REPORT

Round Table on Migration, Scientific Diasporas and Development:
Impact of Skilled Return Migration on Development in India
4 February 2013, Jawaharlal Nehru University, New Delhi

Contents

1. Executive Summary
2. Background
3. Objective
4. Methodology
5. Main Findings
6. Conclusions and Way Forward

Annexure

1. Session Minutes
2. Programme Schedule
3. Participants’ List
1. Executive Summary

Over the past number of years, the increase in international migratory flows from India, especially those of skilled people who leave for a variety of reasons, has resulted in a growing interest among policy makers and researchers. A number of countries from continental Europe, in particular Switzerland, Germany, France and the Netherlands, have joined the market in search of better talent from the Indian sub-continent. This highly skilled immigration from India to Europe is a recent phenomenon and little is known about the activities of Indian professionals in Europe. Consequently, this topic needs to be researched further if it is to contribute to the policy dialogue on migration and development.

The objective of the Delhi round table was to discuss the relevance and implications of the research findings of the project on “Migration, Scientific Diasporas and Development: Impact of Skilled Return Migration on Development in India” in practical and policy terms before an audience representing a broad spectrum of interests. This audience included various stake holders involved in skilled migration and development relations. The draft version of the policy report resulting from the project was presented at the conference. Various comments and suggestions were made, which benefitted immensely as a result, and there were also important inputs about how to approach migration development relations, remittances and the factors affecting the return of migrants and their future opportunities at home.

Starting with discussions on the methodology to be used, the consensus was that it would be more appropriate to introduce both qualitative and quantitative aspects into the mix in order to allow a broader analysis of the social and cultural aspect of return migration. The impact analysis of development should be carried out using factual experiences as well as the usual perceptions of returnees and the diaspora. Four main channels for transferring skilled migrants’ resources were discussed: physical return, remittances and financial investments, knowledge transfer and social capital. It was mentioned that the gender aspect of migration can be included as part of the social impact. It was indicated that the analysis should also consider global economic conditions and subsequent motives for return in addition to family ties and the importance of finishing studies or completing a project. Another important point raised was the transfer of the skills of returnees from abroad and upon return, and the obstacles return migrants face in the form of work culture, salary options and reintegration issues due to the limitations of the local context. The personal experiences that were shared at the conference offered a chance to compare the experiences of other countries such as USA, Canada and Australia with those of the European countries, in terms of immigration policy, working environment, better research facilities, job opportunities and social environment.

2. Background

International migratory flows, which are characterized by the complexities as well as the interest of researchers and policy makers, have made it possible to explore alternative research avenues within this field. The exodus of scientists, professionals and students, as a specific case of skilled migration, and their subsequent return has always been a debatable issue in terms of the connection with the development of the country of origin and with the country of destination. Continental European countries have also started to look for talent on the Indian subcontinent and this presents us with an excellent opportunity to study contemporary links between skilled mobility and development.

The International research project entitled “Migration, Scientific Diasporas and Development: Impact of Skilled Return Migration on Development in India” was implemented using this rationale, and it was coordinated by the cooperation and Development Centre (CODEV) of the Ecole Polytechnique Federale de Lausanne (EPFL) in close collaboration with the International Labour Office (ILO), the Institute of Development Studies Kolkata (IDSK) and the International Migration and Diaspora Studies (IMDS) project of JNU. The project was funded by the Swiss Network for International Studies (SNIS), and ran from January 2011 to February 2013.
3. Objective

The objective of the research is to advance evidence-based knowledge on the return migration of skilled labour and its impact on development, and to explore strategies and measures that can be used to leverage the potential of scientific diasporas, given the fact that high skilled immigration from India to Europe is a recent phenomenon and little research has been carried out in this area. Accordingly, this project involves discussions in the form of two round table conferences as a means of engaging a comprehensive and detailed dialogue on the issue of migration and development, thus contributing to the policy discourse. One of the round tables took place at Jawaharlal Nehru University in Delhi, where the IMDS is instituted. The other will be held in Geneva on 1st March, 2013. The outcome of the Delhi roundtable conference, which was held on 4th February 2013, is discussed in this report so that it can help in the finalizing of the report and also assist any further comprehensive discussions at Geneva.

4. Methodology

The first technical session of the conference was devoted to discuss the methodology of the study. This part was presented by Dr. Gabriela Tejada and Prof. Uttam Bhattacharya. The study employed both quantitative and qualitative approaches. Field surveys were conducted for this purpose and major findings were discussed with participants. The findings included came from six Indian cities (Delhi, Kolkata, Hyderabad, Bangalore, Mumbai, and Pune) and four European countries (Switzerland, Germany, France, and The Netherlands). Discussions of these findings brought many suggestions as well as explanations about the chosen procedure. Prof. Bhattacharya explained the limitations for the sampling and said the snowball method of sampling had been used since no other traditional sampling technique could be applied. Besides, the European method for conducting interviews was not possible as Indians do not respond to e-mail. Furthermore, an equal number of residents could not be found in the Indian cities, and as a result there were imbalances in terms of the data from the cities. Since rigorous statistical methods were not applied, generalizations could not be made on the basis of the results. Yet an idea of the existing trends appears. After discussing the sample characteristics and methodology, interventions were sought from the participants. Mr. Nilim Baruah from ILO asked about the extent to which these findings are related to policies and also the context of other countries of importance such as Canada, Australia and many others. Suggestions were also made about the intention to map for temporary purposes, and to how these findings apply to employment based immigration in particular. The methodological part also needs to be more analytical and it should take both the qualitative and the quantitative aspect into account so that they can complement each other in the analysis. The analysis should also consider ongoing economic trends and labour market policies.

5. Main Findings

The motive behind this round table conference was to overhaul the rationale, objectives and findings of this project, so that it can help to frame better policy initiatives. In this way, the findings of this conference would help in the finalization of the complete report as well as the completion of different chapters of the edited volume on the research findings. These findings can be put in the following way. This study would try to see the skilled migrants (scientists and researchers) as an input facilitating spillovers and the use of innovations. The analytical framework should broad rather than a simply traditional one, so that it can incorporate all dimensions such as social and cultural aspects, as they are the important factors in the case of Indian returnees. The strength of this study lies in the fact that it is based on a double perspective (country of origin and country of destination). The qualitative aspect of the methodology should also be used to complement the quantitative one in order to highlight the social and cultural aspect of skill migration in India. The impact analysis of development (both returnees and diaspora) should incorporate factual experiences along with the perceptions.

To help elaborate the report even further, global economic conditions and their impact on international labour markets should be taken into consideration. This could help in terms of analysing the motives for return in greater detail; for example, whether or not the migrants tried for the job after the project was completed? And if not, then what are the possible reasons behind this decision? Some of the issues that need to be additionally explored include the gender aspect of skilled migration, return and benefit from accumulated overseas exposure and skills. The key question that can guide further analysis and work from here to Geneva will be development impact of return and of the diaspora.
Further attention should be paid to the process of transferring skills from abroad and upon return as well as the obstacles and enablers. This is where the testimonies of returnees, ILO views, German policies, scholarly research can complement this project in a significant manner.

On the policy side, India needs to give consideration to the following points-
- Welcome culture for skilled migration and helping them by providing better working conditions, better infrastructure and curbing bureaucratic dilly-dallying and red tape.
- Encouraging reintegration after promoting the return of skilled migrants. Promotion of foreign employment, and other diasporic activities.
- Providing the channels and means for learning the foreign language at an academic level.
- Providing assistance for the channelizing the remittances for other developmental activities apart from consumption.

Destination countries also need to consider the following points-
- There should be stability and coherency in the policies of destination countries (curbs on an open and shut policy)
- The attitudes of the host population towards migrants should be reflected when framing the public policy.
- There should be equal treatment for migrant workers.

On both sides (home country and destination countries)-
- Overcoming the dynamic of conflict of interest in transnational return migration.
- Promoting benefits for both sides at the migration ends.

For employers and migrants-
- Promoting a positive environment to produce desirable output with changes in work culture, recognition of the assets/values of returnees.
- Migrants can inculcate some of the values which are important to adapt in foreign environment.

6. Conclusion and Way Forward

The discussions of this round table conference have shown the way forward to the Geneva Round Table. It has provided many important points which will be important when it comes to finalizing this project’s findings. With the incorporation of a more analytical research framework and the help of both qualitative and quantitative methods, this project will also try to encompass various dimensions of return migration. This will take the social, cultural and economic aspects of return migration from European countries to India into account. India has emerged as an important, as well as a potent country for sending its high skill people abroad, for a number of reasons. But after completing their project or study they either try to find job opportunities there or else they return to their home country, and this needs to be explored in various contexts. Factors such as family ties, patriotism, or a better emerging market for jobs in the IT and Bio-tech sector are contributing to their return and these should be seen as counterpoints to lower salaries, bureaucratic working conditions and poorer infrastructure at home for the returnees. Furthermore, the immigration policies of different countries should be analysed with regard to their instability and time frame. In addition, the debate over remittances as the most important channel should be looked into and this source should be contrasted to other investment and job opportunities abroad. Overall development should be seen in terms of the input of skilled people into their home country and their spillover effect, and using remittances not just for consumption but for other developmental activities as well.
Inaugural

Prof. Mridula Mukherjee, inaugurated this round table conference by welcoming the guests, and participants. She talked about this project in the light of the importance of issues regarding labour migration. She further talked about the historical aspect of labour migration from India and its importance in understanding this phenomenon. She mentioned that ninety five percent of Indians who went to PhD to USA, did not return to India. Therefore it becomes pertinent to look into this whether as a phenomenon or in terms of cause and effect relationship.

Ms. Tina Staermose talked about the historical role of India as founding member of ILO and also its role in sending skilled and semiskilled people abroad. She mentioned that issues related to different types of migration (of semi-skilled, skilled and highly skilled people), are quite different and should be seen within different context. As far as different factors for migration are concerned, aspirations of professionals in developing countries also act as a driving factor for the people. Regarding development, brain drain should not be seen as a mere fearsome issue. For the last decade, people in higher profession have been returning to India and benefitting it but the issue of male and female migration is not analyzed yet. Further their contributions in economic and social terms should be seen from the perspective of destination as well as home country. Also it is not about quantity and quality debate but also working conditions child labour and forced labour issues surrounding the international migration.

Mr. Martin Strub set the stage for the conference by talking about the relationship between India and Switzerland in terms of the migration of highly skilled people. He further laid further emphasis on strengthening the bilateral ties between India and Switzerland so that situations to bring skilled labour across the border can be created on both the sides.

Technical session one

The first technical session was basically concerned with the objective, rationale, underlying methodology and some major findings from both the sides (India and Europe). It started with Dr. Gabriela Tejada, who addressed the contextual underpinnings of the project. She explained why India and cities from continental Europe were used to study highly skilled immigration from India to Europe and the subsequent return of migrants. She explained that this was due to the fact that the activity of skilled Indian professionals was greater in these selected European countries and also because of their comparative advantage in speaking English as one of the foreign languages. The relationship between migration and development for some specific sectors was also discussed. As far as the methodology section is concerned, she discussed the inclusion of both qualitative and quantitative methods. Primary information was sought in two complementary quantitative surveys.

Metka Hercog was the next speaker to take the podium and she explained her findings from the European side to the session. The findings were based on the migration motives of skilled Indians in the continental European countries of France, Germany, Switzerland and the Netherlands, their experience in the country of destination and their engagement in developmental activities. She discussed these points with the help of data on language competence, membership of local organisations, satisfaction with living conditions and satisfaction with employment conditions. For the development engagement, 70% of respondents say their present activity could have an impact on the socio-economic development of India. Channels of engagement included remittances and investment, knowledge transfer, social remittances, and future plans. She further discussed the need to set out the different reasons for returnees in a less skilled employment situation.

The observations of Metka Hercog were followed by those of Uttam Bhattacharya, Jayanta Nayek, Umesh Bharte and Parveen Kumar, who gave a detailed discussion of the methodology, sample characteristics, and major findings from the Indian side respectively. For the purpose of the study six Indian cities were selected because these cities had the largest numbers of highly skilled returnees in the country. Their migration experiences were included in the considerations.
Their return was mainly driven by the fact that they had completed their project abroad or for family reunification reasons. As far as investment is concerned, no impact of return on that aspect was observed. The pull factors for return migrants included a favourable employment situation in India. They further discussed the difficulties regarding the following of conventional statistical methods such as stratified sampling or other rigorous methods. Therefore, the results cannot be generalized, as respondents also come from different sectors such as ICT, medicine, biotechnology and the academic world.

Floor discussions for technical session one

As Mr Basant Pontnuru from ICM stated, these findings cannot be seen as a more generalized conclusion on migration and development. There cannot be a win-win situation for the sending countries, as the outcome of the migration should be taken as an input and not as consumption. Analysis should go beyond some specific contexts. Mr. Nilim Baruah pointed out the role of academia in maintaining the diaspora, as it involves more expectations compared to others, even in terms of employment opportunities. Another point raised by Prof. Khadria in this context, was that there is no hierarchy in academia, so it is easy to discuss it in comparison to other sectors.

Technical session two

Technical session two started with the presentation of Mr. Nilim Baruah, Regional Migration Specialist from ILO ROAP, Bangkok. He stressed the point that different countries have different immigration policies, which have to be analysed in order to see which group of returnees is under which kind of policy regime. Discussing the migration and development issue further, he mentioned three driving forces behind migration and development. These are push factors, pull factors and inter-country networks. His discussions were based on studies for Armenia, Tajikistan, Thailand and Philippines. Another point was remittances, and from his studies he found that most remittances were spent on current consumption. Finally, he made some recommendations for a return and reintegration program model based on observations from the Philippines. He suggested the promotion of multi stake holder cooperation. Structures and institutional mechanisms must be put in place by the government of the country of origin and by the destination country. Monitoring and evaluation should be an integral part of the reintegration program.

Prof. Binod Khadria outlined the underlying policy dynamics in return migration. He discussed the problems, benefits and reasons behind return migration in a comprehensive way. While talking about this project, he also mentioned the need to look at the quality of skilled migrants returning to India; among the types of return migration he placed more stress on the induced form of return since this case is more important in the context of European immigration policy. How does frequent return migration benefit the destination countries? Here he was concerned that origin countries may find short term gain from migration but there is question mark in the long term. He suggested looking at the average productivity of labour of various origin and destination countries as an indicator for deciding the policy framework. Moreover, the lack of transparency in migration policies, instability (open and shut policy) and their time frame were important in the decisions of migrants to return, and for further immigration (circular migration). An alternative path to temporary immigration policy is dual citizenship leading to return migration. While talking about Equitable Adversary Analysis(EAA) for win-win: A new tool for governance of return, he found it beneficial as a policy tool whereby the ‘return migration policy’ considerations in destination countries would be opened to assessment by the stakeholders in countries of origin and vice-versa. Two negotiable areas through EAA are the instability of policy trends underlying the “open and shut policy” of the destination countries in the north and the vulnerability of the migrants to the arbitrariness of return and reintegration practices in the implementation of policies, as well as the fact that temporary return migration can be a driving force for inter-diaspora cooperation.

Mr. Ullrich Meinecke was the next speaker at this technical session and he mentioned three important points of special relevance to Indian high skilled migration to Germany. He talked about the population dividend that India has over other developing nations in the world in terms of the working group of a young population. He said that the workforce participation rate should be increased through internal and external sources. The internal source is pertinent to increasing the age group of working people while the external source pertains to looking at the labour laws and social security as well as through the changing of mindsets. The second point he raised related to increasing the number of labour migrants from India to Germany. The Qualification Recognition Act and the promotion of German language should be encouraged for this.
The third point he discussed was the issue of remittances. Here he suggested that entrepreneurs set up business in Germany and contribute to their home countries, so that the migrants who want to go there after completing their studies or any project in Germany can set up business there.

After these speakers, Mr. Shashank Bishnoi from IIT Delhi and Mr. Somendra Singh Parihar from NETRA (NTPC) shared their personal experience while pursuing their further research abroad and their experience in the home country after returning. Mr. Shashank placed a greater stress on cultural factors, time, and efficiency and the transferring of skills while discussing his experience abroad and his subsequent return. Mr. Somendra described the whole experience while selecting the destination country for further research and employment opportunities. He said that when comparing European countries such as Germany with the USA, he found that the USA was providing financial support to pursue research in the concerned field, while the working and living conditions were better in Germany. However, language was a barrier in the latter case. When looking for employment in the USA and Germany, in former case employers asked potential employees about their long-term plans and expected them to stay, while German employer asked them whether they would like to go back to their own country. The question was raised as to why people from India become more productive when they go abroad.

Floor discussions for technical session two

After the end of this technical session, some suggestions were made from the floor and some questions were also raised. These considerations were important for the further development of the project. As Ms. Tina Kuriakose Jacob stated in her important question about returnees - did they try to get a job there after completion of the project or study? What were the reasons for those migrants? Do they only consider family concerns or cultural factors when deciding to return? She also suggested looking at the sample of institutions in terms of public versus private ones. Which institutions attract more people? For return migration and development aspects, the emphasis was more on remittances, but what about business opportunities abroad and here?

Ms. Radha Biswas talked about the permanence of decisions, especially in the case of forced migration. She shared her findings from the survey on reverse migration and entrepreneurship. Eighteen entrepreneurs were interviewed for this survey, most of them people from Calcutta who migrated to Europe while their last return was from the USA. People are compelled to return because of immigration policy. This worked as a push factor while India’s own emerging market in the IT and Biotech sectors worked as a pull factor for them rather than family factors. This is supported by the fact that only three entrepreneurs returned for family reasons or ties. Primarily, they returned to India because of opportunities in the IT and biotechnology sectors in the aftermath of globalization. Further discussions are needed to see whether they have strong transnational networks or whether they are just corporate refugees.
Annex Two

Programme Schedule

Round Table on Migration, Scientific Diasporas and Development:
Impact of skilled return migration on development in India
4 February 2013, Jawaharlal Nehru University, New Delhi

10:00 – 10:30 : Registration & Tea

10:30 – 11:00 : Inaugural Session
- Welcome: Prof. Binod Khadria, Director, IMDS, JNU
- Chair: Prof. Mridula Mukherjee, Dean, School of Social Sciences, JNU
- Address: Ms Tine Staermose, Director, ILO DWT South Asia & CO India
- Inaugural address: Mr. Martin Strub, Minister Counsellor and Deputy Head of Mission of the Swiss Embassy

11:00 – 13:00 : Technical Session 1 : Presentation of research findings
Moderator: Prof. Binod Khadria, IMDS, JNU
- Dr. Gabriela Tejada, Project Leader, CODEV-EPFL
  General overview of the project: partnership, research frame, objectives, focus, methodology.
- Mr Perveen Kumar, Assistant Professor, S.N. Degree College, Fatehpur & Mr Umesh Bharte, Research Scholar (PhD), IMDS-JNU
  Main research findings from India
- Dr Uttam Bhattacharya, Associate Professor, IDS & Mr Jayanta Nayek, Research Associate, IDS
  Contributions to development
- Ms Metka Hercog, Scientist, CODEV-EPFL
  Main research findings from Europe

Floor Discussion

13:00 – 14:00 : Lunch

14:00 – 16:00 : Session 2: Panel Discussion on Migration, development and return
Moderator: Dr Uttam Bhattacharya, Associate Professor, IDS
  Panellists
- Mr Nilim Baruah, Regional Migration Specialist, ILO ROAP Bangkok
- Mr Ullrich Meinecke, Counsellor on Social and Labour Affairs, Vocational Education and Training, Embassy of the Federal Republic of Germany in India
- Prof. Binod Khadria, Director, IMDS, JNU
- Dr. Shashank Bishnoi, Assistant Professor, Department of Civil Engineering, IIT, New Delhi
- Mr. Somendra Singh Parihar, Deputy Manager (Nano Tech), NETRA(NTPC Energy Technology and Research Alliance)
- Radha Biswas, Independent Consultant

Floor Discussion

16:00 – 16:30 : Tea

16:30 - 17:00
Closing session
The Way forward by Dr Gabriela Tejada, Project Leader, CODEV-EPFL
Vote of thanks by JNU
Annex Three

Participants’ List

Governments

Mr. Parthasarathi Banerjee
Director
National Institute of Science, Technology and Development Studies (NISTAD)
Pusa Gate, K.S. Krishnan Marg, New Delhi 110 012
Tel: 011 25843227 / 25846064
Email: pbanerjee@nistads.res.in / psb_nist@yahoo.com
Email: psb_nist@yahoo.com / partha.parthasaranthi@gmail.com

Dr. Somendra Singh Parihar
Deputy Manager (Nano Tech)
NETRA (NTPC Energy Technology and Research Alliance)
A2/202, Tower 3A, Purvanchal Silver City 2, Sector Pi II
Greater Noida, Uttar Pradesh 201308
Tel: 0120-2356-648
Mobile: 9650998013
Email: singsomendra@gmail.com

Dr. Naresh Kumar
Principal Scientist
National Institute of Science Technology & Development Studies
K. S. Krishnan Marg, Pusa Gate, New Delhi-110012
Tel: 011 2584 3102;
Email: nareshqumar@yahoo.com

Employers

Ms Pooja Gianchandani
Director and Head – Skills Development
Federation of Indian Chamber of Commerce and Industry,
Federation House, Tansen Marg, New Delhi 110001
Tel: 011 23738760

This list includes only participants that confirmed their presence beforehand. In fact, other additional participants attended the event.
UN Agencies

Ms. Juliette Le Pannerrer
UNESCO
B-5/29, Safdarjung Enclave, New Delhi 110029
Tel: 011 26713000 (ext. 302)
Email: le-pannerer@unesco.org

Embassies

Mr. Martin Strub,
Minister Counsellor and Deputy Head of Mission
Embassy of Switzerland
Nyaya Marg, Chanakyapuri, New Delhi - 110021
Tel: 011 4995 9500
Email: martin.strub@eda.admin.ch

Mr. Ullrich Meinecke
Counsellor on Social and Labour Affairs
Embassy of the Federal Republic of Germany in India
6/50 G, Shanti Path, Chanakyapuri, New Delhi 110021
Tel: 011 4419 9199 / 2687 1831
Email: soz-1@newd.diplo.de

Ms. Aurélie Pachkoff
In-charge of EU Euraxess Links India Project
Delegation of the European Union to India
65, Golf Links, New Delhi, 110 003 India
Tel. 011 4949 6565
Email: aureliepachkoff@yahoo.fr

Ms Pragya Taneja
Advisor, Migration and Diaspora
Centre for International Migration and Development (CIM)
Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH
GIZ Office (India), 4th Floor, B5/2 Safdarjung Enclave, New Delhi 110 029
Tel: 011 49495300- Extn (2452)
M: +91 9560433005
Email: pragya.taneja@giz.de

Mr. Piyush Dhawan
Biodiversity Programme
Junior Programme Coordinator and Assistant to the Programme Director
Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH
B-4 Greater Kailash Enclave, Part-2, New Delhi, 110048, India
Tel: 011 4107 0711 / 4107 0712
M +91 85 8697 6470
Email: piyush.dhawan@giz.de
Dr Dominique Aymer de la Chevalerie  
CNRS Office in India  
Embassy of France in India  
2/50-E Shantipath, Chanakyapuri, New Delhi 110 021  
Tel: 011 3041 0011  
Email: dominique.aymer@cnrs-dir.fr

Academics

Prof. Saurabh Ghosh  
Assistant Professor  
Department of Textile Technology, Indian Institute of Technology  
Hauz Khas, New Delhi  
Email: sghosh08@textile.iitd.ac.in / ghoshsourabh@yahoo.com

Ms. Vibha Arora  
Assistant Professor in sociology and Social anthropology  
Indian Institute of Technology  
Hauz Khas, New Delhi-110 016  
Tel: 011 2659 1999 / 2659 7135  
Email: vibhaaurora@yahoo.com

Ms. Smita Tiwari  
School of International Studies  
Jawaharlal Nehru University  
New Mehrauli Raod, New Delhi 110067  
Email: smita.jnu@gmail.com

Mr. Basant Potnuru  
Head Projects  
Incharge India Centre for Migration  
Email: bkpeco@gmail.com

Mr. Perveen Kumar  
Assistant Professor  
S.N. Degree College, Fatehpur  
Email: perveen255@gmail.com

Dr. Shashank Bishnoi  
Assistant Professor  
Department of Civil Engineering  
Indian Institute of Technology Delhi  
Hauz Khas, New Delhi 110016  
Tel: 011 2659-1185  
Email: shashank.bishnoi@civil.iitd.ac.in
ORGANIZERS

JNU

Prof. Binod Khadria
Director
International Migration of Diasporas Study (IMDS)
Zakir Husain Centre for Educational Studies, School of Social Sciences
Jawaharlal Nehru University, Room 219 (SSS-II)
New Mehrauli Road, New Delhi 110067
Tel: 011 26704417
Email: bkhadria@gmail.com

Mr. Umesh Laxman Rao Bharte
Research Scholar
Jawaharlal Nehru University
New Mehrauli Road, New Delhi 110067
Mobile: 9811805799
Email: bharteumesh@gmail.com

EPFL

Dr. Gabriela Tejada
Scientist and Project Leader
Cooperation and Development Centre (CODEV)
Ecole Polytechnique Fédérale de Lausanne
EPFL – Station 10, Office CM 2 202, 1015 Lausanne
Switzerland
Tel: +41 21 693 6161
Email: gabriela.tejada@epfl.ch

Ms. Metka Hercog
Scientific collaborator
Cooperation and Development Centre (CODEV)
Ecole Polytechnique Fédérale de Lausanne
EPFL – Station 10, Office CM 2 202, 1015 Lausanne
Switzerland
Tel: +41 21 6936006
Email: metka.hercog@epfl.ch

IDSK

Dr. Uttam Kumar Bhattacharya
Associate Professor of Economics
Institute of development Studies Kolkata
27 D, Block DD, Sector –I, Salt Lake
Kolkata 700064, West Bengal
Tel: 033 9836947392
Fax: 033 23213119
Email: uttam.bhattacharya@gmail.com
Sri Jayanta Nayek  
Institute of development Studies Kolkata  
27 D, Block DD, Sector –I, Salt Lake  
Kolkata 700064, West Bengal  
Tel: 033 9432658145

ILO

Ms Tine Staermose  
Director  
ILO DWT for South Asia and Country Office for India  
Core 4B, 3rd Floor, India Habitat Centre  
Lodi Road, New Delhi 110003  
Tel: 011 47509200  
Email: staermose@ilo.org

Mr. Nilim Baruah  
Regional Migration Specialist  
ILO Regional Office for Asia and the Pacific  
United Nations Building, Rajdamnern Nok Avenue  
Bangkok 10200, Thailand  
Tel: +662 288 1234  
Email: baruah@ilo.org

Ms Neetu Lamba  
National Professional Officer (Programme)  
International Labour Organization  
ILO DWT for South Asia and Country Office for India  
Core 4B, 3rd Floor, India Habitat Centre  
Lodi Road, New Delhi 110003  
Tel: 011 47509211  
Email: lamba@ilo.org

Ms. Shashi Govardhan  
Administrative Assistant  
International Labour Organization  
ILO DWT for South Asia and Country Office for India  
Core 4B, 3rd Floor, India Habitat Centre  
Lodi Road, New Delhi 110003  
Tel: 011 47509219  
Tel: 011 47509211  
Email: shashi@ilo.org