<sup>6</sup>. Furthermore, definition of employment is also changing. The Covid-19 pandemic strengthened the idea of working from home, while other new forms of work emerged, spurred by technology. One such type is the gig and platform workers, who participate outside of the traditional employer-employee relationship. The ILO document on Decent work in the platform economy reported that, globally, the number of platform players increased from 142 in 2010 to 777 in 2020. In India, a NITI Aayog study estimates that in 2020-21, 7.7 million workers were engaged in the gig economy and India's gig workforce is expected to expand to 23.5 million workers by 2029-30. Overall, the future of work has the potential to reshape the Indian labour context, requiring proactive measures from policymakers, businesses, and individuals to adapt to the changing dynamics and leverage the opportunities presented by this transformative era.

However, India has a limited time window before it can leverage the demographic dividend. Yet, challenges abound. Low average wages, growing unemployment rate, a vast informal sector, limited female labour force participation, and significant skill shortages present formidable obstacles. The skill gap in terms of ICT skills in the population is significantly lacking. On the lower level of competency level, only 27% of the population reported the ability to send emails with attachments, while on higher level only 2.4% of the population reported skills to write a computer program using a specialised programming language.<sup>7</sup> The COVID-19 pandemic has further exacerbated these issues, resulting in widespread job losses, financial instability, and a heightened migration crisis, all while laying bare the profound inequities and vulnerabilities within the Indian workforce, particularly among informal and migrant laborers. Furthermore, the rise of the gig economy and flexible work arrangements could offer greater flexibility and choices for workers, but it also raises concerns regarding job security, social protection, and fair working conditions.

One challenge is the potential adverse impact on the ILO's recommendations for decent work. Decent work entails fair wages, job security, social protection, and opportunities for personal and professional development. However, the future of work, characterized by technological advancements and automation, raises concerns regarding job displacement and income inequality. As automation takes over certain tasks, low-skilled and routine-based jobs are at risk, which can contribute to a widening gap between different segments of the workforce.

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<sup>6</sup> Renewable Energy and Jobs - Annual Review 2022, International Renewable Energy Agency (IRENA)

<sup>7</sup> Multiple indicator Survey, 2020-2021 (Ministry of Statistics and Programme Implementation, Government of India)



These challenges expose the vulnerability of Indian workers, particularly in terms of access to social security and social protection. Inadequate social security coverage leaves many workers without protection from risks such as unemployment, illness, or old age. The gig economy, which is rapidly expanding in India, often lacks formal employment contracts and benefits, further exacerbating the vulnerability of workers. Adequate social protection measures must be put in place to ensure that all workers, irrespective of the type of employment, have access to essential benefits and support.

To address these challenges, social dialogues play a vital role. Through inclusive and participatory discussions involving employers, workers, and governments, social dialogues can facilitate the formulation of policies and strategies that prioritize decent work and social protection. These dialogues ensure that the concerns and aspirations of workers are heard, while also considering the needs and perspectives of employers and the overall economy.

By engaging in social dialogues, India can identify the specific skills required in the future job market and develop strategies for upskilling and reskilling the workforce. This not only enhances workers' employability and adaptability but also promotes decent work conditions. Engaging in dialogues allows for the formulation of policies that ensure fair wages, job security, and social protection measures for workers. It also paves the way for innovative solutions to mitigate the adverse impacts of the future of work, such as job displacement and the gig economy.

India ratified the International Labour Organization (ILO) Convention C144 concerning Tripartite Consultations to Promote the Implementation of International Labour Standards in 1978. Additionally, India ratified the ILO Convention C154 concerning the Promotion of Collective Bargaining in 1991. While India has taken steps to align its labour policies with these conventions, further progress is required to fully implement the recommendations for decent work and social protection.

However, there are certain challenges, such as the lack of representation, participation, and capacity of the social partners, especially of the informal and vulnerable workforce, fragile institutional and legal framework and mechanisms for the conduct and enforcement of social dialogue, and the lack of trust, consensus, and commitment among the social partners. Therefore, it is essential to have effective strategies and actions to strengthen and enhance the social dialogue, such as:

- Increasing the representation, participation, and capacity of the social partners, especially of the informal and vulnerable workers, by expanding and diversifying their membership. This is to be ensured by providing them with adequate information, education, and training, and by ensuring their voice and influence in the decision-making processes.
- Improving the institutional and legal framework and mechanisms for the conduct and enforcement of social dialogue, by establishing and maintaining the tripartite and bipartite bodies and platforms at the national, sectoral, and local levels. This can be done by developing and implementing the rules and procedures for the social dialogue, and by ensuring the compliance and accountability of the social partners.
- Building and sustaining the trust, consensus, and commitment among the social partners, by fostering a culture of dialogue, cooperation, and mutual respect by addressing the common and specific interests and concerns of the social partners, and by monitoring and evaluating the outcomes and impacts of the social dialogue.

Given the above scenarios, the key recommendations for social dialogue could be in the India context:

- Demographic structure in India: Social dialogue can provide critical and rich inputs formulate and implement policies and programmes for investing in education and health, enhancing the quality and quantity of jobs, promoting gender equality and women's empowerment, and ensuring social protection and inclusion for all<sup>8</sup>.
- Skill migration in India: Social dialogue can help to facilitate and regulate the mobility of skilled workers, both within and outside the country, in a way that benefits both the origin and destination countries, as well as the migrants themselves. This involves enhancing the recognition and portability of skills and qualifications, ensuring fair and ethical recruitment practices, protecting the rights and welfare of migrant workers, and fostering cooperation and coordination among different actors and institutions.
- Main streaming of Returnee migrants: A structured participatory dialogue can help set up strategy for promoting the return and re-integration of migrant workers, as well as their contribution to the development of their origin communities and countries, by facilitating their access to social security, health care, education, and entrepreneurship.
- Workforce Provider Perspective in India: Social dialogue can help to understand and address the needs and expectations of the employers and workers in the changing world of work, such as adapting to new technologies, enhancing productivity and innovation, improving working conditions and labour standards, and strengthening social dialogue institutions and mechanisms.
- Bilateral and Multilateral cooperation: institutionalisation of dialogues can help identify issues which migrant face. Based on the issues the bilateral and multilateral cooperation and coordination can be designed with the destination countries, as well as with the regional and international organizations, to ensure the fair and ethical recruitment, placement, and treatment of migrant workers, portability of social security and to prevent and resolve any disputes or grievances can be strategized.
- Jobs and future of work in India: Social dialogue can help to shape and implement a human-centred agenda for the future of work, one that puts people and the planet at the centre, and that balances economic, social, and environmental goals. This involves creating more and better jobs, especially for the youth, supporting the transition from the informal to the formal economy, harnessing the potential of the digital and green transitions, and ensuring a just and fair transition for all.

In conclusion, leveraging India's demographic structure and addressing the challenges posed by the future of work requires a comprehensive approach that includes effective social dialogue and robust policies. By engaging in inclusive and participatory discussions, India can identify skill requirements, promote upskilling and reskilling, enhance social protection for vulnerable workers, and ensure fair working conditions. Strengthening the institutional framework for social dialogue, expanding representation, and building trust among social partners are crucial steps. India's commitment to international labour standards and conventions should be further strengthened. By adopting these measures, India can harness its demographic dividend, respond to the changing dynamics of work, and achieve sustainable and inclusive development.

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<sup>8</sup> glance.pdf (ilo.org)

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**Mr. Amit Vatsyayan**  
Partner, EY



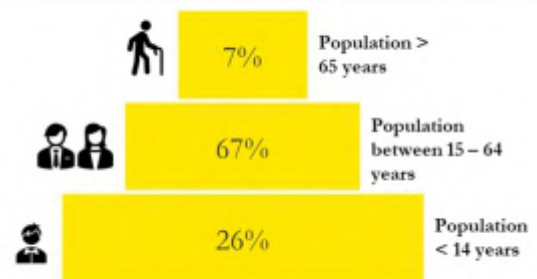
**Mr. Harish Porwal**  
Partner, EY

## Navigating through opportunities and challenges to enhance international mobility of Indian youth

Capitalising India's current demographic advantage to position it as the “talent hub of the world”

- India, currently with the youngest population in the world, boasts a favourable demographic dividend, that offers an economic growth potential to propel economic growth in country. Currently, about 67% of India's population lies in the working age group.<sup>1</sup> By 2030 India's working age population is expected to exceed 1 billion, vis a vis the ageing demographic structure of the populations across the world. The favourable demographic dividend enables India to position itself as the largest provider of human resources in the world.

India's young population structure, compared to USA and Europe that have 17% and 21% of their population over 65 years is a demographic strength that can create economy wide gains



Source: EY (2022), India@75. Accessed from [India@100: reaping the demographic dividend \(r.com\)](https://www.ey.com/en-in/insights/india/india-at-75-creating-the-demographic-dividend)

- Indian diaspora is globally admired for their rich contribution to social, cultural and economic growth of the destination countries. With close to 18 million Indians working across world, Indians already form the largest diaspora in the world, but a major chunk of the volume accounts for migration across minimally skilled or low skilled categories. This migration is based on the premise of wage arbitrage to a very large extent. However, providing the right skills to the youth – the ones that are in demand with the destination markets can offer a potential where the youth can also gain knowledge arbitrage or competency arbitrage in the world of international workforce mobility. This also complements India's intent to establish itself as a knowledge economy. In doing so, our youth is also enabled to create a premium for itself in the international market, better negotiate comparable wages and compete successfully with the diaspora crowd from other source countries as well

<sup>1</sup> <https://data.oecd.org/pop/working-age-population.htm>

- The Indian diaspora already forms ~7% of the global contributing extensively to the social, cultural and economic growth of the destination countries. The Indian workforce living across the globe represent India's development, progress, professional capability and most importantly, advocates for the youth of India as a key asset to strengthen the economies of the world.



~24% of the incremental labour force in the world could be from India in the next decade

Source : Ministry of External Affairs, <https://indbiz.gov.in/>

What makes India a preferred partner for destination countries seeking global workforce?

Various destination countries see substantial shortages across a variety of sectors and job roles on account of ageing population, smaller working age group, shortage of workforce for volume/ blue collared jobs and other socio-cultural factors.

On the other hand, India's demographic dividend is a key supply side advantage, and along with other enabling factors and ecosystem facilitators, there is an untapped potential that opens worldwide workforce mobility corridors for India

#### Supply advantage

- India's favourable demographic dividend is a preferred source for skilled and trained workforce. India has over 600 million youth under the age of 25.<sup>2</sup>
- Global leader for diverse skills
- India boasts a rich and highly skilled workforce, proficient in a multitude of sectors including IT, engineering, healthcare, education, and management. Additionally, India has emerged as a global leader in cutting-edge fields such as artificial intelligence, digital marketing, and data analytics. This diverse expertise positions India as a valuable resource for sectors at the forefront of technological advancements and offers immense potential for collaboration and innovation.



- Indian workforce has added to the global non-national workforce both for white collar-niche high quality jobs and blue collared high volume job roles.

#### Wage arbitrage

- Vis a vis the highly developed and the developed nations, Indian workers globally

<sup>2</sup> <https://pib.gov.in/PressReleaseIframePage.aspx?PRID=1876249>

continue to enjoy wage arbitrage, that is an added advantage for hiring from India

#### Government's push towards international mobility

- India's PM envisages India as the 'Skill Capital of the World' and aims to be the fulfil the global skilled workforce demand
- Setting up of 30 Skill India International Centres dedicated end-to-end facilitation of international mobility, is a positive step in this regard.

#### Extensive education and training network

- India has a strong education system, with over 900 universities and 40,000 colleges, offering quality and affordable education to millions of students<sup>3</sup>.
- Further India also has initiated its flagship "Skill India" program with an aim of making India the skill and talent hub of the world

#### Recruitment agency and employer connect networks

- India is already a global exporter for workforce to OECD countries, Gulf nations and is aware about global practices for workforce development and regulatory frameworks
- There also exists regionalised local networks of recruitment agencies and workforce mobility facilitators that can mobilise talent to address diverse demand

#### Largest diaspora in the world

- India already has the largest diaspora group in the world, with over 18 million Indian<sup>4</sup> origin population employed in the destination countries, where the Indian diaspora plays a crucial role in the economic, social, and cultural progress of both India and their respective host countries.
- This offers an opportunity to build on this existing stance and strengthen India's position with employers both qualitatively and quantitatively
- India actively promotes global skill mobility through collaborative efforts with institutions like the MEA, MSDE, and the International Labour Organization (ILO). These mechanisms facilitate the emigration, protection, and engagement of Indian workers abroad. Regular dialogues and partnerships with other countries and regions are also conducted to address challenges and opportunities of labour migration. India prioritizes the well-being of its workers and strives to optimize the advantages of global skill mobility

...while undoubtedly there is an opportunity to enable workforce mobility from, but there may be some mobility related bottlenecks that need to be highlighted

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<sup>3</sup> <https://pib.gov.in/PressReleasePage.aspx?PRID=1945442>

<sup>4</sup> Indian Diaspora Hits Record-Breaking Numbers | World Economic Forum (weforum.org)





Largely the mobility challenges can be categorised as external and internal challenge, or demand and supply side challenges respectively

#### Demand side challenges

- ❖ Regulatory framework challenges that impact the process of international mobility for Indian workers
- Strict visa quotas, language proficiency requirements, and lengthy processing times can significantly delay or even prevent international mobility.

- A longer lead time for VISA and mobility processes, coupled with high financial investment, deters youth against global mobility. Such incidences are more common in the European continents, which also present more high value jobs for immigrants.
- The linkage of the skilled worker visa to the employment contract can render the worker susceptible to employer exploitation (this is a common practice for blue collared worked mobility challenges)
- ❖ Taxes and levies impacting the quality of life of the Indian workforce, especially the blue collared workforce
- Taxes and levies have a pronounced impact on the well-being of India's blue-collar workforce, curbing disposable income, constraining savings, reducing quality of life and all in all lowering the wage arbitrage.
- ❖ Increased focus on nationalisation of the workforce therefor limiting foreign workforce in the country
- A few countries are taking proactive measures to ensure a greater participation of their local youth into the workforce which in turn will decrease the pool of opportunity for our youth aspiring for global jobs.
- Many such programs for increased national workforce are already a common practice in the middle eastern nations, which also happen to be the key host countries for India. USA also is working to increase the proportion of American youth across key job roles and sectors.
- ❖ Employer led factors such as entry factors, progression opportunity etc.
- Lack of recognition or variation in international recognition of Indian qualifications create an obstacle for skilled workers.
- A lack of proficiency in language and soft skills in the migrating workforce impedes professional development and makes the migrant vulnerable in social spaces. Further, instances of discrimination in foreign workplaces are obstacles for Indian skilled workers striving to establish themselves abroad.
- Indian skilled workers abroad may not receive adequate recognition for their contributions

to the host country's economy. Additionally, they may encounter limited support structures to address their unique challenges and concerns.

#### Supply side challenges

- ❖ Social and cultural assimilation challenges in the destination countries
- Negotiating diverse cultural landscapes in destination countries proves challenging for Indian skilled workers.
- Factors like food habits, weather, distance from home country, lack of social networks, impact the localisation process and with difficult employment conditions, makes integration a challenge for Indians in destination countries.
- Inadequate pre-departure orientation training (PDoT) to address information for social security provisions, linguistic nuances, and social and professional expectations of the destination country, can pose challenges in adapting to a new environment for a migrant.
- ❖ Information asymmetry and lack of transparency in processes
- Many Indian skilled workers lack adequate access to reliable information and guidance regarding international job opportunities, visa requirements, and the intricacies of relocation leading to misinformation, exploitation, and missed opportunities.
- Skills development / supply enablement complexities
- A deficiency in proficient trainers, affiliated assessment centres, particularly for emerging and high-demand skills, poses a significant obstacle to the comprehensive and efficient preparation of the workforce, hindering their readiness for the evolving job market
- Keeping educational and training curricula aligned with the dynamic needs of the global workforce remains a continuous challenge. It demands an agile and adaptable approach, ensuring that trainings stay in sync with evolving skill requirements to equip individuals for success in an ever-changing global job market.
- Language proficiency and soft skills have been identified as a key skill lacking in many of the migrating workforce from India, and largely impact the opportunity pool for them, as they face tough competition from talent of other countries that are proficient with the local /English language

#### Existing institutional mechanisms to enable workforce mobility globally

Workforce mobility is an important tool to leverage India's demographic advantage, and the Government has already activated an ecosystem to further aggregate, enable and strengthen the workforce mobility process

- The MEA conducts vital pre-departure orientation training, offering insights into the cultural, legal, and social landscape of destination countries. This preparatory program prioritizes safety guidelines, health precautions, and equips individuals with the necessary knowledge to navigate potential challenges.
- Budget 2023-24 has announced the setting up of 30 Skill India International Centres (SIICs) to promote skill based international mobility. SIICs are envisaged as nodal physical hubs for catering to the entire lifecycle of skill-based immigration. This lifecycle shall include a gamut of services including awareness creation, counselling, trade assessment, soft skills training, and culture immersion among others. They will be supplemented by a

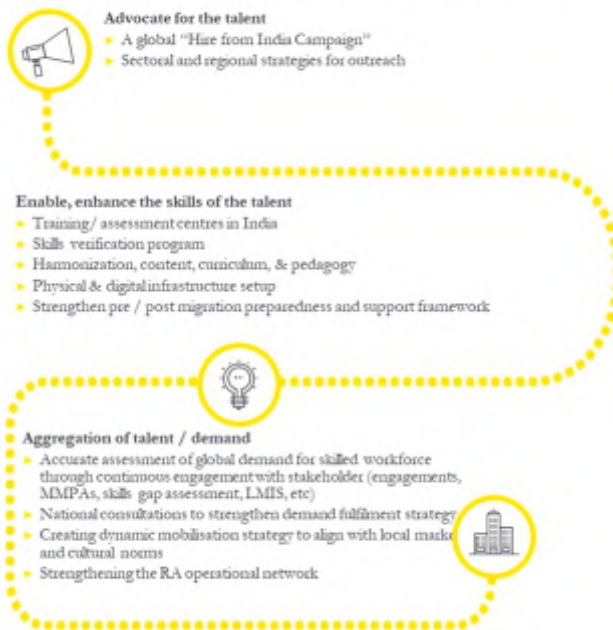
corresponding digital interface of international mobility on the Skill India Digital portal.

- India's draft emigrant bill, yet to be passed by parliament, will replace the Emigration Act of 1983 as the overarching and only legal instrument responsible for dealing with emigration and migrant welfare.
- India's strategic embrace of digital technology has significantly eased the skilling landscape for its youth. The incorporation of digital platforms like Skill India Digital facilitates accessible and streamlined skill development initiatives, making training more flexible and adaptable to the needs of the workforce. This digital transformation helps with aligning workforce competencies with global demands, fostering seamless integration of the workforce into international job markets.
- Ministry of External Affairs (MEA) facilitates mobility agreements like the Mobility and Migration Partnership Agreement (MMPA) or a Labour Mobility Agreement (LMA), integral to facilitating the seamless movement of skilled Indian professionals across borders. These agreements, designed to streamline visa processes and ensure the recognition of qualifications, embody a strategic approach to enhancing global employability.
- The Ministry of Skill Development and Entrepreneurship (MSDE) actively cultivates strategic engagements in the realm of Technical and Vocational Education and Training (TVET). MSDE's engagements are instrumental in internationalizing the recognition of India's vocational prowess, amplifying employment prospects, and enriching the global workforce landscape. Additionally, MSDE's partnerships extend beyond conventional training, incorporating mutual curriculum development, trainer training, and language training. In collaboration with the MEA, MSDE also endeavours to provide training for cultural assimilation in host countries, ensuring a comprehensive approach to skilled mobility and global workforce integration.
- MSDE is actively seeking to consolidate global demand for skilled workforce and establish value chains to meet these needs. This approach not only fosters skilled mobility but also ensures that such movements occur through government-regulated channels, thereby prioritizing safety and regulation.
- Within strategic institutional frameworks, the Ministry of Commerce and Industry (MoCI) actively facilitates the secure movement of skilled professionals through Trade agreements like the Comprehensive Economic Cooperation Agreement (CECA) or a Free Trade Agreement (FTA). This ensures that skilled mobility aligns seamlessly with government-regulated channels, bolstering safety and efficacy in workforce exchanges within the framework of trade agreements.

## Strategies to scale up the International Mobility of Skilled Workforce

Being the youngest nation of the world, India lies at the cusp of becoming a preferred region to source high performing workforce from by cusp of increasing its global workforce footprint. In doing so, India must strategically develop extensive capabilities to position India as a preferred workforce provider to key destinations across the globe through various collaborative dialogues and program measures. Some key contours for strengthening mobility from India are:

### Summary : Key action areas to strengthen the global mobility of Indian workforce as a preferred source country



<p>Destination market engagement to position India as first 'go-to-partner' country for skilled workforce globally (for both high value and high demand jobs)</p>	<p>To address the global manpower demand, India will need to engage with the countries and the employers actively and continually, to advocate for India's supply strength, skill anticipation, labour market demand aggregation and ecosystem enablement for labour mobility. Some inputs on operationalisation of the same are</p> <ul style="list-style-type: none"> <li>• Creating a global “Hire from India” campaign”</li> <li>• Engage with big employers for demand aggregation by facilitating diplomatic dialogues</li> <li>• Enable MOUs for demand aggregation and captive sourcing from India</li> <li>• Establish G2G / G2B partnerships in key high demand sectors such as IT, healthcare, retail, tourism, manufacturing, professional services, education, etc. for the following thematic areas</li> <li>• The policy and strategy focus to create a national level dynamic international labour market diagnostic platform</li> <li>• Leveraging information from recruitment agency network on feedback on Indian talent, key requirement profile for job roles, emerging international hiring trends, key source countries that are potential threat to India's market share etc.</li> </ul>
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<p>Strengthening India's supply line up by identifying the regions in India where people are skilled in particular sector or has good potential to get skilled in particular sector for sending abroad</p>	<ul style="list-style-type: none"> <li>• Mapping current migration hotspots, detailing the prevalent skills in demand, and identifying key regions with a higher number of trained and certified candidates across various sectors.</li> <li>• Data-based inputs to the RA to enhance their sourcing and employer connect strategy beyond the traditional sourcing hotspots. They should also be encouraged to map the cultural aspects of the source regions in India to match the cultural aspects in the destination countries</li> <li>• National consultations to conceive regional supply aggregation and enablement str</li> </ul>
<p>Enhancing avenues for providing proper counselling and mobility related support to aspiring and existing emigrants</p>	<ul style="list-style-type: none"> <li>• Counselling forms a very critical aspect for international mobility and refers to both assessment of the skills and competency of the outgoing candidate as well as mentoring and hand holding support through the mobility steps</li> <li>• Aptitude and language testing, psychometric testing (personality, aptitude, Interest, EQ, orientation style, motivation etc.), domain testing to evaluate candidate sufficiency against the demand</li> <li>• Counselling and orientation help and enable the candidate to navigate their pathways to migration. Based on the results, the candidates may be recommended: <ul style="list-style-type: none"> <li>○ Finishing school to provide overseas preparedness training</li> <li>○ Bridge training to enhance any gaps in domain and technical skills and knowledge</li> <li>○ Assessment and certification avenues for skills in line with destination market demand</li> </ul> </li> </ul>
<p>Reducing the overall cost of migration of skilled manpower to abroad</p>	<ul style="list-style-type: none"> <li>• G2G engagements to create special pathways for Indian migrant workers and reduce the procedural requirements.</li> <li>• Persuade employers for technology enabled interviews prior to deployment</li> <li>• Subsidised / no recruitment fees</li> </ul>

❖ Enhancing international workforce Mobility from India using a whole of Government approach

One of the key elements for a successful opportunity to demand fulfilment value chain cycle is to adopt a collaborative approach covering following key activities:

- Multi-ministerial working groups: Central, regional and sectoral steering committees maybe proposed to anchor efforts and provide direction for developing a robust international mobility ecosystem.
- Forging comprehensive G2G and G2B partnerships with the destination countries for:
- Employer engagement to discuss long standing mobility corridors with India; Consultative discussions and engagements with TVET stakeholders for recognition of skill credentials from India
- Creation of a dynamic international labour market diagnostic platform. Tracking and ensuring maximum touch points for migrant welfare through a comprehensive database of the emigrants maybe enabled

- ❖ Activating national campaigns to:
  - Integrate international skilling imperatives (such as language, digital fluency) across education and flagship skill development and vocational programs in India
  - National level skill/talent competitions to identify youth for international roles
  - Forge tie ups to conduct global career fairs, orientation for global opportunities, etc.
  - Regular engagement with RA network through sector and state level platforms
- ❖ Facilitate knowledge sharing and diaspora connect platforms to promote initiatives to encourage Indian skilled workers abroad to share their expertise and experiences with their counterparts in India. The Indian workforce living across the globe serve as ambassadors, embodying India's progress and professional competence. Diaspora engagement will help with assimilation of new Indian migrants along with a sense of community and potential mentorship.

In conclusion:

At the turn of 21st century, Indian talent has helped the World successfully address the Y2K challenge faced by IT systems across the world. Today, the largest and the best IT and Digital enterprises wholeheartedly acknowledge the Indian leadership and talent. In recent years, the demand for Indian talent has grown multi fold across globe and in critical sectors like Digital and Industry 4.0, Healthcare and Social Care, Logistics, Construction, Energy and Manufacturing.

To appreciate India's demographic dividend and its competitive advantage, India's way forward on international mobility needs to capture an end-to-end perspective to identify global employment opportunities, build capacity, provide people with the required skill sets and facilitate placements. With a short- and long-term plan that include public-private partnerships, a convergence across ministries and a forward-looking policy framework, the country will be prepared for scaling up the skill mobility by connecting Indian skilled professionals with global opportunities.



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## Migration Within India – A Burden or a Boon?

### Introduction

In India, the National Sample Survey Organisation (NSSO) defines internal migration as:

- (a) a person whose residency is in a place other than the original place of birth, or
- (b) who has changed the Usual Place of Residence (UPR).

We have three streams of migration in India:

- 1) Within a district
- 2) To other districts within the State
- 3) Inter State

The 2001 Census Report indicates that we had 315 million internal migrants while according to the 2011 Census Report, the figures were 455.7 million. Of the total migrant population, as per 2011 Census Report, 146.1 million (32%) were males and 309.6 million (68%) were females. Internal migration figures for India show that migration is dominated by female migration, mainly due to the prevalent social custom of marriages. The 2011 Census Report indicates 44 % increase in migration compared to 18 % increase in population during the period 2001 - 2011.

Internal migration flows in India are mostly driven by regional economic inequalities. As per 2011 Census, Uttar Pradesh and Bihar are responsible for the greatest number of migrants, with 20.9 million people residing outside their States. This is 37% of the total number of inter-state migrants as per the 2011 Census enumeration. Maharashtra has the highest share of migrant population with around 57.4 million. Migrants from other states in Delhi and Mumbai numbered 9.9 million, or almost a third of the combined population of 29.2 million.

The migration figures for 2021 are not available, as Census 2021 activity, because of COVID 19, did not take place. However, the figures will be positively higher compared to the figures of 2011, as we all witnessed the plight of the migrant labour walking on highways and railway tracks to travel back to their home town during lockdown in 2020, when railways and buses were off the road.

### Labour Laws Dealing with Migrants

We have two labour laws in the country, The Inter-State Migrant Workmen Act ,1979 and The Building and Other Construction Workers' Regulation of Employment and Conditions of Service Act ,1996. The first one is for the benefit of migrant workers while the second is meant to serve the construction workers. In quite many cases, the construction workers are also migrant labourers.

However, the ground reality about the application of these Acts has been extremely poor, which became clearer when the country declared a lockdown on 25 March 2020, to prevent the spread of COVID – 19.

It is during the lockdown period, and immediately thereafter, that we realized that the labour departments of both the Central and the State Governments, had scanty information about the number of migrant workers. Besides, the actual transfer of envisioned benefits under both the Acts had been extremely poor and dismal in implementation, showing little or no improvement whatsoever.

The Ministry of Labour & Employment, Government of India, realizing the ground reality, launched eShram portal ([eshram.gov.in](http://eshram.gov.in)) on 26th August 2021 for creation of a comprehensive National Database of Unorganised Workers including migrant workers, construction workers, gig and platform workers, etc. This was also intended to know the actual numbers and to extend the benefits of social security schemes to them. As on 14th November 2023, over 291.8 million unorganised workers have registered on the eShram portal, which is a very good initiative by the Government of India.

#### Reasons for Migration

Our Former President Dr A.P.J. Abdul Kalam, suggested in January 2003, Provision of Urban Amenities to Rural Areas (PURA) as a strategy and as a way of empowering and accelerating rural development. This was intended to reduce migration from rural to urban areas. Pilot projects were also launched. However, they did not achieve the desired results. There can be numerous reasons for migration, but the broad ones are discussed herein.

- 1) Education – Children living with their parents normally join a school in the vicinity, unless they are sent to live elsewhere with a relation or to join a boarding school. This could possibly involve migration for a brief period.

In the present-day environment where admission to a professional course like engineering or medicine or management involves appearing for a prescribed competitive exam, many young boys and girls join coaching classes which may not be available in the village or town where they are residing. They are, therefore, required to move temporarily to another city like Kota in Rajasthan or some such town / city. There they undergo coaching and then compete, though in some cases this can also be done virtually. However, undergoing a skill development programme or a professional/specialized course at the under-graduate, graduate, post-graduate or Ph.D. level could also involve migration of some kind.

- 2) Employment or Business – Either on completion of education or also as someone who dropped out of education, the person enters the labour market to work and to make a living. This could involve employment in the formal sector or working in the informal sector or undertaking a business activity by being self-employed. Any of these initiatives for a substantial number of persons could involve migration, if the work to be done is not in the vicinity where one is presently residing. Also, the present meagre land holding of many families, compels some family members to migrate to a nearby town, work in the informal economy to earn a living, and periodically return to the village for helping the family at the time of harvesting.



- 3) Marriage - When a man and a woman, not living in the same town, get married, then one of the two, sooner or later, has to geographically shift and this does involve migration. Invariably it is the woman who does the geographical shift, though nothing prevents the man from doing it himself.
- 4) Family related – Sometimes domestic compulsions like health issues, old age, taking care of very young grandchildren, and family related matters come up forcing migration.
- 5) Others – There could be several other reasons for migration as well. For example, desire to have a better quality of life by living in a different geographical location, or economics of life in a town where cost of living including housing expenditure is lower compared to present place of residence.

Most families, if they trace the family tree, will find that at certain time period, family members of a certain generation would have migrated, for one reason or other, from their place of birth. The geographical distance covered in migration in the earlier time periods was lower compared to present time.

I can cite my own personal example. My father in 1938 migrated from Allahabad (presently called Prayag) in Uttar Pradesh to Bombay (presently called Mumbai) in Bombay State (presently called Maharashtra State) to take up employment in The Great Indian Peninsula Railway Company (presently called Central Railway). My mother on marriage in 1943 migrated from Calcutta (presently called Kolkata) in Bengal State (presently called West Bengal State) to Bombay. My wife on marriage in 1972 migrated from Naini Tal in Uttar Pradesh (presently called Uttaranchal) to Bombay.

I was born in Bombay in 1945, where I completed my education, and spent most part of my work life. Bombay (presently called Mumbai) is the city where I am spending my retired life as well. As such, I am not a migrant as per the definition of Census, though the previous generation must have been.

#### Types of Work involving Migrants

We have three types of work involving Migrants:

- 1) Employment in the Formal Sector - This can involve moving from the present geographical location while commencing career or also being transferred to different locations while working with the organization. Moving from one organization to another for career advancement can also involve geographical shifting. There are cases where individuals on retirement from formal sector employment undertake migration to a different city.
- 2) Employment in the Informal Sector - Practically in all cases this involves moving from the present geographical location to a different place. This is done for making a living, which can be undertaken by an individual himself or herself or through the assistance of a relation, contact or agencies. They involve jobs, to a large extent, of the unskilled category or jobs with low skills.

Individuals working in this sector receive mostly the prescribed statutory minimum wage or even less in certain cases, because of the uneven demand supply situation. The monthly earnings of the persons working in this sector are those prescribed under The

Minimum Wages Act, 1948, in the case of scheduled employment and in others less than what the Act lays down. The persons working in this sector hardly receive any social benefits unless they are Contract workers covered under The Contract Labour (Regulation and Abolition) Act, 1970.

3) Seasonal Employment in Agriculture/Project - Employees working in this sector are migrants, to a large extent. They are able to negotiate higher wages as their availability is less compared to the demand for highly skilled masons, plumbers and similar trades. Migration of such persons mostly involves middlemen and contractors.

#### Present Approach towards Migrants

Practically every State Government in India has been pledging a policy of “Employment for Bumiputra's”, Sons of the soil, though the law of the land allows Indian citizens to work in any part of the country.

Migrant population is, by and large, docile, productive and entrepreneurial. Migration brings the best out of human beings and, in turn, it enriches the society provided the phenomenon is managed well. The reality is that the first-generation migrants are by and large perceived as a burden by the residents of the host city or the host state. The residents overlook the developmental benefits that accrue to them because of the movement of the migrants from other states in the country.

What is the reality? A migrant is prepared to do any work, including the dirty and the dangerous. He / She has high productivity and is willing to work at any time of the day, on any day of the week. One of the greatest challenges we face in our country is to reverse this unwelcome attitude towards migrants and to build a narrative based on the positive contribution of migration and the benefits it gives to the economy and the citizens of the country.

In fact, the migrant after being a resident for more than a certain number of years, say fifteen years, in the host city, is entitled to a domicile of the host state. Also, the migrants' children, if born in the host state, are eligible to a domicile of the host state. Quite many migrants doing lower-level jobs, migrate alone and ensure that their spouse and children continue to live in their home town. They are supported through a money transfer economy, as residential accommodation in the host city is highly prohibitive.

#### Challenges on Infrastructure

Each Town or Metropolitan City has a master plan to take care of the existing residents and the increase in numbers over a certain time period. However, there are major problems about the infrastructure of the cities which cause inconvenience to both the residents as well as the migrants. These refer to:

- 1) Adequate and safe water supply,
- 2) Sewage, drainage and treatment system,
- 3) Household garbage waste collection, segregation, incineration, treating, composting and dumping system,
- 4) Gardens and Playgrounds
- 5) Local Government Schools

- 6) Public Transport System (Bus, Rail, Metro),
- 7) Adequate Road, Bridges, Flyovers to meet traffic intensity.
- 8) Adequate footpaths, zebra crossing and foot bridges for walking safely,
- 9) Adequate illumination on roads and pathways,
- 10) Public Health System,
- 11) Firefighting facilities.

Over a period of time, we have also been seeing adjoining satellite towns emerging which help in reducing the infrastructure pressure on the existing town or a metropolitan area.

#### Aspiration of Youth

The present-day youth of India, born in a rural or small-town situation, desires to move and live in an urban or a metropolitan environment. This is pushing the youth, in search of a livelihood, to live on the outskirts of the city. It involves hardships of long commuting hours and non-economical and, largely, unhygienic accommodation to live in initially, compared to their original place of residence.

To meet the aspirations of youth, we need to ensure that they pick up skills based on their aptitude and demands in the market for being gainfully employed or to be self-employed in future. For this, Employer Organizations like The All-India Organisation of Employers (AIOE) and similar employer organizations can play an effective role themselves, or in collaboration with academic institutes or/and along with NGO's in conducting short programmes on entrepreneurship. They can explore the possibility of running entrepreneurial development courses like the one International Labour Organization (ILO) has developed long time back, "Start & Improve Your Business (SIYB)".

#### Future of Work

The Future of Work will see two types of migration:

- 1) The traditional migration of workforce in the informal sector requiring low skills. Since supply of the workforce will be higher than demand, the workforce may continue to be exploited, unless the trade unions are strong and the Government machinery is vigilant in ensuring compliance of the laws governing wages, health care and social security. This category of persons, if trained as entrepreneurs, can be self-employed and run small businesses successfully.
- 2) Migration of knowledgeable and competent workforce having high skills. These will be the workforce that can work in organizations operating on latest developments like digitalization, automation, artificial intelligence (AI) technologies, connected devices, data analytics, cyber-physical systems and digital transformation. These will be specialized jobs where availability will be low, hence the jobs will command a premium and individuals themselves will negotiate wages, health care and social security benefits.

## Conclusion

A question that is quite often raised on migration, “Is it a Burden or A Boon”?

In India there have been migrations at various time periods, depending upon the opportunities available in the host city and the risk-taking ability of the concerned individuals to migrate.

There are two sides to a coin. In most cases the migrant and his/her families including the next generation, do become beneficiaries of migration and consider it a boon. However, there are pressures on the infrastructure of the host city and also a perceived opportunity loss by the existing residents who consider it a burden.

The law of the land allows Indian citizens to undertake internal migration, though the state Governments and certain political parties may pledge their support to the locals. In the present competitive environment both the migrants and the residents have to compete for the scarce opportunities. Jo Jeeta Wohi Sikandar. The one who wins is Sikandar.

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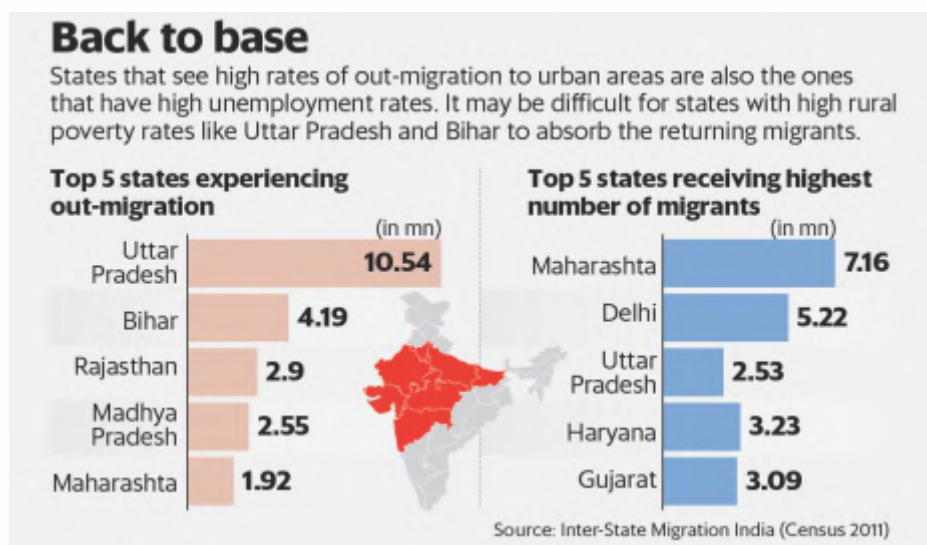
# Labour Migration – A Framework For Sustainable Industrial Development

## Introduction

Labor migration refers to the movement of individuals from one geographical location to another for the purpose of employment, seeking better economic opportunities, or escaping unfavourable conditions in their home country. This phenomenon has profound significance in the global context and is shaped by a complex interplay of economic, social, political, and environmental factors.

## Historical Context

Throughout history, labor migration has played a pivotal role in the process of industrialization, driving economic transformations across regions. The industrial revolution marked a significant turning point, as people migrated from agrarian societies to burgeoning urban centres in search of employment opportunities in newly emerging factories. In the 19th and early 20th centuries, transatlantic migration brought millions of workers to industrialized nations, particularly in North America and Europe, fuelling the rapid expansion of manufacturing industries. In the mid-20th century, post-war reconstruction, and economic growth further intensified migration flows, with labor mobility becoming a key factor in sustaining industrial development. This historical trajectory underscores the symbiotic relationship between labor migration and industrialization, as the movement of workers has historically been a driving force behind the growth, innovation, and globalization of industrial sectors.



## **Significance in the Global Context**

### Economic Contributions

**Sending and Receiving Countries:** Labor migration serves as a crucial driver of economic growth for both sending and receiving countries. Migrant workers often fill gaps in the labor market, particularly in sectors with high demand for specific skills or manual labor.

**Remittances:** Migrant workers frequently send remittances back to their home countries, providing a significant source of financial support for their families. This influx of funds can contribute to poverty reduction and improved living standards in the home countries.

### Global Labor Market Dynamics

**Flexibility and Adaptability:** Labor migration enhances the flexibility and adaptability of the global labor market. It allows businesses to access a diverse pool of skills, fostering innovation and efficiency in industries worldwide.

**Addressing Labor Shortages:** In cases where certain industries or regions face labor shortages, migration serves as a dynamic solution by providing a timely influx of workers.

### Cultural Exchange and Diversity

**Cultural Exchange:** Migration leads to cultural diversity as people from different backgrounds come into contact. This exchange of cultures can foster creativity, tolerance, and a richer global tapestry.

**Social Integration:** The presence of migrant communities contributes to the social fabric of host countries, enriching societies with varied perspectives, traditions, and customs.

### Human Rights and Ethical Considerations

**Worker Rights:** Labor migration brings attention to the importance of protecting the rights of migrant workers. Ensuring fair wages, safe working conditions, and social benefits becomes a critical aspect of ethical labor migration.

**Mitigating Exploitation:** Unfortunately, some migrants face exploitation, human trafficking, and unsafe working conditions. The global community recognizes the need to combat these issues and establish safeguards for migrant workers.

### Demographic Changes and Aging Populations

**Addressing Demographic Imbalances:** Labor migration can help address demographic imbalances, particularly in aging populations. Countries with aging demographics may benefit from an influx of younger migrant workers to support economic productivity and social welfare systems.

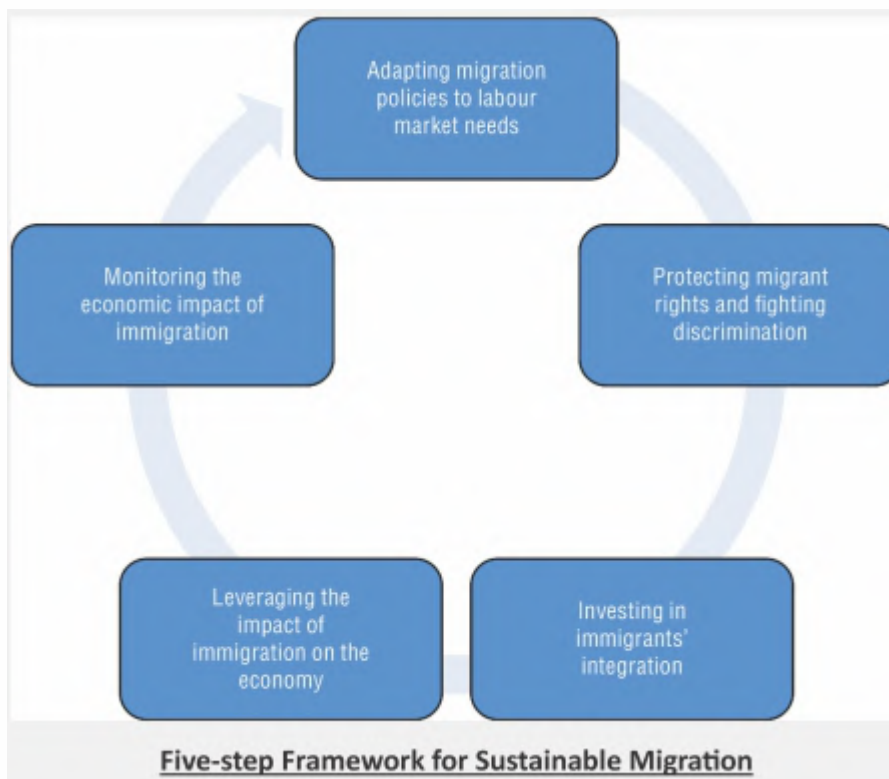
### Environmental Factors

**Climate-Induced Migration:** Environmental changes, such as climate-related disasters, can force individuals to migrate in search of livelihoods. This intersection of environmental and labor migration adds a layer of complexity to global migration patterns.

## Sustainable Labour migration framework

Labor migration is a multifaceted phenomenon that plays a pivotal role in shaping the global economy, fostering cultural diversity, and addressing various socio-economic challenges. Recognizing its significance is crucial for developing effective policies that ensure the well-being of migrant workers and contribute to sustainable global development.

The intersection of labor migration and industrial development is a symbiotic relationship that shapes the economic landscapes of both sending and receiving nations. As industries expand and diversify, the demand for a skilled and adaptable workforce often surpasses local supply, leading to the influx of migrant labor. Migrant workers, in turn, contribute to the growth and sustainability of industries, filling critical gaps in the labor market. Their diverse skills, ranging from manual labor to specialized expertise, infuse vitality into sectors that drive economic progress.



1. Adapting migration policies to labor market needs involves a dynamic and responsive approach to the changing demands of the job market. Successful implementation of such policies requires continuous assessment and alignment with the evolving skills and occupations in demand.

Governments must engage in regular labor market analyses to identify shortages and surpluses, adjusting immigration criteria accordingly. By tailoring migration policies to the specific needs of the labor market, countries can enhance economic productivity, fill critical skill gaps, and promote sustainable development. This adaptive strategy not only

benefits employers by ensuring access to the right talent but also empowers migrant workers to contribute meaningfully to their host countries, fostering a mutually beneficial relationship between labor migration and economic growth.

2. Protecting migrant rights and fighting discrimination are integral components of a humane and equitable migration policy. Governments and international organizations must enact and enforce laws that safeguard the fundamental human rights of migrants, regardless of their legal status. This includes measures to prevent exploitation, human trafficking, and workplace abuses.

Moreover, combating discrimination is crucial for fostering inclusive societies; efforts should be directed towards raising awareness, promoting cultural sensitivity, and implementing anti-discrimination policies. Ensuring equal access to education, healthcare, and legal recourse further reinforces the commitment to upholding the dignity and rights of migrants, contributing to the creation of societies where diversity is embraced, and discrimination is actively challenged. By prioritizing these principles, nations can create environments that respect the rights and dignity of all individuals, irrespective of their migration status.

3. Investing in immigrants' integration into the population is not just a moral imperative but a strategic investment in societal cohesion and economic prosperity. By allocating resources to comprehensive integration programs, governments can facilitate the seamless assimilation of immigrants into their host societies, promoting mutual understanding and cultural exchange.

This investment should encompass language training, educational support, and employment assistance, recognizing that successful integration benefits both immigrants and the broader community. By fostering a sense of belonging and addressing barriers to social inclusion, countries can unlock the full potential of their diverse populations, harnessing the skills and talents that immigrants bring. Ultimately, a commitment to investing in immigrants' integration yields long-term dividends, contributing to a harmonious, resilient, and dynamic society that thrives on the strength of its cultural diversity.

4. Leveraging the impact of immigration on the economy requires a strategic and forward-thinking approach that recognizes immigrants as valuable contributors to economic growth. By harnessing the diverse skills and talents that immigrants bring, countries can address labor market gaps, drive innovation, and enhance overall productivity. Policies should be designed to streamline the integration of immigrants into the workforce, ensuring that their potential is fully utilized.

Moreover, immigrants often contribute to entrepreneurship, creating new businesses and stimulating economic dynamism. Effective immigration strategies involve not only attracting skilled individuals but also providing avenues for their professional development and upward mobility. By maximizing the positive economic contributions of immigrants, nations can build resilient and competitive economies that thrive on the richness of their diverse human capital.



5. Monitoring the economic impact of immigration is crucial for informed policymaking and ensuring that immigration contributes positively to a country's economic health. Robust data collection and analysis are essential to evaluate the effects of immigration on various sectors, including labor markets, entrepreneurship, and public finances. Monitoring enables governments to assess the skill composition of incoming immigrants, understand their contributions to innovation and productivity, and identify areas where potential labor shortages or surpluses may arise.

Additionally, it allows for the adaptation of policies in response to changing economic conditions, ensuring that immigration aligns with evolving labor market needs. A comprehensive understanding of the economic impact of immigration provides the foundation for evidence-based decision-making, helping nations harness the benefits of immigration while addressing any challenges that may arise.

This intersection is not only about meeting immediate labor needs but also about fostering innovation, cultural exchange, and demographic balancing. However, effective management is essential to address challenges such as fair labor practices, social integration, and the protection of migrant rights, ensuring that the collaboration between labor migration and industrial development is mutually beneficial and sustainable in the long term.

The need for a framework that ensures sustainable outcomes in labor migration is paramount in navigating the complexities of this global phenomenon. Such a framework is essential to safeguard the rights and well-being of migrant workers, ensuring that their migration experience is characterized by fairness, dignity, and ethical treatment.

Sustainable outcomes encompass not only economic benefits but also social cohesion, environmental responsibility, and long-term stability. This framework should address issues such as fair wages, safe working conditions, and access to social benefits, fostering a balance between the interests of both sending and receiving countries.

Moreover, it should actively promote skill development, aligning the capabilities of migrant workers with the evolving needs of industries, thereby contributing to sustainable economic growth. By incorporating ethical considerations, inclusive policies, and international cooperation, a comprehensive framework can transform labor migration into a positive force for both individual migrants and the global community.

### **Ethical and Human Rights Considerations**

Protecting the rights of migrant workers is of paramount importance as it safeguards the dignity, well-being, and fundamental human rights of a vulnerable population. Migrant workers often leave their home countries in pursuit of better economic opportunities, and their contributions to the labor force are crucial for the development of both sending and receiving nations. Ensuring the protection of their rights involves guaranteeing fair wages, safe working conditions, and access to essential social benefits.

Beyond economic considerations, safeguarding these rights is an ethical imperative, promoting social justice and human dignity. Migrants, like all workers, deserve to be treated with respect and fairness, irrespective of their nationality or immigration status.

Comprehensive rights protection not only enhances the quality of life for migrant workers but also contributes to the overall social fabric, fostering inclusivity and global cooperation. In the absence of such protections, migrant workers are susceptible to exploitation, discrimination, and abuse, undermining the principles of social justice and human rights on a global scale.

Ethical considerations in labor migration are pivotal for cultivating a just and humane global workforce. Ensuring fair wages is essential, recognizing that migrant workers often leave their home countries seeking economic improvement. Fair compensation not only honours their contributions but also prevents exploitation. Equally critical are safe working conditions, as migrants are entitled to environments free from hazards and risks. By prioritizing safety, societies uphold the principle that the well-being of workers should never be compromised for the sake of productivity.

Furthermore, ethical labor migration involves the provision of social benefits, such as healthcare and education, acknowledging the holistic needs of migrants and their families. These ethical considerations transcend national borders, emphasizing the shared responsibility of both sending and receiving countries in fostering a labor migration framework founded on principles of fairness, safety, and social equity.

### **Skill Development and Innovation:**

Skill development plays a pivotal role in enhancing the productivity of migrant workers, contributing not only to their personal advancement but also to the economic growth of host countries. Investing in training and skill-building programs tailored to the specific needs of migrant workers enables them to integrate more effectively into the host country's labor market. By acquiring relevant skills, migrants become better equipped to meet the demands of their chosen occupations, fostering increased productivity and competitiveness.

Further, enhanced skills often translate into improved job opportunities and upward mobility for migrant workers, creating a positive cycle of economic contribution and self-sufficiency. Governments and employers alike benefit from a skilled migrant workforce that can adapt to evolving market demands, making skill development a crucial component of sustainable and mutually beneficial migration policies.

Aligning migrant skills with industrial needs is a key driver of sustainable development, as it creates a symbiotic relationship between the labor force and the demands of the economy.

By identifying and addressing the specific skills required in key industries, countries can optimize the contributions of migrant workers, fostering economic growth. Integrating migrants into sectors where their skills are in high demand not only enhances their employability but also bolsters the productivity and innovation of those industries.

This alignment results in a more efficient and competitive workforce, promoting sustainable development by addressing skill gaps, reducing unemployment, and maximizing the overall economic potential of both the migrant population and the host country. In this way, a strategic matching of skills with industrial needs becomes a cornerstone for building resilient economies and nurturing inclusive societies.

### Examples of successful skill development programs

Several successful skill development programs have demonstrated their effectiveness in the context of labor migration. One notable example is the "SkillsFuture" initiative in Singapore, which focuses on upskilling and reskilling the local and migrant workforce to meet the demands of the rapidly evolving economy. This program provides a range of training courses and certifications, empowering migrants with relevant skills and enhancing their employability.

Another example is the "Mobilizing Institutional Leverage for Migrant Workers' Rights" initiative in Qatar, which collaborates with the private sector to offer targeted training programs for migrant workers, particularly in the construction industry. By aligning these programs with the specific needs of industries that heavily rely on migrant labor, both Singapore and Qatar have not only enhanced the skills of their migrant workforce but have also fostered economic growth and sustainable development by ensuring that the labor market remains adaptable and competitive.

### **Challenges and Solutions:**

Common challenges associated with labor migration and sustainable industrial development include issues related to social integration, labor rights, and economic inequality. Migrant workers often face barriers to full social inclusion, experiencing discrimination and isolation in host countries, which can hinder their overall well-being and productivity. Ensuring the protection of labor rights for migrants is another challenge, as they may be vulnerable to exploitation and abuse, particularly in industries with less regulation.

Economic inequality can arise when there is a mismatch between the skills migrants possess and the demands of the host country's industries. Additionally, the temporary and circular nature of many migration programs can hinder long-term investment in skill development and inhibit sustainable industrial growth. Balancing the needs of migrant workers with the economic priorities of host countries poses a continuous challenge for policymakers aiming to achieve both social justice and sustainable development. Addressing these challenges requires comprehensive policies that prioritize the rights, well-being, and economic integration of migrant workers within the broader framework of sustainable industrial development.

International cooperation plays a pivotal role in establishing a more effective framework for managing labor migration. Recognizing that migration is a global phenomenon with cross-border implications, countries benefit from collaborative efforts to harmonize policies and share best practices. Cooperative initiatives can facilitate the development of standardized regulations that protect the rights of migrant workers, ensuring a consistent and fair approach across nations.

Further, joint efforts can address common challenges such as human trafficking, exploitation, and discrimination, fostering a collective commitment to ethical and humane migration practices. By collaborating on data sharing, capacity building, and the formulation of multilateral agreements, countries can create a more cohesive and responsive framework

that takes into account the complexities of labor migration and promotes the well-being of migrants on a global scale. International cooperation thus becomes an indispensable cornerstone in crafting policies that are not only effective at the national level but also contribute to a more just and sustainable global migration landscape.

## **Conclusion**

A well-designed framework for labor migration holds substantial potential to contribute to sustainable industrial development. By aligning the skills of migrant workers with the specific needs of industries, countries can address labor shortages, spur innovation, and enhance overall productivity. Such a framework, emphasizing fair labor practices and protection of migrant rights, fosters a conducive environment for economic growth. Migrant workers, when integrated successfully, become valuable contributors to the workforce, bringing diverse perspectives and expertise that can catalyse industrial advancements.

Moreover, by incorporating comprehensive skill development programs and social integration measures, the framework promotes long-term stability and inclusivity. Sustainable industrial development is further bolstered when policies are attuned to the evolving dynamics of the global labor market, ensuring that the benefits of migration extend beyond immediate economic gains to contribute to the overall resilience and prosperity of societies.





