

ISSN 0976-271X



IMDS Working Paper Series

Special Issue, June 2011

In lieu of Working Paper Nos. 34-36
April - June, 2011

**AN EXPLORATORY STUDY ON
CIRCULAR MIGRATION FROM INDIA TO EUROPEAN UNION**

By


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The IMDS Working Paper Series is published by International Migration and Diaspora Studies Project at the Zakir Husain Centre for Educational Studies, Jawaharlal Nehru University, New Delhi.

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Citations of this publication should be made in the following manner:
Author, Year, "Title of the Paper", IMDS WPS 2011 Special Issue, month,
International Migration and Diaspora Studies Project, ZHCES, JNU, New Delhi.

ISSN 0976-271X

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Executive Summary

- Nowadays circular migration is being looked upon as a solution to many issues related to international migration. Although in recent times, much attention is being given to circular migration, the phenomenon itself is not new. There exists a range of definitions of circular migration used by researchers and policymakers.
- The present study intended to look into circular migration of skilled Indian professionals between India and the European Union. Besides identifying the occupations and professions in which circular migration was most prevalent, the study also looked at the main channels of this kind of migration. The study utilized both the primary and the secondary sources.
- Although differences exist among the EU member states on an EU-wide immigration policy, it has been also recognised by most of the EU member states that it would be more fruitful and effective to manage labour migration if they work with the migrant's country of origin on various issues related to migration of people across the skill-levels. Accordingly different circular migration programmers are being placed in some of the EU countries to serve as models to be followed by others.
- There are differences between Denmark and Czech Republic in terms of how the temporary migratory flows are managed in the country. While Denmark makes use of the Green Card Scheme, there is no such scheme in place in Czech. A third country national needs a work visa and a work permit to be able to work in Czech Republic (as governed by Article 89 of the Employment Act of the country). Czech Republic has a rigorous procedure for employment of migrants.
- Shortage of skilled personnel is an acute problem that has been bothering EU member States for some time now and is threatening to drastically slowdown their economies. India is a major source country to fill the skill shortage. Therefore India and EU countries have signed MoUs on labour mobility and social security to facilitate labour flows and to safeguard the welfare of the migrants.
- Scarcity of data sets makes estimation of circular migration very difficult and poses a challenge for policymakers to outline legal frameworks. Therefore,

initiatives should be made to record such flows and create homogeneous data sets to help researchers and policy makers.

- The findings of the study conducted on the feasibility of circular migration from India to the European countries analysing the results for a sample of 100 migrants has been discussed in detail in the present study which covers the information on the destination countries of the migrants, the duration of their foreign stay and their experiences regarding various aspects of circular migration. The study assesses the impact of circular migration on the personal, social and professional life of the migrants. The results indicate that most of the young high skill migrants from India who are migrating to the European countries for a short period of time are satisfied with the short-term foreign experience provided by circular migration. They expressed a desire to stay with their families in India and most of them had no desire for permanently settling abroad.
- It was observed that circular migration leads to gain in knowledge and hands on experience for the migrants while also leading to formation of networks with the colleagues and friends in the destination country. While a large majority went to the UK, the migrants have been to a total number of 16 countries in the Europe. They did not mention facing any substantial difficulties in the destination countries.
- The findings of the study do not indicate any psychological pressure on the migrants posed by circular migration as the foreign stay is small. On the whole the migrants state their migration experience as satisfying.
- There is an urgent need for a valid and appropriate data collection system which shall be informed on the contemporary notions of increasing levels of temporariness of migration. Hence along with emphasis on longitudinal data for accurately capturing the circularity of migration, comprehensive visa details incorporating the purpose of migration are a must for understanding the complexities of circular migration.

Conceptual Issues and Related Dimensions

Circular migration of late has become an important point of discussion in the field of international migration. It is being looked upon as a solution to many issues related to international migration. Promoters of circular migration indicate that managed circular migration provides a triple win situation, in a way that the sending country, the host country as well as the migrant, can be benefitted from such migration systems. Circular migration can assuage issues of labour shortage in the host country without long-term plans of settlement of migrants. It also addresses the issue of surplus labour in the origin country without permanent loss of human capital, or 'brain drain,' and also fulfils the needs of the migrants with improved earnings. It is believed that if there are legal options that would not restrict recurring migration, then in most cases, migrants would prefer circular migration over one time migration (Khadria, 1999; Wickramasekara, 2011) However, there are others who look at circular migration as being restrictive towards the right of migrants to settle in the host country and that it is only beneficial for the destination countries. Although in recent times, much attention is being given to circular migration, the phenomenon itself is not new. There exists a range of definitions of circular migration used by researchers and policymakers, which have been discussed later in the report.

Circular migration is quite old in India. India has been a major source country of skilled professionals and knowledge workers. A number of migrants from India, who went to serve on the various colonial plantations during the 19th century under the indenture of labour system, came back to India on completion of their contracts. However, some of them re-migrated after finding it difficult to adjust at their home in India. More recent example of circular migration from India is evident in the India-Gulf migration channel. The oil boom of the 1970s instigated the migration of people from India to the oil rich Gulf countries. The majority of Indians in the Gulf countries were employed on contract basis and returned to India after the expiration of their contract. However, circular migration from India, as defined in the present context, accelerated in the last two decades, especially after the introduction of H-1B visa in the United States and Temporary Work Permit/Guest Worker Programme in Europe. Multinational and transnational companies send their employees to work overseas for a certain period of time on specific assignments or projects. However, due to lack of any systematic mechanism to track these movements, data on return and circular migration in India hardly exist. Moreover, empirical literature on circular migration is also very limited and only a few location specific studies, such as Khadria (2004) and Zachariah and Rajan (2009) are available.

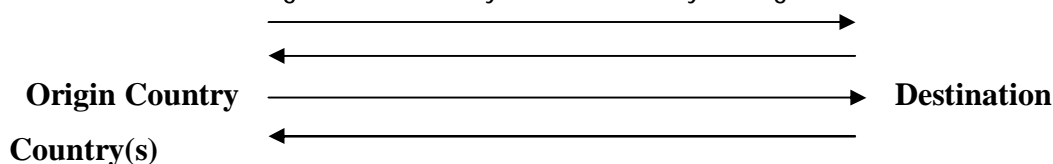
The present study intends to look into circular migration of skilled Indian professionals between India and the European Union. It would identify the occupations/professions and sectors in the economy in which circular migration is most prevalent, and the main channels of this type of migration. Specifically, the study seeks to identify the sectors and skill levels in the European countries with visible labour shortages and their implications for India as a source country. Besides examining the migration policies of select European Union countries

related to circular migration and their impact on migratory flows between India and those of the receiving countries, the present study focuses on identifying the socio-economic impacts of circular migration of highly-skilled professionals in India.

1.1 Concepts and Definitions

Circular migration as a policy tool is in essence an European Union initiative to focus upon a particular form of temporary migration as opposed to permanent settlement of immigrants in the EU countries. In 2007, the European Commission (EC) through a communication directed the EU member countries to encourage circular migration in order to effectively combat the problem of irregular migration and to better manage legal and regular migration. Thus, the EC wanted to emphasize the objectives of labour mobility to be 'managed' and 'legal' (Erzan, 2008; Fargues 2008). Following the EU initiative, policy makers, both at national and multilateral levels, are giving serious attention, and at the same time, advocating the legal movement of people to-and-fro between their origin country and host country. Their objective is that circular migration should be managed in a way to bring 'win-win-win' situation for the host country, the migrants, and the home country. Many recent documents produced by international and national agencies seem to prefer circular migration as a forward looking mode of migration management (Vertovec, 2007). It is also stated that circular migration may be seen as a kind of compromise between the destination country and the origin country interests in order to increase the benefits of migration (Newland 2009). However, despite its recurrence and advocacy the concept of circular migration remains contested partly because both the data sets and the literature on circular migration are rather scarce. Circular migration does not refer to any particular category of migrants; instead it is a fluid concept (Dovelyn and Newland, 2007). For the sake of clarity and identifying the defining components, some important concepts and views related to circular migration are discussed below.

As far back as in 1974 itself, Bovenkerk in his book, *The Sociology of Return Migration: A Bibliographic Essay*, discussed the circular movements of people across borders (cited in Cessarino, 2008). For him, one of the defining features of the circular migration was to and fro movement between the place of origin and destination country(s). However, he emphasized that this circular movement must include more than one return to the home country. Thus circular migration is not merely a binary movement between the source country and the destination country. An individual may live in one or more destination countries and may return more than once to the homeland. It can be argued that repeated return migration constitutes circular migration. This may be described by the figure as follows:



Source: Bovenkerk, (1974, p.5)

Further, the concept of circular migration may be contrasted with other forms of migration. People who go abroad and return on a permanent basis as well as people who emigrate and permanently stay in other destination country do not qualify as circular migrants (Cassarino, 2008). In addition, irregular migrants also come under the realm of circular

migration making it difficult to be managed by state policies (Porter, 2003; Constant and Zimmermann, 2007). The difficulty in defining the term circular migration lies in the fact that it is hard to differentiate this type of migration from return migration and temporary migration. These seemingly analogous, analytically distinct concepts of circular and return migration are mostly used interchangeably. For example, the Dutch government intended to substitute permanent migration with circular migration to fill the gaps in the country's labour market because it wanted to circumvent the problems related to permanent immigrants. However, it narrowly interpreted circular migration as temporary migration (De Haas, 2000). Wickramasekara (2011) has also pointed out the difficulty in differentiating circular migration and temporary migration. Based on Cassarino's (2008) work, he has tried to list the similarities and differences between these two concepts of migration. The two concepts are similar in their temporariness as in both cases the migrants do not settle down permanently and their returns may be either voluntary or involuntary. The set of countries involved are the same as they include countries having significant socio-economic differentials. Also in both cases, financial flows or remittances and transfer of knowledge take place. The two concepts however differ in the frequency of movement. In case of circular migration, the phenomenon is more dynamic as it involves repeated movement between countries while in case of temporary migration, the migrant usually migrates only once and then returns back to his origin country. Circular migration involves same sets of migrants while temporary migration mostly involves different sets of migrants.

Another effort to conceptualize circular migration in the 1970s was made by Tilly (1976). According to Tilly (1976, p.7), "Circular migration takes a social unit to a destination through a set of arrangements which returns it to the origin after a well-defined interval". He further said that historically, seasonal work on harvests, rural seasonal movement of sheep and goats, the sending of young people into household service before their marriage, soldiers before their long-planned return - all represent variants of circular migration. His observation was that circular migration less frequently involved single individuals than other forms of migration. Remarkably, he added that by and large the richer western European countries encouraged circular migration of low-wage workers from elsewhere but made it difficult for them to become long-time residents and, especially, to acquire citizenship.

Núñez (2009) proposed another definition of circular migration, not necessarily based on the physical movement of people, but in terms of the effects of international migration flows. Its novelty is the concept of *circular migration flows*, which is defined as, "the continuous interaction between sending and receiving countries that is created and sustained by migration and transnational networks" (p. 4). Hence this definition does not necessarily require physical return. Núñez (2009) claimed it as an original paradigm for circular migration.

A definition given by the Swedish Parliamentary Committee for Circular Migration and Development (CiMU) is also helpful. The Committee Directive to CiMU states that circular migration refers to "temporary or more long-term and usually recurring legal movements between two countries. Movement can occur either through migrants moving from their countries of origin or residence to a host country and then returning, or through migrants moving to their countries of origin for a shorter or longer period" (Committee Directive – Circular Migration and Development, Dir. 2009, p.53). Sweden views circular migration as a natural phenomenon characterised by movements of people between countries, for longer or shorter periods; and potential contribution in both their host countries and countries of origin.

According to Venturini (2008), the idea of circular migration comprises small entrepreneurs who move from the sending to the destination country for a short period, or vice versa; seasonal migrants who repeat the same journey every year and work abroad for short periods of time (less than one year); and also contracted migrants who work abroad until the end of the project for which they have been hired. Venturini (2008) also differentiates between restricted definition (short stays) and extended definition (relatively long stay) of circular migration on the basis of the length of the stay abroad.

The European Commission uses the term circular migration to mean a form of migration managed so as to facilitate legal movement of people back and forth between two countries. The Commission emphasizes the aspects of management and legality (Kirisci, 2007). The EC identifies two kinds of circular migration based on outward and inward mobility - circular migration of third- country nationals settled in the EU (business persons and professionals) to home countries; and circular migration of persons residing in a third country to a EU country. Newland et al (2008) view circular migration as a continuing, long-term, and fluid pattern of movement of people among countries. Circular migration is distinct from temporary migration in the fact that circular migration indicates continuous engagement in both source and destination countries on the part of migrants. Numerous categories such as seasonal migration; nonseasonal, low-wage labour; and the mobility of professionals fall into the domain of circular migration. These authors also make it clear that both return and repetition of movements are the defining features of circular migration. Newland and Agunias (2008) define circular migration as a broader notion than the one-time-only temporary migration including the migrant's return to homeland after the end of a finite circle.

Wickramasekara (2011) in his paper "Circular Migration: A Triple Win or a Dead End?" cited Pastore to have specified the durations of different types of migration like short term mobility, circular migration, and permanent migration (Table 1). Accordingly, seasonal migration and temporary migration can be called circular migration. Cassarino (2008) has differentiated circular migration into three levels: (i) hindered circular migration, (ii) embedded circular migration, and (iii) regulated circular migration. According to him, hindered circular migration is one where obstacles like political tensions or military disputes between two countries prevent people from circulating across borders; embedded circular migration takes place when people cohabit with the border and unmanaged circular migration is part of the reality encompassing two or more countries; and regulated circular migration is the one managed or controlled through institutional mechanisms, including pre-selection of the migrants in their country of origin.

Table 1.1: Duration and Types of Migration

| Duration | Migration type |
|--|---------------------|
| Less than 3 months | Short term mobility |
| More than 6 months but less than 5 years | Circular migration |
| More than 5 years | Long term migration |

Source: Based on Wickramasekara (2011)

1.2 Circular Migration: A Brief Review of Literature

Since most migration today comes under the ambit of circular migration, where migrants return to their home country after a specified period of stay abroad, it needs to be examined across countries and regions using different methodologies and various disciplinary perspectives. Various studies have been undertaken to find out the impact of circular

migration on the economic well-being of people in the countries of origin, investments made by return migrants in different sectors of the economy, contributions made by social networks and transnational connections in establishing businesses and other entrepreneurial endeavours, and the contributions in terms of knowledge and skills transfer. Several studies have investigated the impact of circular migration on the professional career of the circular migrants themselves. Studies have also been undertaken to find out the impact of return migration on the division of work within the family, i.e., how circular migration can affect the gender roles in the typical socio-cultural settings. This section provides a summary view of the reflections on circular migration from some recent studies. However, due to lack of studies on India despite being an important source of circular migrants to the destination countries of North America and Europe, the present overview of literature on circular migration draws mainly from the empirical literature based on studies conducted in Europe and other developed parts of the world.

Circular migration is not a new phenomenon of human mobility, as its earlier versions were evident in Western European countries in the mid 20th century. Temporary migrant worker programmes, like the 'guest-worker system' had been promoted by the migrant receiving countries of Europe for filling up seasonal labour shortages in agriculture sector and other related occupations on a temporary basis. Countries like Belgium, France, Switzerland and UK, began such short duration programmes in the 1940s while countries like Germany, the Netherlands and Austria recruited migrant labour a little later (Castles, 2006). These programmes remained in force up to the 1970s. The objectives of these programs were to ensure rotation of workers, restricting their rights and limiting family reunion. By using these programs, the countries were importing labour and not migrants *per se*. However, when these countries realized that temporary migrants were being recruited to meet permanent labour demand and the rotation principle was breaking down, most of these countries abandoned recruitment of migrant workers by 1974. This was also the period of the 'Oil Crisis' characterized by economic stagnation and high unemployment. However, Castles (2006) concluded that the current form of circular migration is different from the guest-worker system of the mid 20th century on the basis of the skill of migrants recruited by the countries. The policies of the 1940s till the 1970s were basically formulated to recruit low skilled workers but the current policies are designed primarily to recruit high skilled migrants.

The term circular migration first appeared in the late 1960s and 1970s in the context of internal migration or rural-urban migration in developing countries of Asia, Africa, the Pacific Islands and Latin America. Mostly, it was used for seasonal or periodic labour migration in low skilled occupations, such as fishing, agriculture, hunting, where workers from rural areas went to urban locations searching for job and then return (Wickramasekara, 2011). However, circular migration now is used to focus on international migrant labour mobility and social cohesion in developed countries, rather than on mobility and urbanization in the developing countries (Newland, 2009; Skeldon, 2009). It is promoted as a solution for many issues related to international migration that are faced by the sending countries, receiving countries as well as by migrants. There is lot of optimism about circular migration and its development impact because it deviates from the old concept of migration in which a migrant who undertakes a journey to a new country is completely lost by the origin country as the migrant permanently settles in the host country. Thus in this process, the origin country is the perpetual loser while the host country is the ultimate gainer. However, in the circular migration framework, it is argued that nobody is a loser as the migrant is in a continuous to and fro movement between

the origin and the destination country, thus maintaining multiple links across countries and communities (Agunias, 2006).

Although the term circular migration first appeared almost half a century ago, it was only in the last few decades that the phenomenon has drawn significant attention across the world and is featuring in the policy agendas of sending as well as receiving countries. The importance of circular migration can be understood by the fact that policymakers found it appropriate to look at it not like some spontaneously occurring phenomenon of migration but as an pertinent aspect of migration that required policy intervention. In the early 1990s, several member countries of the Organisation for Economic Cooperation and Development (OECD) through their policies encouraged multiple and multi-directional mobility within countries (Newland, 2009). Migrant receiving countries, mainly in the developed world, have been encouraging temporary migration through various pilot projects aiming to meet the labour shortages in the short-run without getting into the problems related to permanent immigration. Europe is little far ahead in promoting temporary migration where not only the destination countries but even the majority of migrants from countries like Bosnia/Herzegovina, Romania, Georgia, Bulgaria, the Kyrgyz Republic and Tajikistan prefer to leave their home country only temporarily and return home "fairly soon" (World Bank, 2007, p.18). EU's global approach towards migration and its neighbourhood policy along with United Nations (UN) "High-Level Dialogue" on international migration in 2006 instigated the global policy debate on circular migration. The phenomenon has been discussed extensively in several meetings of Global Forum on Migration and Development (GFMD) since its inception in 2007 under the recommendations of the "High-Level Dialogue" on international migration.

Advocates of circular migration argue that circular migration would help in reducing irregular migration, particularly where the sending and the receiving countries have porous borders, and would minimize the risks of abuse because it provides legal opportunities to the migrants to work in the destination countries for short durations and easy return to their home countries. This will control the operations of irregular groups that work in border areas and facilitate the illegal entry of migrants. Irregular migrants undertake lot of risks while getting into a country and are completely at the mercy of the groups that charge them hefty amounts to allow them entry into relatively more developed countries. On several occasions, the irregular migrants are caught by border patrol authorities and are either put in detention or sent back to their origin countries. In worst cases, many lose their lives. Even after gaining entry, these migrants keep hiding from authorities for the fear of being deported. Many migrants are detached from their families back home as they do not visit them for the fear of not being able to return. Repeated return also helps in reducing the risks of permanent loss of human capital from the developing countries of the global south to the developed countries thus leading to brain circulation rather than brain drain. The result of a survey conducted on Bulgarian migrants in Greece revealed that the most valued thing that the migrants got from the legal status was the freedom of mobility between their origin country and host country (Newland, 2009).

Circular migration has often been described as potentially beneficial for the origin countries, the host countries and for the migrants (Vertovec, 2007). The benefits of circular migration, however, largely depend on several factors, such as the labour and migration policies of destination countries, composition of migrant population in terms of socio-

economic, demographic and human capital variables, channels of return to the home country and expected rate of return from financial investment, and most importantly the period and nature of return, i.e., return for short durations and re-emigration to the same destination country or to some other country, or permanent return with no possibility to re-emigrate to the same destination country. Besides, the impact of circular migration on different factors, the volumes, characteristics and flows of circular migration are determined by the destination countries. Because of constraints and mismatches in their education and labour markets, countries of origin have little choice in regulating the flows of migrants but to observe and act in accordance with the policies of destination countries.

In order to compensate for ageing populations and low fertility rate that has created gaps in the labour market, most of the immigrants receiving nations of the global north acknowledge that migrants are essential for sustaining their economies. Therefore, they require a well regulated labour migration regime that would efficiently fill the supply gaps in the labour market (GCIM, 2005; Vertovec, 2007). However, there is also a growing feeling in these countries that migration, especially permanent migration, can become difficult to manage in the long-run and would have serious implications for the economic, socio-cultural and demographic structure of their countries. By adopting temporary or circular migration, destination countries want to harness the triple advantages of 'age, wage and vintage' (Khadria, 2009). Rather than allowing more migrants to settle down permanently in their territories, most of these countries therefore encourage temporary migration where return to home country is finely stipulated at the time of immigration itself.

Circular migration is projected to be beneficial to the countries of origin because temporary migrants transfer not only the financial resources or remittance to their home countries but also transfer the benefits of improved knowledge and skills they have gained while being in the destination country. Circular migrants can become factors of change and development for the home country provided that incentives and mechanisms are put in place for such a transformation. They can directly invest in their home countries by setting up businesses, big industries providing employment to many people in the local labour markets, small ventures, or by being self-employed (e.g., Black *et al.*, 2001; Dustmann and Kirchkamp, 2002). The capacity to invest in the home country, however, depends on the capacity of migrants to save while being abroad and the real value of these savings in the home economy. It is, therefore, quite pertinent to assume that investment would be higher if migrants are engaged in high-skilled, highly paid professions and enterprises in the destination countries and the rate of return to their investment in the destination country is lower than the rate of return in the home country. Besides monetary investments, return migrants might benefit the origin countries by bringing human capital that they obtain while being abroad. There are examples from several countries where return migrants have actively participated in development processes in their home countries. Emergence of Bangalore as a hub for IT professionals in the last decade of the 20th century can be a case in point where large numbers of return migrants, mainly from the United States, have found their way to invest and employ their human and social capital (Khadria, 2004).

Return migrants generally move to large cities where they can utilise their knowledge and skills obtained overseas and where incentives for investments are more rewarding than small towns (Klagge *et al.*, 2007:22). The probability of a return migrant starting his or her own business is positively related to the period of stay abroad, i.e., the longer is the period of stay

abroad higher is the probability of starting a business (Wahba, 2003). Lara (2006) found that returnees in Europe earn about a third more salary than the 'stayers'. In comparison to the high-skilled professionals, low-skilled migrants have little to carry with them at their return not only in terms of financial investment but in terms of newer skills and knowledge as well, many of them even remaining unemployed after their return (Nair, 1999; Kapur and McHale, 2005). Sometimes, return migrants find it difficult to adjust or re-assimilate in their home countries after working in different conditions (Rhoades, 1978). Evidence show that the educated and high-skilled migrants with long-term residence in their host countries were more successful upon return rather than those who stayed abroad for short durations (The Hague Process on Refugees and Migration, 2007). Further, well-educated migrants have a higher probability of leaving for third-country destinations rather than returning to their countries of origin (Nebky, 2006). This onward migration takes place when migrants perceive that there is a mismatch between the skills they possess and the employment (characterised by lower earnings) in which they are engaged. In such cases, migrants may further emigrate to some other country where they could have better employment opportunities with potential higher incomes – higher than in their own country or in the country of their present abode.

The above overview of literature identifies some essential features of circular migration. The first and the most important is that circular migration involves essential return after a certain period of stay in another country; therefore declining the possibilities of permanent settlement in the destination countries. Migrants may return to their home country or they may further migrate to some other country. Circular migration may, therefore, be looked as the new form of the erstwhile return migration. Second, migrants have an impression, if not a very fair idea of their trajectory and ramifications of their emigration, that they would have to come back after the expiry of their work permit or the employment visa term is over in the destination country. Third, circular migration is being projected, especially by the destination countries of the global north, as the alternative to the brain-drain, and beneficial to the countries of origin in the form of brain circulation. Fourth, the majority of the destination countries are hesitant to provide the benefits of permanent resident status to migrants, particularly those from the countries of the developing south, but they essentially want them in order to correct the imbalances in their labour markets.

1.3 Perspectives from International Organizations

1.3.1 International Labour Organization (ILO)

There were a very few references by ILO to circular migration in the context of international labour migration until the 2000. The ILO published two manuals on the employment of foreign workers in order to deal with temporary and permanent migration policies in the second half of the 1990s, but they did not specifically refer to circular migration. Since the scope of temporary labour migration was comprehensive and broad enough to cover all such programmes, what this makes clear is that there was no need to identify circular migration as a special category (Wickramasekara, 2011). The ILO–DFID (UK Government's Department for International Development) project on skilled migration in 2001 considered the usefulness of temporary visa regimes for the circulation of skilled workers to mitigate brain drain. The ILO–DFID project findings also highlighted the need for dialogue between source and destination countries to help build common approaches to major policy issues such as the rules for temporary migration and skill circulation. A subsequent synthesis paper highlighted

the roles of policy options of labour circulation in this context, and argued for circulation-friendly visa regimes (Wickramasekara, 2003).

General Discussion on migrant workers at the 92nd Session of the International Labour Conference in June 2004 also played a significant role in shaping ILO position on circular migration. The Resolution adopted by the Conference contained a few references to circular migration with special reference to fair treatment of migrant workers (ILO, 2004). Clear guidelines were also provided by the ILO's Multilateral Framework on Labour Migration (MFLM, 2006) on the need to mainstream worker protection into temporary labour migration schemes. The explicit reference to circular migration under principle 15 of the Framework concerns migration and development (ILO, 2006). However, the confusion remained in terms of adopting policies to encourage circular and return migration and reintegration into the country of origin, including by promoting temporary labour migration schemes and circulation-friendly visa policies.

It is important to note that the ILO used the concept of circular migration in a more generic sense to mean spontaneous movements, particularly concerning long-term residents in developed countries. It was conceived as a means of facilitating visits by long-term migrant workers to their countries of origin, without jeopardizing their residence status in the destination countries. In view of an ILO–International Institute of Labour Studies report on migration and development in North and West Africa (IILS–ILO, 2010) and recent volume of ILO on International labour migration: A rights-based approach (ILO, 2010), it can be argued that ILO takes a favourable position in relation to circular migration of skilled migrants but only as one of the policy options to mitigate the impact of the brain drain. Its stand on circular migration across the time-frames, one of the areas of concern for ILO has been that any form of temporary migration should abide by the ILO's international labour standards.

1.3.2 International Organization for Migration (IOM)

Due to its nature as a transnational phenomenon, international labour migration cannot be effectively managed or addressed only at a national level but also needs to be addressed at bilateral, regional and international levels. IOM, through its extensive global network of missions is able to bring together stakeholders from countries of origin and destination. It is also involved in establishing labour migration projects, programmes, and mechanisms that balance different interests, with a special focus on addressing migrants' needs.

IOM has long been concerned about temporary migration programmes, including circular migration and primarily works as a service agency for member States of the European Union. One of the chief areas of functioning of IOM is facilitation of foreign recruitment and circular migration. IOM believes that facilitating circular migration can respond to short-term requirements for labour, while at the same time maximizing the development impact of migration in countries and communities of origin. According to IOM's 12-Point strategy, "To support the efforts of States in the area of labour migration, in particular short-term movements, and other types of circular migration" (IOM, 2007, p.7), IOM's specific areas of focus include information dissemination, database set-up and registration of potential migrant workers, matching skills with demand, selection and pre-departure orientation, transit and post-arrival assistance, complementary orientation in the receiving country, job placement,

return and reintegration in the country of origin. Major thrust areas of the IOM in relation to circular migration include:

- Facilitation of actual circular migration programmes
- Maintaining a database
- Research on circular migration
- Policy advice in labour migration management

Many industrialized countries, including those in the European Union, require foreign workers on a temporary and longer term basis because the local labour force cannot meet local demands to remain competitive in the global market economy. Increasingly, governments as well as private sector entities have sought IOM's assistance to put into place transparent, equitable recruitment schemes ensuring that migrant workers are placed in decent working conditions in particular within the framework of bilateral arrangements. IOM assisted several countries of origin such as Colombia, El Salvador, Guatemala, Honduras and Mauritius in pre-selecting, preparing and deploying 12,405 temporary foreign workers to Canada between 2007 and 2009 (IOM, 2010). In the years to come, there would be significant stake of the IOM in management of international migrant labours including those in temporary or circular forms.

1.3.3 The Organization for Economic Co-operation and Development (OECD)

The primary mission of the Organisation for Economic Co-operation and Development (OECD) is to promote policies that will improve the economic and social well-being of people around the world. Established in 1961, OECD is now a group of total 34 member countries spreading from North and South America to Europe and the Asia-Pacific region. These member countries include many of the world's most advanced countries but also emerging countries like Mexico, Chile and Turkey. OECD also work closely with emerging giants like China, India and Brazil and developing economies in Africa, Asia, Latin America and the Caribbean.

The view of OECD in relation to circular migration seems not to be much favourable especially because OECD has clearly pointed out that temporary labour migration programmes alone cannot be the basis of any credible migration policy. As OECD (2008) observes, "From the viewpoint of employers, it is not clear that they will always favour greater turnover in the workforce, especially if their needs are not exclusively for temporary workers. The costs involved in selection, training and apprenticeship will rise with the turnover rate. The prospect of ready access to foreign manpower may help offset this cost, but perhaps not fully" (OECD, 2008, p.196, as cited in Wickramasekara, 2011). Even the OECD Secretary-General Angel Gurría (Gurría, 2008) is of the view that it is not the proper way to assume that labour immigrants will only stay for a short time and subsequently basing a country's migration policy on that assumption that. Thus according to OECD (2008), circular migration seems to be unlikely to meet every type of need in the context of an ageing population especially of many member states of the European Union.

Short duration migration programmes, such as circular migration, also increase the likelihood of non-recognition of qualifications, and therefore, would contribute little to skills gains by home countries (Wickramasekara, 2011). In fact, in all of the OECD countries considered, almost 50 per cent on an average (or at least 25 per cent) of skilled immigrants

were 'inactive, unemployed or confined to jobs for which they are over-qualified' (OECD, 2007, p.25). This situation may also hamper the potential developmental impacts of migrants when they return to their source countries. There is also the possibility that low skilled migrant labours may return with no substantial gain in their skill level.

It appears that IOM, ILO and the OECD take different views on temporary and circular migration. ILO takes a favourable position in relation to circular migration of skilled migrants but only as one of the policy options to mitigate the impact of the brain drain. However, one of the areas of concern for ILO has been that any form of temporary migration should abide by the ILO's international labour standards. IOM has long been concerned about the temporary migration programmes, including circular migration. It primarily works as a service agency for member States of the European Union and facilitates foreign recruitment and circular migration. IOM believes that facilitating circular migration can respond to short-term requirements for labour, while at the same time maximizing the development impact of migration in countries and communities of origin. Thus, in the light of the above observations, some similarity can be drawn between ILO and IOM in terms of their views on circular migration. However, the position taken by the OECD seems to be reservationist in the sense that it does not view circular migration as the best policy option. Rather it seems to have acknowledged that any temporary scheme of migration will lead to some long-term settlements. Hence, according to OECD, there should be a balance between temporary and permanent migration policies (OECD, 2008).

1.4 Objectives and Methodology

1.4.1 Objectives of the Study

The present study intends to look into circular migration of skilled Indian professionals between India and the European Union. Besides identifying the occupations and professions in which circular migration is most prevalent, the study also looks at the main channels of this kind of migration. Specifically, the study tries to identify the sectors and skill levels in the European countries with visible labour shortages and their implications for India as a source country. Besides examining the migration policies of select European Union countries related to circular migration and their impact on migratory flows between India and those of the receiving countries, the present study focuses on identifying the socio-economic impacts of circular migration of highly-skilled professionals in India.

1.4.2 Data Collection: Sources and Methods

The study is based on both primary and secondary sources. There is a dearth of empirical data on circular migration of skilled professionals from India to European Union countries. However, some related data are available from destination country sources. In order to supplement the secondary data, a questionnaire-based sample survey, with in-depth interviews of the respondents, was carried out in Delhi NCR - one of the most important hubs for high-skilled professionals. The Delhi NCR houses several companies including IT, ITES, medical and legal, which employ a large number of skilled professionals. These companies send some of their employees abroad on short-term visits. The questionnaire enquired about personal information, outmigration of the respondents (e.g., motives, process, duration, countries visited, experiences abroad) return migration to India and circular migration and their impact

on personal and professional growth of the respondents. The questionnaire is given in the appendix.

Initially, the respondents were approached by incidental sampling technique and further by incidental as well as snowballing techniques. A total of around 200 people were approached during the field survey, out of which only 100 responded. Most of the respondents were within the age group of 25 to 40 years. The respondents of the survey included the employees of a total number of 30 companies. The majority of the companies were from the technological and the financial sectors. The study captured the circular migration prevalent only in technological and financial sectors, hence the findings cannot be generalized for other sectors in which circular migration might occur.

1.4.3 Operational Definition of Circular Migration

As has been discussed earlier in this chapter, there exists a range of definitions of circular migration. The present study focused on collecting information regarding circular migration from India to the EU countries. In the present study, a circular migrant is defined as “a person who has been abroad for work for a period of 6 months, returned back to India and went abroad again or intends to go again in future”.

Circular Migration in the Realm of Policy: A European Perspective

2.1 Migration Policies of Select EU Countries vis-à-vis Circular Migration

Despite many rounds of discussion and deliberations a common EU migration policy has been elusive especially because of the absence of agreement among the member-states on certain common objectives for such a policy. Differences exist among the EU member states—some countries think of a European migration policy going beyond national debates. Others want a pan-European migration policy, and for a few members, a single migration policy is attractive almost by definition. But even in the absence of a coherent policy, EU co-operation is making possible an exchange of experience with, and ideas about managing migration in a better way. Now it has been also recognised by most of the EU member states that it would be more fruitful and effective to manage labour migration if they work with the migrant's country of origin on various issues related to migration of people across the skill-levels. However, this dream to have an EU immigration is yet to be realized (Brady, 2008).

To prevent the brain-drain on the part of the poor or developing countries has also been on the agenda of EU governments. On the one hand, EU governments want skilled immigrants to fill gaps in their local labour market. On the other hand, EU member States also want the migrant workers to return to their respective source countries after their work so that they can contribute the economy of their home country to prosper. As a result, to address these issues a solution has been revived in recent times in terms of circular migration. This kind of temporary migration scheme involves helping migrants to move to-and-fro between their homelands and foreign places of work. One issue with the circular migration idea is that the term means different things to different EU countries. Some would only be prepared to give circular migration rights to highly-skilled migrants whereas others think the idea best suits seasonal migrants who return every year to do jobs in the agriculture, construction and tourist industries. Although this need not be problematic in formulating a common migration policy, it has remained a challenge.

Some of the schemes promoting circular migration are discussed below. The purpose here to discuss some select practices in the EU countries is to see how these programmes are helping in managing temporary migration. Discussing these programmes would also help us in exploring any feasibility of circular migration between Indian and the EU member states thus providing some models to be potentially followed.

2.1.1 Germany-Seasonal Workers' Programme

Germany's seasonal workers' programme is one of the well known among the member states of the European Union. This seasonal migration in Germany is administered by the German Federal Employment Agency in order to meet its seasonal demand for labourers. The

German system of seasonal work has its legal base in Articles 18 and 19 of the Ordinance on the Admission of Newly-Arrived Foreigners for the Purpose of Taking up Employment. Administrative rules are also laid down in an annual regulation, which make the procedure clear and predictable for all stakeholders, including the sending countries. Seasonal workers programmes are only allowed in a limited number of sectors in Germany: agriculture, hospitality and the carnival industries. As there is an ample supply of labour for the construction sector in Germany, the building industry is explicitly excluded from the scope of the rules. In any one year, seasonal workers can work a maximum of six months in the agriculture and hospitality sector and up to nine months in the carnival sector. It is up to the employer to decide, in agreement with the seasonal worker, when this period starts and ends. It is therefore possible for employers to opt for the last six months of one year and the first six of the next, thereby providing maximum flexibility for both workers and employers (Bünthe and Müller, 2011).

The German model has proved its value and effectiveness over a number of years, even though it has to cope with large numbers of seasonal migrant workers. It therefore provides a possible model for others to follow, while taking into account the specific needs of different national labour markets, which is essential in designing any form of circular migration at European level, be it seasonal or not. Bünthe and Müller (2011, p.38) identify some of the distinct characteristics of the German seasonal worker programme. They are as follows:

- The temporary approach – i.e. allowing workers to remain for a limited period (e.g. six months only) and requiring them to wait for some time before they can apply again.
- The fact that the time spent in the host country as a temporary seasonal worker does not count towards acquiring legal residency or access to social welfare benefits.
- The work tends to be low-skilled.
- The migration is based on cooperation between two states, and it is mandatory for migrant workers to return home at the end of their work contracts.

2.1.2 Spain – Colombia Temporary and Circular Migration (TCLM) Model

On a smaller scale, Spain and Colombia teamed up with the International Organization for Migration, local authorities and other civil society organisations to implement a short-term circular migration programme. The main objective behind this model was to promote regular migration from Colombia to Spain and enhance the development impact of migration. Between December 2006 and June 2009, 570 migrants travelled to Catalonia in Spain to work as seasonal labourers for up to nine months (McLoughlin, 2011, p.31). This programme emphasized the co-development component in which development programmes were taught in the country of destination end, whereby development in the country of origin was encouraged, and taken forth. The TCLM encouraged the circular migration component, which was ultimately successful given the migrants ties in the country of origin and through their training they could successfully contribute to their development of the country of origin, with the remittances earned and skills in the country of destination.

This programme also focused some targeted projects on the towns and villages where the workers came from: for instance, distributing information about the dangers associated with irregular migration. The programme also emphasized the benefits brought back by returning

migrants, who were encouraged to use the skills acquired through their work on the harvest and through training in Catalonia to launch agricultural initiatives at home. The major activities included in this programme are:

- Development and implementation of technical and vocational training courses.
- Coordination of information and training sessions on rural development and co-development open to the communities of origin of the labour migrants.
- Training in formulation and management of community projects and the implementation of the co-development concept.
- Support the planning, coordination, formulation and management of community projects in participating local communities.
- Support the structuring and follow-up of business plans through technical assistance strengthening the process and increasing the success rate of these types of initiatives.
- Encouraging productive projects and the sharing of experiences among communities of origin. Achieving self-sustainability through marketing, services, financial and technical assistance for export/import activities usually not available in local markets.
- Resource mobilization and allocation for the development of projects that will benefit the labour migrants, their families and communities.

2.1.3 The Netherlands-Pilot Programme

In December 2009, a pilot circular migration programme -Blue Birds- was launched by the Dutch Ministries of Foreign Affairs, Justice, and Social Affairs & Employment with a specific focus on semi-skilled migrants. It aims to identify difficulties and returns as well as constraints and risks involved in the circulation of labour migrants. In addition, it also intends to find out whether circular migration could result in a 'win-win-win' situation for all the stakeholders involved in the process: migrants, the Dutch labour market and countries of origin (McLoughlin, 2011). Under this pilot programme, the temporary migrants will work in sectors with actual or anticipated labour shortages: the metal industry (shipping and machine building), the food industry, agribusiness and logistics. For some reason, the Dutch government excluded the healthcare sector from the pilot, even though it suffers from significant labour shortages. In addition, under this programme jobs can only be offered to migrants if they cannot be filled by EU nationals. The pilot is unique in the sense that it is the first programme to involve semi-skilled migrants as opposed to low-skilled or highly-skilled migrants.

In order to meet its seasonal demand for labour, Germany's seasonal workers' programme has been one of the well known among the member states of the European Union. The German model has proved its value and effectiveness over a number of years, and therefore provides a possible model for others to follow, while taking into account the specific needs of different national labour markets, which is essential in designing any form of circular migration at European level. On a smaller scale, Spain and Colombia teamed up to implement a short-term circular migration programme with the main objective being to promote regular migration from Colombia. The programme encouraged back-and-forth movement of migrants rather than putting them on a path towards long-term residence. A pilot circular migration programme-Blue Birds- launched by the Netherlands aims to identify difficulties and returns as well as constraints and risks involved in the circulation of labour migrants. This Pilot programme is unique in the sense that it is the first programme to involve

semi-skilled migrants as opposed to unskilled or highly-skilled migrants. India may draw upon these programmes to explore feasibility of circularity of migration between India and other EU member states.

2.2 Visa Related Issues in the EU Countries-Denmark and Czech Republic

Some differences and /or similarities between different schemes to regulate or manage the immigration flows are shown in the Table 2.1. Mainly the EU-Blue Card, Denmark Green Card, US Green Card, and H-1B are included for a comparative perspective. However, the focus in this section would remain on the two European countries, Denmark and Czech Republic.

Table 2.1: A Comparison between EU Blue Card, Denmark Green Card, US Green Card and H-1B Visa

| Points of Differences of Similarities | EU Blue Card | Denmark- Green Card | US Green Card | H-1B |
|--|--|--|---|--|
| Skill Level | High skill | All | All | High skill |
| Permanent residency | Does not give permanent residency | Does not give permanent residency | Gives holder permanent residency | Does not give permanent residency |
| Validity period | Valid up to two years, renewable | Three years, extendable for one more year | Valid for 10 years, renewable | three years, extendable to six (ten years for exceptional Defence project-related work) |
| Permissions included | Allows holders and families to live, work and travel in EU | Allows holders and family members to live and work | Allows holder to live, work and travel in the US | Allows holders and families to live, work and travel in the US |
| Application requirements | Applicant must have one-year EU job contract with salary of three times minimum wage | Applicant must a minimum of 100 points which are given for education level, language skills, work experience, adaptability, and age. | Five channels to seek a card: employment, family links, a lottery, investment, or resident since before 1972 | The employer is required to pay 100 percent of the prevailing wage of the occupation in the US |
| Visa Holding | held by worker | Held by worker | Held by worker | Visas are held by the employer rather than the worker |
| Permanent residency / citizenship | Permanent residency automatic after five years | None | Holders can become US citizens after five years | None |
| Minimum qualification is | Work for which higher education qualifications or at least three years of equivalent professional experience is required | A minimum 100 points | Preference given to professionals holding advanced degrees (Ph.D., master's degree, or at least five years of progressive post-baccalaureate experience) or persons of exceptional ability in sciences, arts, or business | a bachelor's degree or higher in the specialty skill for which one would be coming to the US to work |
| Areas | In speciality occupations | Especially those fields where Denmark experience a shortage | Employment based Green Card is given to speciality occupation | most commonly used in the information technology and computer industries |

The Denmark Aliens Act, which applies to all aliens (people who are not citizens of Denmark), specifies the rules under which foreigners may be eligible for a residence permit to work or study. The EU nationals and nationals of third countries moved to Denmark from another EU country have freedom of movement within Denmark due to implementation of the EU policies.

In February 2008 the government, the Danish People's Party, the Social Liberal Party and Liberal Alliance concluded an agreement to ensure supply of labour to enterprises, which included initiatives to increase recruitment of foreign labour. The same was passed by the Parliament in 2008 and enforced from July 1, 2008. Accordingly the access to Denmark for third country nationals to work is governed by certain special schemes. These include: the Positive List; The Pay Limit Scheme; the Corporate Scheme; and the Green Card Scheme.

The Positive List Scheme provides a list of professions which are facing shortage of labour force. An applicant must have a written job contract or job offer for a profession listed on the Positive List. The contract should specify salary and employment conditions. Salary and employment conditions must correspond to Danish standards. The minimum educational level required for a position on the Positive List is a Professional Bachelor's degree. In some cases, an applicant must obtain an authorization from a relevant Danish authority. This is explicitly stated on the Positive List.

The Pay Limit Scheme offers easy access to people with high paying job offers in Denmark. The migrant must have a minimum gross annual pay of DKK 375,000. There must be a written job contract or job offer which specifies salary and employment conditions. Salary and employment conditions must correspond to Danish standards. Authorizations from Danish authorities might be required in some cases. There are no specific requirements with regards to education, field or the specific nature of the job.

The Corporate Scheme is for intra-company transfers. The conditions applicable are: The migrant must be employed in a Danish company's foreign affiliate or department, and is to work in the Danish company in connection with an innovative, developmental or educational purpose. He/she may not be employed to carry out ordinary operational tasks. The Danish company must sign a declaration stating that the migrant-

1. Must be employed full-time in the foreign department of the company or corporation at the time of application.
2. Must remain an employee for the foreign department while working for the Danish company.
3. While working in Denmark, the salary and employment conditions of the migrant worker must correspond to Danish standards.

Denmark's Green card is different from the EU-wide Blue card which has to be implemented by all the member states of the EU by the year 2011, with the exception of Denmark and UK. Under the Green Card Scheme a residence and work permit under the green card scheme is issued on the basis of an individual evaluation using a point system designed to assess the likelihood that the applicant will be able to find qualified work in Denmark. An individual must attain a minimum 100 points. Points are given for: educational level, language skills, work experience, adaptability, and age. Other conditions include: (a) A full health insurance covering migrant and any accompanying family members; (b) documentary proof supporting the fact that the migrant would be able to support himself/

herself (and accompanying family members) during your first year in Denmark. Regardless of the specific circumstances, an applicant must have written job contract or job offer which specifies salary and employment conditions. Salary and employment conditions must correspond to Danish standards. In case of regulated professions, one must obtain a Danish authorization.

Box 2.1: SCHENGEN VISA

The Schengen Visa has made traveling between its many European member countries much easier and less bureaucratic. Traveling on a Schengen Visa means that the visa holder can travel to any (or all) member countries using one single visa, thus avoiding the hassle and expense of obtaining individual visas for each country. This is particularly beneficial for persons who wish to visit several European countries on the same trip. The Schengen visa is a “visitor visa”. It is issued to citizens of countries who are required to obtain a visa before entering Europe. The purpose of the visit must be leisure, tourism, or business. Upon the issuance of the visa, the visa holder is allowed to enter all member countries and travel freely throughout the Schengen area. It is strongly recommended to plan your journey within the timeframe of the Schengen Visa as extensions can be very difficult to obtain, thus forcing you to leave to stay in compliance with the Schengen rules and regulations. A Schengen visa allows the holder to travel freely within the Schengen countries for a maximum stay of up to 90 days in a 6 month period.

A total of 30 countries, including all European Union countries (except Ireland and United Kingdom) and three non-EU members (Iceland, Norway, and Switzerland) have signed the Schengen agreement. However, only 15 countries (Austria, Germany, Belgium, Denmark, Finland, France, Greece, Iceland, Italy, Luxemburg, Norway, Portugal, Spain, Sweden, and the Netherlands) have implemented the common border control and visa provisions. Britain and Ireland have chosen to maintain their border controls indefinitely, while Bulgaria, Cyprus and Romania are not yet ready to join. Ireland and the UK, which have a free-travel area between them, are eligible to join the Schengen area but have chosen to maintain their own border controls. The EU provided almost €1 billion to the new members to bring their border and visa regimes up to Schengen standards, and it inspected their border controls repeatedly.

Source: Brady (2008).

There are differences between Denmark and Czech Republic in terms of how the temporary migratory flows are managed in the country. While Denmark makes use of the Green Card Scheme, there is no such scheme in place in Czech. A third country national needs a work visa and a work permit to be able to work in Czech Republic (as governed by Article 89 of the Employment Act of the country). Czech Republic has a rigorous procedure for employment including triple permission:

- An employer intending to employ a third country national in a particular job needs to inform the district (in which the work is intended to be performed) Labour Office of the vacancy and only if no Czech citizen applies for it, or no Czech citizen is found to have adequate skills for it, can the employer hire a foreign resource.

- Once the employer has obtained the permission for hiring foreign employees, the next step involves getting the work permit for the employee. Lastly, the foreigner must be granted a stay permit.
- Only after the employer is granted permission may an immigrant file an application for the work permit. A work permit is attached to a particular employer and employment, but one can have more than one work permits. Normally a work permit is a pre-condition to get the stay permit, although foreigners already in Czech for some other purpose may apply for a work permit.

2.3 Bilateral Agreements

The growing relationship between EU and India has led to several bilateral agreements. For example, India-EU Joint Working Group on Consular Issues (2000) and India-EU Joint Action Plan for Strategic Partnership (2005). EU's growing interest to attract Indian high-skilled migrants can also be understood by the various MoUs on labour mobility and social security agreements between India and many EU countries. The countries that have such agreements with India become more attractive for prospective migrants. On the Indian side, the Ministry of Overseas Indian Affairs is mainly responsible for such activities. After its creation in 2004, the Ministry of Overseas Indian Affairs made serious efforts to enter into Memoranda of Understanding (MoU) with the major labour receiving countries for bilateral cooperation towards protection and welfare of its emigrants. The Ministry is now taking stand to sign MOUs with important receiving countries of the Central and Eastern Europe and Asia to forge bilateral partnerships to expand the overseas employment market for Indian workers particularly for the skilled category. The Ministry has already started talks with Poland. In the near future, similar MOUs will be pursued with some other labour receiving countries in Europe. The major focus-areas of such policy initiatives on the part of the Indian government include protection of migrant workers, regulatory frameworks for recruitment of migrant workers, minimum standard employment contracts, pre-departure orientation programs etc.

Although there are many bilateral agreements that have been signed between EU member states and India, the focus of this study will be on two of the European countries: Denmark and Czech Republic.

2.3.1 India and Denmark: Labour Mobility Partnership:

Main focusing areas of this agreement are:

- Labour market expansion;
- Employment facilitation;
- Organized entry and orderly migration;
- Exchange of information and cooperation in introducing best practices for mutual benefit.

According to the agreement the contracting states, i.e. India and Denmark, shall endeavor to promote orderly migration of qualified workers from India to meet the growing demand for the supply of qualified employment in the Danish economy and enhance the recruitment of workers from India in accordance with the principles of this Memorandum of

Understanding. Every contract shall be countersigned by an authorized recruiting agency, by whatever name called, if such recruitment is not done directly by the employer. The authorized recruiting agent shall ensure that the employer adheres to the terms and conditions of the contract. Under this, every worker shall be employed under a formal employment contract duly signed by the employer and the worker. Such contract shall be governed by the relevant labour system extant and shall form the basis of the terms and conditions of such employment and enforcement thereof.

Under this Agreement (Article 1.3), the workers shall enjoy full rights and privileges accorded to any worker in Denmark in accordance with the provisions of the labour and social security laws of that country. This memorandum of understanding shall also apply to the workers who get employed in Denmark by virtue of conversion of visit visa or a green card to an employment visa after reaching that country. Both India and Denmark also agreed to constitute a Joint Working Group with 2-3 members from each side to be nominated through diplomatic channels; and the Group shall meet once a year alternately in the two countries.

2.3.2 Czech Republic

The year 2010 saw strengthening of bilateral relations between India and the Czech Republic with the Vice President, Mr. Hamid Ansari's visit to the Czech Republic from 6-9 June, 2010. He called on the Czech President Mr. Vaclav Klaus and also met Prime Minister Mr. Jan Fischer and President of Senate, Mr. Premsyl Sobotka. Among other things, three important agreements were signed during the visit: (i) Social Security Agreement, (ii) Protocol on Amendments to Bilateral Investment Promotion and Protection Agreement (BIPPA), and (iii) Agreement on Economic Cooperation. Under the Social Security Agreement with Czech Republic, citizens working in either country for less than five years would be exempted from social security contributions. Around 600 to 700 Indians are working in Czech Republic whose interests will be protected through this agreement. There are also other provisions for the migrant workers working in both of these countries (Hindu, 2010).

Migration from India to Europe

3.1 The European Context: Skill Shortages in Europe

3.1.1 Introduction

Europe was primarily a region of emigration. However, since the second half of the 20th century, parts of the region began to transform into destination countries for migrants from other continents. International migrants have significantly influenced the composition and volume of the population in EU (Muenz, 2006). One of the foremost reasons for the increase in EU's population is high net migration. During the period, 2004 to 2008, EU's population grew at an average of 1.7 million per year. In 2008, EU member countries recorded a fall in immigration coupled with rise in emigration. Despite this, net migration was responsible for 71 percent of the total increase in population (Flander, 2011).

Apart from increasing the population, immigration has also injected young people in the ageing population of EU. In 2009, the median age of foreigners living in the EU was 34.3 years while the median age of the population of EU-27 was 40.6 years. Apart from few countries like Latvia, Estonia and Poland, foreigners are younger than national populations of member states (Vasileva, 2010). In 2010, there were 32.5 million immigrants in the EU-27 countries, out of which 20.2 million (62 percent) were third-country nationals (citizens of non-EU countries). Immigrants constituted 6.5 percent of the total population of EU-27 countries. Germany, Spain, UK, Italy and France were home to more than 75 percent of the total number of foreigners residing in EU-27 countries. In most member States, the majority of foreigners were third country nationals (Vasileva, 2011). A lot of factors have led to such a scenario and it is estimated that the foreign population in EU-27 countries would increase in the future as demographic changes would require more migrants in order to fill the vacant positions in the labour market across sectors.

3.1.2 Skill Shortages in EU

Shortage of skilled personnel is an acute problem that has been bothering EU member States for some time now and is threatening to drastically slowdown their economies. The issue was raised by many business leaders and policy makers throughout the last decade. They have continually stressed upon Europe's incapability to breed, retain or attract enough skilled personnel to meet the necessary demand of various sectors (eg. Information Technology, IT Enabled Services, Medical, Research and Development) required to maintain desirable growth and development. Different member countries have different reasons for skill shortage viz., strict labour market regimes, skills mismatch, deficiency in recruitment procedures, and socio-economic and institutional conditions (Ilena, 2007).

Strict labour market regime results in a small labour reserve, while deficiency in recruitment procedures leads to difficulties in recruiting required skilled personnel. Skills mismatch occurs when the type of qualification is not what is demanded. All the reasons stated here are interconnected and their interplay leads to a situation where high unemployment coexists with high unfilled vacancies. In January 2009, there were 18 million

unemployed while simultaneously there were 4 million unfilled vacancies (INSEAD, 2009). Data also suggests decline in interest among younger generations towards scientific studies. This will further accentuate the skill shortage.

Another aspect that has affected the EU and contributes towards increasing skill shortage is the problem of ageing and shrinking of the population. Those who were born in the post war 'baby boom' period of the 1950s and 1960s are coming at their retirement age and there are not enough young people in the region to replace them due to significant decline in the fertility rate of women in the member countries. This further leads to a socio economic problem as fewer numbers of people in the working age group are supporting an increasing group of retired and old people.

The factors behind ageing and shrinking of population are high life expectancy and low fertility rate. In EU-27, life expectancy for women is 82.4 years and for men it is 76.4 years. Fertility rate of women in EU-27 is 1.60 in 2008 which is way below the level required for stable population development (Eurostat, 2011). It is considered today that in the more developed parts of the world, a total fertility rate of around 2.1 children per woman is considered to be the replacement level, i.e. the level at which the population would remain stable in the long run if there were no inward or outward migration (Eurostat, 2010).

In 2010, 23.2% of the EU-27 population was 60 years old and above, 55.4% were aged between 20 and 59, and 21.4% were below 20 years old (Vasileva, 2011). It is estimated that from 2015, the working-age population (15-64 years) will begin to contract and the economically active people in the labour force will decrease to 207 million in 2050. Currently, for every 100 Europeans in the working-age group, there exists, 25 senior citizens aged over 65. However, it is estimated that by 2050 for every 100 Europeans in the working-age group, there would be 50 senior citizens aged over 65 (McLoughlin *et al*, 2011). Policy makers are therefore investigating whether temporary or circular migration can rectify the problem and fill the labour shortages across sectors. The whole situation went from bad to worse as EU was badly hit with the financial crisis. The governments had to cut their expenses and as a result a lot of initiatives for attracting migrants were pre-maturely stopped.

3.2 India's Comparative Advantages: Present Scenario

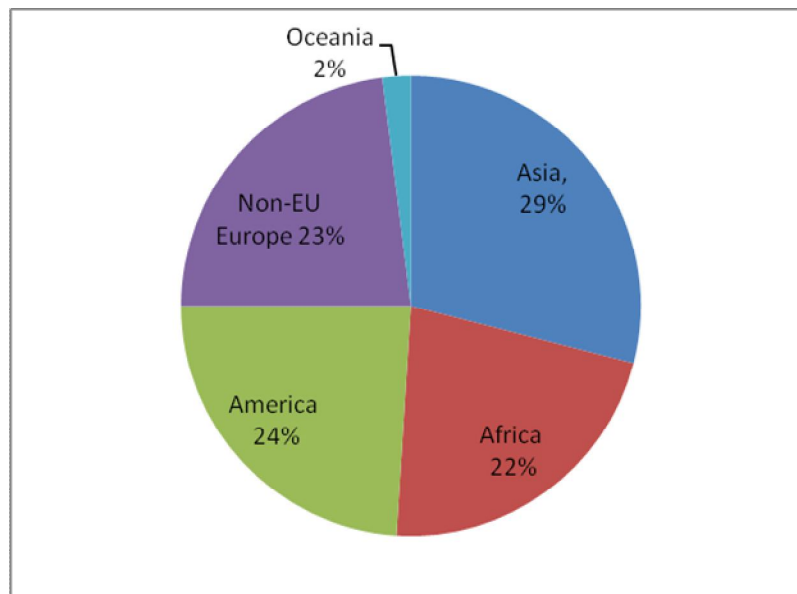
3.2.1 Asia – EU migration flows

In the past, migration flows from the Asian countries to the European Union (EU) was relatively low compared to other source regions such as Africa and Eastern Europe. However, in recent times the Asia-EU migration flows have not only recorded a gradual expansion but also diversification both in terms of source and destination countries. In 2008, the highest number of non-EU immigrants to EU Member States was from Asia (29 percent) (Figure 4.1). China, India, the Philippines and the countries in the Indian Sub-continent have become key emerging source countries of migrants from Asia to EU.

UK was the top destination country in EU for Indian workers. Further countries, such as Italy, Denmark, and Spain, in addition to France and the UK, had become important destinations of Asian migrants in EU. Interest in exploring labour migration routes and opportunities with Asia was also observed among some new EU countries, such as the Czech Republic, Hungary, and Poland. These countries had increased the intake of Asian migrants

in various sectors. For example, Italy and Spain had increased their intake of Asian migrants in agriculture, and hospitality sectors; the Czech Republic had made special visa arrangement for skilled workers in India; and Denmark increased their intake in IT, and medical professionals, etc. (IOM, 2008). The gradual interest of EU to attract migrants from Asia is because Asian countries (China, India, Philippines, Bangladesh etc.) had the largest pool of young and skilled workforce. Moreover, the Asian source countries had developed mechanisms to send workers abroad. However, the financial crisis in 2008 which originated in US slowly engulfed the economies around the globe and significantly influenced global migration flows. Unemployment increased in developed countries like US, UK, Spain and other EU countries. As a result anti-immigration sentiments developed leading to strict immigration and border controls by the governments to protect the local labour markets and reducing immigrants. They resorted to financial incentives to send back migrants. However, due to its failure to get desired results in countries like Czech Republic and Spain, they implemented stronger immigration restrictions, even for highly skilled migrants (Awad, 2009; Mohapatra and Ratha, 2010). Therefore, in order to compensate for reduction in the new migration flows, source countries of migrants began establishing guest worker programs with destination countries. Like, India started negotiating mobility partnerships with some European countries. Other Asian countries like Bangladesh and Nepal tried to negotiate the continuation of immigration quotas with Malaysia and the Republic of Korea, respectively (Mohapatra and Ratha, 2010).

Figure 3.1: Non-EU immigrants to EU Member States by continent of country of citizenship, EU-27, 2008



Source: Eurostat (as cited in Flander, 2011)

3.2.2 India-EU

Migration of Indian high-skilled professionals is mainly directed towards the US and Canada. Together these two countries host 80 percent of the total Indian migrants with tertiary education living in OECD countries. In 2010, there were 2,843,391 people from Asian Indian population in US and majority of them were highly educated (US Census 2010). However, comparatively Indian migration to EU is small. (Table 3.1). Fargues *et al*, 2009).

Table 3.1 Migration between India and the EU in the total migration received by the EU and by India, 2009

| Immigrants in the EU-27 | |
|-------------------------|------------|
| Total | 30,798,059 |
| From India | 473,124 |
| Proportion | 1.5% |

| Immigrants in India | |
|---------------------|-----------|
| Total | 5,700,147 |
| From EU27 | 50,000 |
| Proportion | 0.9% |

Sources: Eurostat and MOIA (As cited in Fargues *et al*, 2009)

Indian migrants are mostly employed in the medical, engineering and other scientific professionals. Indian migration to Europe can be described as a combination of skilled, regular and temporary workers. Table 3.2 shows distribution of Indian migrants in EU-27 countries by level of education in early 2000. One third of Indian migrants hold Tertiary or Advanced Research Qualifications.

Table 3.2 Distribution of Indian migrants in EU-27 countries by level of education (25-64 years, early 2000s)

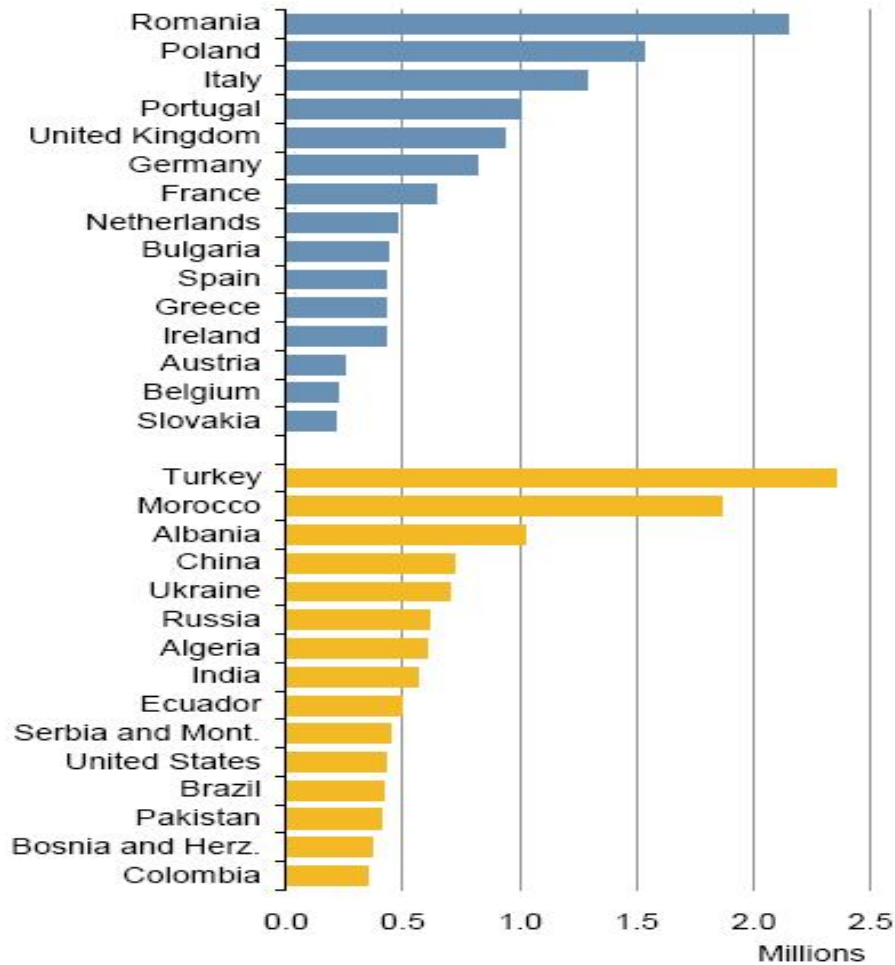
| Level of education | Percentage |
|--|------------|
| Pre-primary, Primary or Lower secondary | 50 |
| Upper secondary or Post-secondary non-tertiary | 17 |
| Tertiary or Advanced Research Qualifications | 33 |

Source: OECD. Stat (as cited in Fargues *et al*, 2009)

Figure 3.2 shows that top two source countries of foreigners in EU are Turkey and Romania. However, India and China also feature among the top source countries of foreigners in EU. The main hurdles that curb migration from India to EU are restrictive immigration policies and procedures. For non-English speaking countries in EU, language becomes a factor that hinders immigration. In order to counter this problem, countries such as Germany, Denmark, Netherlands and other non-English speaking countries have to consider implementing pre-departure language training in India and job counseling in respective host countries (Fargues *et al*, 2009).

The growing relationship between EU and India has led to several bilateral agreements. For example, India-EU Joint Working Group on Consular Issues (2000) and India-EU Joint Action Plan for Strategic Partnership (2005). EU's growing interest to attract Indian high-skilled migrants can also be understood by the various MoUs on labour mobility and social security agreements between India and many EU member countries. The countries that have such agreements with India become more attractive for prospective migrants.

Figure 3.2: Main citizenships of EU and non-EU foreigners residing in the EU-27, 2010



Source: Vasileva (2011)

Box 3.1: Comparison with China

Both India and China are significant strategic partners of EU and have bilateral cooperation across sectors (science and technology, international and regional issues, like climate change, economy and trade, etc.). India and China are among the top source countries of foreigners in EU member states. Among the top 15 non-EU source countries of foreigners to EU-27, China is fourth and India is eighth (Vasileva, 2011). Comparing India and China's relationship with EU, it is observed that the EU-China trade and economic cooperation is bigger in magnitude than the one between EU and India. EU is China's largest trading partner while China is EU's second largest trading partner. India is EU's eighth largest trading partner. EU-China bilateral trade is estimated to be 395 billion Euros in 2010. In comparison EU-India bilateral trade at 67 billion Euros is almost one sixth of EU-China (European Commission, 2009).

After its creation in 2004, the Ministry of Overseas Indian Affairs has taken several steps to enter into Memoranda of Understanding (MoU) with the major labour receiving countries

for bilateral cooperation towards protection and welfare of its emigrants. The Ministry is also signing MOUs with important receiving countries of the Central and Eastern Europe and Asia, to forge bilateral partnerships to expand the overseas employment market for Indian workers particularly for the skilled category. The major focus-areas of such policy initiatives on the part of the Indian government include protection of migrant workers, regulatory frameworks for recruitment of migrant workers, minimum standard employment contracts, pre-departure orientation programs etc. For example in 2010 (also discussed in the last chapter), India signed a social security agreement with Czech Republic and labour mobility partnership with Denmark and Netherlands (MOIA, 2011).

Thus, after signing the agreement Czech Republic joins other countries like Belgium, France, Germany, Switzerland, Luxembourg, The Netherlands, Hungary, Denmark, and Norway, with whom India has social security agreements. Further in the same year, to enable other EU member States like Poland, Czech Republic, Norway, Switzerland, Hungary, Sweden and France to bilaterally sign Human Resource Mobility Partnership (HRMP) agreements, an Indian delegation went to Brussels for a high level dialogue in 2010. Once these things are signed, India as well as the EU countries would be largely benefitted (MOIA, 2011).

3.3 Paucity in Datasets

A lot of difficulties are involved in quantifying the normal migration flows. The situation worsens when it comes to estimate circular migration. There are very few references to the term circular migration in national and international data systems on international migration (Wickramasekara, 2011). For instance, there is no reference to either circular migration or circular migrant workers in both the ILO manual on migration statistics (Bilsborrow, Graeme Hugo et al., 1997) and the UN Recommendations on International Migration Statistics (United Nations, 1998). The European Commission also recognizes this issue: "The fact that circular/temporary migration is difficult to identify and to "quantify" with appropriate statistical indicators, presents a challenge for policymakers" (European Migration Network, 2010, p.4). As mentioned at the beginning of the report the literature on circular migration is also devoid of any concrete and precise definition of circular migration.

The report on the Civil Society Days at the 2009 Athens Global Forum on Migration and Development mentions that circular migration has to be approached as fundamentally different from temporary migration programs and the concept of circular migration needs to be clarified in policy terms. As discussed earlier, specific quantitative data on circular migration is yet difficult to get because the system of recording the frequency of entry and exit of migrants is absent. However, with the increase in the number of circular migrants, initiatives to record the temporary visas or work permits issued to particular individuals and organisations/companies might provide a tool to assess the trends of such flows.

Data Analysis and Findings

The present study focused on collecting information regarding circular migration from India to the EU countries. As discussed in Chapter 1, the definition of a circular migrant adopted for the purpose of the study is “a person who has been abroad for employment at least once and intends to go further”. The study includes a sample of 100 high-skill people working in the Cyber City area of Gurgaon (NCR) and Noida. The study was conducted over a period of two months. Although 200 questionnaires were distributed to identified targets, only 100 completed questionnaires were received. The following section provides the details of the primary data of the present study. The analysis discusses the demographic and personal profile of the migrants; current employment details; information regarding the country, reason and mode of migration; other related dimensions of circular migration; impact; experiences; and future plans to migrate abroad. Responses to these broad categories have been analyzed in order to assess the overall picture of circular migration that emerges from the sample of the study.

4.1 Demographic and Personal Profile of the Sample

The demographic profile of the return migrants includes age, sex and marital status, medium of instruction in schooling and educational qualifications.

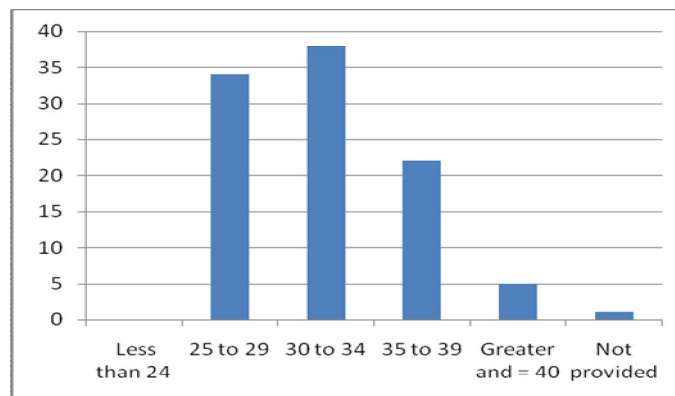
4.1.1 Age-distribution

Table 4.1 shows the age-distribution of the respondents. Most of the migrants were in the age group of 25-29, 30-34, 35-39 years. The respondents were asked about their exact age and later on for analysis purpose grouping was done in grouping of five. It emerges that most of the respondents were within the age range of 25 to 40 that is the comparatively younger section of the productive age. The mean age of the respondents was 32 years, which indicates that the respondents were experienced people.

Table 4.1: Distribution of Sample by Age

| Age | Less than 24 | 25 to 29 | 30 to 34 | 35 to 39 | Above 40 | Total |
|-----------------------|--------------|----------|----------|----------|----------|-------|
| Number of Respondents | 0 | 34 | 38 | 22 | 5 | 100 |

Figure 4.1: Distribution of Sample by Age



4.1.2 Gender

Most of the emigrants were male and only a few of them were females. The following table clearly indicates dominance of male population among the migrants.

Table 4.2: Distribution of Sample by Gender

| Gender | Number of Respondents |
|--------------|-----------------------|
| Male | 92 |
| Female | 8 |
| Total | 100 |

4.1.3 Marital Status

Table 4.3 depicts the marital status of the respondents. 75 percent of the respondents were married which can also be the case as none of the respondents are below 25 years of age and their average age is about 32 indicating that most of them would be married at such age.

Table 4.3: Distribution of Sample by Marital status

| Marital Status | Number of Respondents |
|----------------|-----------------------|
| Married | 75 |
| Unmarried | 24 |
| Not provided | 1 |
| Total | 100 |

4.1.4 Mother Tongue

A majority of the respondents had Hindi as their mother tongue followed by Punjabi and Bengali. Table 4.4 shows the distribution of mother tongue of the migrants. However, all the respondents had knowledge of English language which is probably necessary if one has to go to a foreign country as knowledge of English or of the host country's language is very much required to communicate both in daily life and while at work. The data indicated that although very few of the migrants had knowledge of a foreign language but all of them knew English.

Table 4.4: Distribution of Sample by Mother Tongue

| Mother Tongue | Number of Respondents |
|---------------|-----------------------|
| Hindi | 71 |
| Punjabi | 11 |
| Bengali | 6 |
| Kannada | 2 |
| Malayalam | 2 |
| Bhojpuri | 1 |
| Konkani | 1 |
| Guajarati | 1 |
| Himachali | 1 |
| Marathi | 1 |
| Tamil | 1 |
| Telugu | 1 |
| Not Provided | 1 |
| Total | 100 |

4.1.5 Medium of Schooling

Table 4.5 below shows that in the sample of 100 people most of the respondents have English as a medium of instruction. Around 77 percent of the respondents have English

medium schooling till class XII. In the contemporary scenario, where the world has become a close-knitted place, a large number of organisations demand English as a medium of instruction. In modern times mainly English-speaking countries such as the UK, the US, Ireland, Australia and New Zealand use English as the medium of instruction. In our sample since the maximum number of people have acquaintance in English language, their choice of destination for migration was the EU nations where English is spoken. Since a working knowledge of English is perceived as being required in many fields and occupations, many states throughout the world mandate the teaching of English, at least a basic level, in an effort to increase the competitiveness of their economies.

Table 4.5: Distribution of Sample by Medium of Schooling

| Medium of Schooling | Number of Respondents |
|---------------------|-----------------------|
| English | 77 |
| Hindi | 22 |
| Not Provided | 1 |
| Total | 100 |

4.1.6 Educational Qualifications

The data (Table 4.6) indicates that all the respondents have completed their higher education and they were highly-qualified. The educational qualifications of the respondents could be classified into two broad categories of Science and Management. While the largest number of people have done B.Tech, (35 in all), MCA (13 in all), M.Tech. (12 in all) and MBA (Finance and Marketing – 12 in all each). It was also observed that some of the respondents have obtained a degree in both science and management as they have first done B.Tech, and then pursued an MBA degree. Also, some respondents have pursued a B. Tech. degree and then done an additional diploma related to IT. Out of 100 respondents, 33 people have completed MBA as one of the degrees. Hence, it can be said that the respondents included MBAs and IT professionals.

Table 4.6: Distribution of sample by Educational Qualifications

| Educational Qualifications | Number of Respondents |
|----------------------------|-----------------------|
| Ph.D. in IT | 1 |
| B. Tech. + MBA (IT) | 4 |
| B. Tech. + MBA (Finance) | 1 |
| B. Tech. + Diploma in IT | 1 |
| M. Tech. + Diploma in IT | 1 |
| MCA + MBA (Finance) | 1 |
| B.Sc. | 1 |
| C.A. | 1 |
| M.Sc. + MBA(HR) | 1 |
| B.Tech. | 32 |
| M.Tech | 11 |
| MCA | 12 |
| M.Sc. | 5 |
| Diploma in IT | 2 |
| MBA – Finance | 10 |
| MBA – HR | 3 |
| MBA – Marketing | 12 |
| MBA – IT | 1 |
| Total | 100 |

4.2 Current Employment Details

This section discusses the employment related details of the respondents such as the company they work in, type of employment, nature of their job, sector of their employment and annual income.

4.2.1 Company of Current Employment

The survey included the employees of a total number of 30 companies. A majority of the companies were basically from the technological and the financial sector. Table 4.7 lists the name of the companies included in the sample.

Table 4.7: Companies of Current Employment

| Name of the Employing Organization | Number of Respondents |
|---|------------------------------|
| Akzo Nobel (India) | 2 |
| Bank of America | 7 |
| CGN | 1 |
| Computer Science Corporation | 1 |
| Dell | 4 |
| Erickson | 3 |
| GE | 4 |
| Google Inc | 3 |
| HCL | 9 |
| Headstrong | 5 |
| Hindustan times | 1 |
| Homo BPO | 1 |
| HP | 3 |
| IBM | 10 |
| IKEA | 2 |
| Marks & Spencer | 4 |
| Metso Mineral | 2 |
| Motorola | 4 |
| Nokia Siemens | 4 |
| Oracle | 3 |
| PricewaterhouseCoopers (PwC) | 1 |
| Q3 technologies | 1 |
| RBS | 10 |
| RBS - IDC | 1 |
| Sapient | 3 |
| Satyam Computers | 3 |
| Schneider (India) | 3 |
| Tata Consultancy Services (TCS) | 1 |
| Times of India | 1 |
| Toshiba (India) | 2 |
| Not Provided | 2 |
| Total | 100 |

4.2.2 Nature of the Job

The nature of the job held by the persons in their organisation was classified into four categories: managerial, technical, researcher and consultants. Table 4.8 depicts the distribution of the nature of job held by the respondents. The largest number was of respondents holding a technical job (59), followed by those with managerial jobs (38), while 2 of them worked as consultants and 1 worked as a researcher.

Table 4.8: Nature of the Job

| Position | Number of Respondents |
|--------------|-----------------------|
| Managerial | 38 |
| Technical | 59 |
| Researcher | 1 |
| Consultants | 2 |
| Total | 100 |

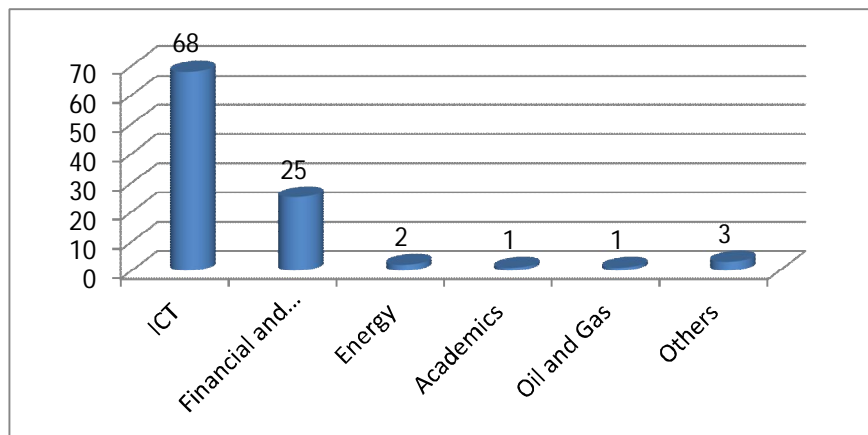
4.2.3 Sectors of Employment

The dominant sectors of employment of the respondents were Information and Communication Technology (ICT) and the Financial and Management (Table 4.9). This corresponds with the nature of the companies in which the respondents work. Also, there were respondents from the academics, energy and oil, and gas sector. This reinforces the mobility of people in the ICT and the financial and management sectors.

Table 4.9: Distribution of Sectors of Employment of Migrants

| Sector | Number of Respondents |
|--------------------------|-----------------------|
| ICT | 68 |
| Financial and Management | 25 |
| Energy | 2 |
| Academics | 1 |
| Oil and Gas | 1 |
| Others | 3 |
| Total | 100 |

Figure 4.2: Percentage Distribution of Sectors of Employment



4.2.4 Type of Employment

An important finding was that almost all of the respondents but 3 worked for an MNC which might have been a contributory factor in their migration abroad (Table 4.10). This indicates that employees of a MNC are more likely to migrate as compared to employees of local firms.

Table 4.10: Type of Employment

| Type of Employment | |
|---------------------|------------|
| MNC | 97 |
| Local/National firm | 3 |
| Self-employed | 0 |
| Others | 0 |
| Total | 100 |

4.2.5 Position in Organisational Hierarchy

The sample mainly constituted migrants who were employed at the middle level in the organizational hierarchy. Out of a sample of 100 people, 79 were working at middle level, 16 were working at the senior level and only 5 were at the entry level in their jobs (Table 4.11). Hence, it was also observed that a majority of the migrants were middle or senior level employees and it could be inferred that the employees who were sent abroad by the companies in India were likely to have some experience in their job.

Table 4.11: Level of the Migrants in the Organizational Hierarchy

| Level in Hierarchy | Number of Respondents |
|--------------------|-----------------------|
| Senior | 16 |
| Middle | 79 |
| Entry | 5 |
| Total | 100 |

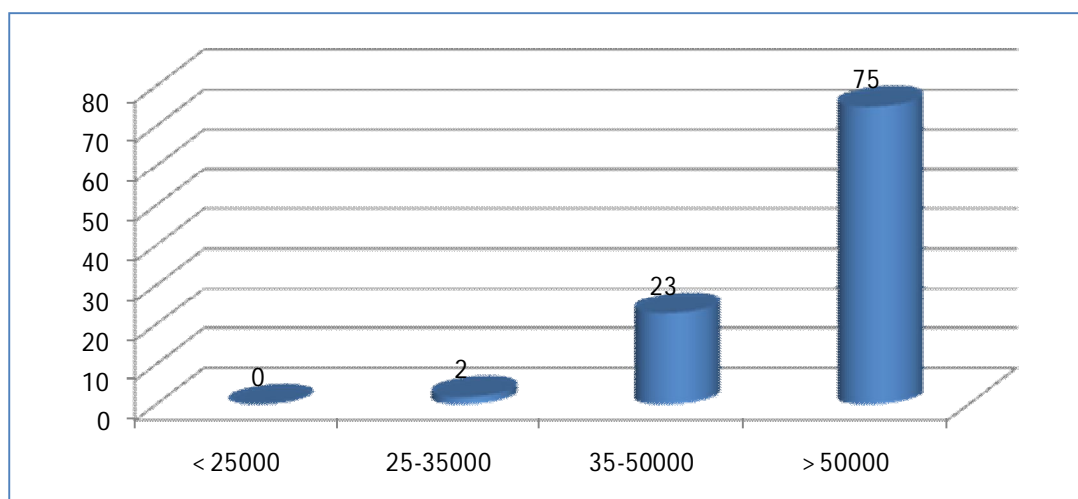
4.2.6 Income- wise Distribution

The income-wise distribution of the respondents given in Table 4.12 indicates that a large majority of respondents were earning more than Rs. 50,000 (USD 1111)¹ per month i.e. 75 out of 100. There were 23 respondents who were earning within the range of Rs. 35,000 (USD 778) to 50,000 (USD 1111). None of the respondents were earning less than Rs. 25,000 (USD 556) per month indicating that most of the people who have migrated were earning higher salaries.

Table 4.12: Income-wise Distribution

| Salary per month | Number of Respondents |
|---------------------|-----------------------|
| < 25000 (USD 556) | 0 |
| 25-35000 (USD 778) | 2 |
| 35-50000 (USD 1111) | 23 |
| > 50000 | 75 |
| Total | 100 |

Figure 4.3: Income-wise Distribution



¹ The USD equivalent has been calculated at the rate of Rs. 45 = 1 USD.

4.3 Information on Out-migration

This section contains the information on the out-migration of the respondents. It presents the frequency of out-migration of the respondents. Since the sample of the study defines a circular migrant as a person who has been abroad at least once for 6 months, the respondents have been classified on the basis of their frequency of out-migration i.e. having migrated once, twice, thrice or more than thrice. Also, information is provided on the countries to which the respondents have migrated.

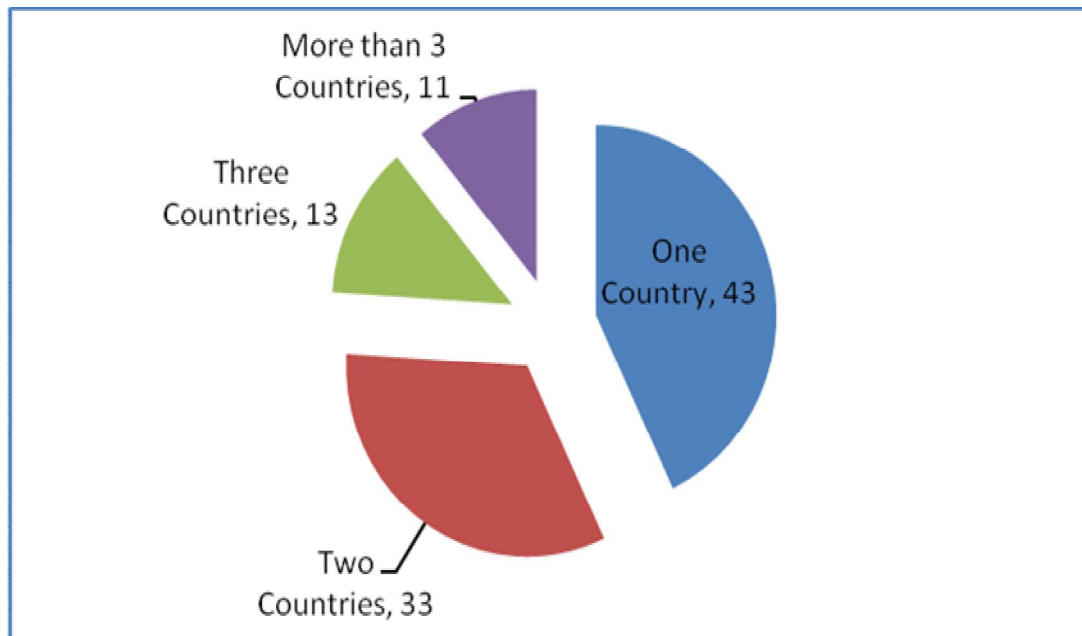
4.3.1 Total Number of countries in which respondents have worked

Analysis of the frequency of out-migration of the respondents shows that 89 percent of the respondents have been to three or less than three countries and 11 percent have been to more than three countries. This indicates that although some of respondents have been to more than three countries majority of the migrants have been to a maximum of three countries (Table 4.13). Although the main focus of the study was on the migrants to the EU, the respondents have also been to Asian countries.

Table 4.13: Number of Countries worked in

| Number of countries worked in | Number of Respondents |
|-------------------------------|-----------------------|
| One Country | 43 |
| Two Countries | 33 |
| Three Countries | 13 |
| More than 3 Countries | 11 |
| Total | 100 |

Figure 4.4: Distribution of Sample by Number of Countries visited



4.3.2 Country-wise Type of Visa

The respondents have been using a variety of modes to migrate abroad such as a work permit, a business visa, student visa and tourist visa. However, data show that a majority of the

migrants went abroad on a work permit i.e. out of total 163 visits to the EU countries, 138 went on work permits followed by people who went on business visa i.e. 21.

Also, among the EU countries, a maximum number of visits were made to the UK i.e. 58 in all including 49 on work permit, 7 on business visa and 2 on a student visa. Also, in the case of the UK a majority (i.e. 49 out of 58) went on a work permit (Table 4.14).

4.3.3 Duration of Visit

The period of stay abroad ranged from 1 month to as long as 10 years. As the sample consists of people who had been abroad for at least 6 months, all the respondents have been abroad for a minimum period of 6 months. However, in some of the cases the foreign stay of the migrants is divided among 1-3 months of stay in more than one country. The data show that most of the respondents went abroad for a period of 6 months or a year. A few of them have also stayed abroad for pursuing higher education, started working there and obtained citizenship in the destination country. Hence their staying period in the destination country was as long as 10 years.

4.3.4 Purpose of Visit Abroad

A large majority of respondents have migrated abroad for the purpose of projects and assignments in the destination countries as the data relates to the IT, engineering and management professionals. Few respondents also went for study and travel reasons initially and then stayed for job (Table 4.15).

Table 4.14: Type of Visa

| Country | Type of Visa | | | | | | | | | | | | | | | | | | | | Others | Total |
|----------------|--------------------|---------------------|-------------------|----------|-------|--------------------|---------------------|-------------------|----------|-------|--------------------|---------------------|-------------------|----------|-------|--------------------|---------------------|-------------------|----------|-------|--------|-------|
| | Business Visa | | | | | Work Permit | | | | | Student | | | | | Tourist Visa | | | | | | |
| | >1 and <= 3 months | > 3 and <= 6 months | > 6 and <= 1 year | > 1 year | Total | >1 and <= 3 months | > 3 and <= 6 months | > 6 and <= 1 year | > 1 year | Total | >1 and <= 3 months | > 3 and <= 6 months | > 6 and <= 1 year | > 1 year | Total | >1 and <= 3 months | > 3 and <= 6 months | > 6 and <= 1 year | > 1 year | Total | | |
| UK | 4 | 1 | 2 | 0 | 7 | 5 | 25 | 18 | 1 | 49 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 58 | |
| Germany | 2 | 0 | 0 | 0 | 2 | 6 | 9 | 3 | 1 | 19 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 21 | |
| Scotland | 1 | 1 | 0 | 0 | 2 | 3 | 3 | 4 | 1 | 11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 13 | |
| Netherlands | 0 | 0 | 0 | 0 | 0 | 1 | 6 | 2 | 0 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 9 | |
| Ireland | 1 | 0 | 0 | 0 | 1 | 3 | 3 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 8 | |
| France | 1 | 0 | 0 | 0 | 1 | 2 | 4 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 8 | |
| Denmark | 1 | 0 | 0 | 0 | 1 | 2 | 3 | 1 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 7 | |
| Switzerland | 2 | 0 | 0 | 0 | 2 | 2 | 3 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 7 | |
| Italy | 1 | 0 | 0 | 0 | 1 | 3 | 0 | 1 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | |
| Spain | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | |
| Sweden | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | |
| Belgium | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | |
| Greece | 1 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | |
| Finland | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | |
| Portugal | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | |
| Austria | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | |
| EU Countries * | 15 | 2 | 2 | 0 | 19 | 35 | 58 | 32 | 3 | 128 | 0 | 0 | 0 | 2 | 2 | 2 | 0 | 0 | 0 | 2 | 151 | |
| US | 3 | 0 | 1 | 0 | 4 | 1 | 2 | 2 | 4 | 9 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 15 | |
| Canada | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 4 | 0 | 6 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 7 | |
| Asia & Africa | 10 | 0 | 0 | 0 | 10 | 7 | 9 | 1 | 4 | 21 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 33 | |
| Total | 28 | 2 | 3 | 0 | 33 | 44 | 70 | 39 | 11 | 164 | 0 | 1 | 0 | 3 | 4 | 2 | 0 | 0 | 0 | 2 | 206 | |

*Note: EU countries consist of countries namely UK, Switzerland, Spain, Netherlands, Ireland, France, Austria, Germany, Italy, Belgium, Sweden, Greece.

Table 4.15: Purpose of Visit Abroad

| Country | Purpose | | | | | | | | Total |
|----------------|---------|----------|---------|-----------|---------|------------------------------|-------------|----------|-------|
| | Project | Training | Meeting | Induction | Studies | Employment by Own Initiative | Job related | Business | |
| UK | 51 | 2 | 1 | 1 | 2 | 0 | 1 | 0 | 58 |
| Switzerland | 5 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 7 |
| Spain | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Netherlands | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 9 |
| Ireland | 7 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 8 |
| France | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8 |
| Austria | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Germany | 19 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 21 |
| Italy | 2 | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 5 |
| Belgium | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 2 |
| Sweden | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Greece | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 2 |
| Scotland | 10 | 1 | 0 | 0 | 0 | 0 | 2 | 0 | 13 |
| Finland | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Denmark | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 7 |
| Portugal | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| EU Countries * | 127 | 10 | 3 | 2 | 2 | 0 | 7 | 0 | 151 |
| US | 5 | 1 | 1 | 0 | 2 | 0 | 6 | 0 | 15 |
| Canada | 3 | 0 | 0 | 0 | 1 | 0 | 3 | 0 | 7 |
| Asia & Africa | 24 | 2 | 1 | 0 | 0 | 1 | 4 | 1 | 33 |
| Total | 159 | 13 | 5 | 2 | 5 | 1 | 20 | 1 | 206 |

*Note: EU countries consist of countries namely UK, Switzerland, Spain, Netherlands, Ireland, France, Austria, Germany, Italy, Belgium, Sweden, Greece.

4.4 Dimensions of Circular Migration

There are various other dimensions of circular migration of people to the EU countries such as the reasons for returning to India and experiences regarding settlement (issues of language, ethnicity and culture).

4.4.1 Reason for returning to India

Literature related to circular migration highlights that a large part of circular migration is voluntary in character and the reasons for their migration are diverse in nature (Triandafyllidou et. al, 2011). It has been found that people migrate for economic, educational, personal and familial, and sometimes philanthropic reasons. In the present survey the responses of people to the question of what was the reason of their return to India revealed that the decision to return was inherent in the decision to migrate for a majority of them (72 percent) since at the time of their migration abroad the respondents were aware of that they will be returning to India (Table 4.16). Also, they mentioned that their contract with the company in which they were initially working while in India included a clause that they will not get employed in the foreign company they are going to work for. Hence, it was very clear that return to India was an imminent part of their migrating abroad. 15 percent of them mentioned to have returned because of their family and only 1 person stated that he has returned due to difficulties in integrating in the host country.

Table 4.16: Reason for returning to India

| Reason for Return (code) | Number of Respondents |
|--------------------------|-----------------------|
| (1) | 72 |
| (2) | 1 |
| (3) | 15 |
| (4) | 0 |
| (5) | 1 |
| (6) | 2 |
| (7) | 0 |
| (8) | 1 |
| (1)+(3) | 5 |
| (1)+(3)+(5) | 1 |
| (1)+(6) | 1 |
| (2)+(3) | 1 |
| Total | 100 |

Codes: (1) Project completed; (2) Recession in the host country; (3) Family; (4) Rigid Immigration policies; (5) Difficulties in integration in the host society; (6) Better employment opportunities in India in concerned sector; (7) Higher real earnings in India; (8) Other.

4.4.2 Experiences regarding settlement in the destination country (Issues of language, ethnicity and culture)

The respondents migrating to the EU countries were asked about their experiences in the destination countries. Since, there are lot differences in the language, culture and religious beliefs between India and the EU countries. It was expected that the respondents would have faced difficulties while they were abroad. The study found that 65 percent of the people said that they did not face any particular difficulty in the EU countries (Table 4.17). However, 35 percent of the respondents mentioned they faced problems regarding language (24 percent in all), ethnic problems (17 percent in all) and cultural and religious problems (20 percent in all). Also, while 9 percent of the respondents faced problems related to all the three issues, there

were a total of 17 percent respondents who faced problems regarding more than one of the mentioned issues.

Table 4.17: Experiences regarding issues faced Abroad

| Problems faced in the destination country | Number |
|--|------------|
| Language | 11 |
| Ethnic | 1 |
| Cultural and religious | 6 |
| No Problems faced | 65 |
| Language + ethnic + cultural and religious | 9 |
| Language + ethnic | 3 |
| Language + cultural and religious | 1 |
| Ethnic + cultural and religious | 4 |
| Total | 100 |

4.5 Impact of Circular Migration

The study tried to assess the impact of circular migration on the personal and professional life of the migrants. Studies like Ammassari (2004) have shown there is impact of return migration on the work place. The circular migrants cause changes to the workplace environment which come as a result of innovative practices and productive investments the migrants do after they return to their home countries.

4.5.1 Personal Life

The study tries to assess the impact of migrating to an EU country on the personal life of the migrants via two aspects:

i. Economic

The study investigated into the economic impact of such migration on the respondents. For this various aspects like impact of their visit abroad on their annual income, impact on their capacity to make investments and incur additional expenditures and their perception regarding improvement in their standard of living were analyzed.

Impact on annual income

The study found that for the largest group of respondents there was not much impact as such on their annual income. 61 people said that there was not much change in their annual income after their return to India but 34 people (in all) agreed that they were earning higher monthly incomes as compared to what they earned in India before migrating abroad. Only a few i.e. 5 people (in all) mentioned that they were earning lower incomes in comparison to income earned by them before migration (Table 4.18). This was the case with people who went on individual employments to the EU countries and did not went through their Indian employers for temporary postings for projects of foreign clients.

Table 4.18: Impact on Annual Income

| Change in Annual Income | Number of Respondents |
|-------------------------|-----------------------|
| Much lower than before | 1 |
| Lower than before | 4 |
| Not much change | 61 |
| Higher than before | 33 |
| Much higher than before | 1 |
| Total | 100 |

Investment made after returning to India

Table 4.19 shows the type of investments made by the respondents after returning from abroad. There are a significant number of people who have invested in housing and land related assets i.e. 47 out of 100. However, 37 people have not invested in anything after returning. In all, 63 people have made investments after returning back. This might be indicative of rise in purchasing power and or ability to incur additional expenses and investments of people after returning from a foreign visit.

Table 4.19: Investment after returning to India

| Investment made in (code) | Number of Respondents |
|---------------------------|-----------------------|
| (1) | 36 |
| (2) | 4 |
| (3) | 2 |
| (4) | 0 |
| (5) | 3 |
| (6) | 0 |
| (7) | 0 |
| (8) | 6 |
| (9) | 2 |
| (1)+(2)+(8) | 1 |
| (1)+(5) | 1 |
| (1)+(2) | 2 |
| (1)+(8) | 2 |
| (2)+(3)+(5) | 1 |
| (4)+(5) | 2 |
| (5)+(8) | 1 |
| (10) | 37 |
| Total | 100 |

Codes: (1) Housing related; (2) Land; (3) Personal and Family Business; (4) Durable goods (electronic appliance, furniture, etc); (5) Providing support to family; (6) Investment on stock market; (7) Community Services; (8) Other expenditures; (9)Fixed Deposit (10)None.

Perceived Improvement in Standard of Living

The study found that a majority of the people said that they perceived improvement in their standard of living (Table 4.20).

Table 4.20: Impact on Improvement of Standard of Living

| Improvement in Standard of living | Number |
|-----------------------------------|------------|
| Yes | 55 |
| No | 45 |
| Total | 100 |

ii. Social Life

Circular migration can lead to changes in the social status and contacts of the respondents. It can be noted that the migrants are likely to form new networks with people in the destination countries and also people with whom they meet during their migration experiences. This section analyses the empowerment felt by the respondents after returning to India and the networks they have formed in the destination countries.

Feeling of Empowerment due to foreign exposure

Apart from the economic impact of the respondents also responded positively regarding the impact of foreign exposure on their empowerment. 79 percent of the respondents stated that their foreign exposure has led to their empowerment. Such a large majority of people

admitting this fact proves that after having a foreign exposure Indians feel empowered (Table 4.21).

Table 4.21: Impact on Perceived Empowerment

| Empowerment due to foreign exposure | Number of Respondents |
|-------------------------------------|-----------------------|
| Yes | 79 |
| No | 21 |
| Total | 100 |

Networks Formed Abroad

The respondents have acquired many new networks with the people in the destination country. Only one person stated that he had not formed any networks in the destination country. Rest all 99 respondents said that they have formed one or the other type of networks in the host country (Table 4.22). Most of the respondents have formed networks with their colleagues, professional contacts while some have formed friends also in the destination country.

Table 4.22: Networks formed Abroad with Colleagues, Friends and Professionals

| Maintenance of Contacts overseas with (Code) | Number of Respondents |
|--|-----------------------|
| (1) | 25 |
| (2) | 2 |
| (3) | 6 |
| (4) | 2 |
| (5) | 0 |
| (6) | 1 |
| (1)+(2)+(3)+(4) | 3 |
| (1)+(2) | 15 |
| (1)+(2)+(3) | 18 |
| (1)+(3) | 26 |
| (2)+(3)+(5) | 1 |
| (2)+(3) | 1 |
| Total | 100 |

Codes: (1) Colleagues; (2) Other Professional Contacts; (3) Friends; (4) Scientific and Professional Diaspora Groups; (5) Family; (6) None.

4.5.2 Professional Development of the Migrants

Circular migration is reported to have a beneficial impact on the migrant as it not only leads to economic uplifting of the migrant but it also helps them in their career (Newland, 2009). This section focuses on the professional development of the respondents through their foreign exposure.

Gaining useful skills, experience, networks and education

A majority of the respondents mentioned that the knowledge, skills and hands on experience they have gained abroad is useful to them in their current job. A large majority of them said that they have benefited a lot from the hands on experience gained abroad. Most of the persons cited that they have gained in more than one ways regarding their knowledge, work experience, networks, educational qualifications and capital accumulated by their visit to the destination country. Although most of the migrants mentioned that they gained at either one of the above aspects which were important to them in their career, however, a few of them did mention that they did not experience any significant gain in knowledge or experience (Table 4.23).

Table 4.23: Usefulness of the Knowledge and Skills, Hands on experience, Networks and Capital, accumulated Abroad

| Gained Overseas (code) | Number of Respondents |
|------------------------|-----------------------|
| (1) | 11 |
| (2) | 5 |
| (3) | 5 |
| (4) | 1 |
| (5) | 0 |
| (6) | 12 |
| (1)+(2) | 18 |
| (1)+(2)+(3) | 25 |
| (1)+(3) | 12 |
| (1)+(2)+(3)+(4) | 6 |
| (1)+(2)+(3)+(4)+(5) | 4 |
| (2)+(3)+(5) | 1 |
| Total | 100 |

Codes: (1) Knowledge and skills gained overseas; (2) Hands on experience; (3) Network established overseas; (4) Capital accumulated overseas; (5) Foreign qualification; (6) None

Contribution to Professional Development

Almost all the respondents felt that migrating abroad has contributed to their professional development. 93 out of 100 respondents were of the view that their migration to the destination country has led to professional development (Table 4.24).

Table 4.24: Impact on Professional Development

| Contributed to Professional Development | Number of Respondents |
|---|-----------------------|
| Yes | 93 |
| No | 7 |
| Total | 100 |

4.5.3 Experience on returning to India

A majority of the migrants stated that their experience of working and staying in a European country for a short period and thereafter returning to India is positive. Also, as per the survey the migrants, in general, did not face any particular difficulty while settling back in India (Table 4.25). This might have been the case since the duration of their stay abroad is short. Some of the migrants did mention the difficulties faced by them in settling down due to work and infrastructural differences between the European countries and India.

Problems faced on returning to India

Table 4.25 presents the difficulties faced by the respondents after returning from abroad. The study finds that 87 percent of the respondents did not face any difficulty after returning to India. However, a few of them said that they faced difficulties regarding the work culture in India, infrastructural problems and due to the bureaucratic methods.

Table 4.25: Experiences on Return to India

| Experience on Return | Number |
|---|------------|
| I did not face difficulty | 87 |
| Settling down difficulties | 1 |
| Bureaucratic and government policy problems | 1 |
| Infrastructural problems | 1 |
| Work culture | 6 |
| Infrastructural problems+ Work culture | 3 |
| Infrastructural problems+ Work culture+ Bureaucratic and government policy problems | 1 |
| Total | 100 |

Satisfaction with the current employment

When the respondents were asked if they were satisfied with their present employment or not then all but 6 of them replied that they were satisfied with their current employment. A total of 90 percent said that they were satisfied with their employment while around 15 percent said that they were extremely satisfied with their current employment (Table 4.26).

Table 4.26: Satisfaction with Current Employment

| Level of satisfaction | Number of Respondents |
|-------------------------|-----------------------|
| Extremely dissatisfied | 0 |
| Moderately dissatisfied | 6 |
| Indifferent | 4 |
| Moderately satisfied | 75 |
| Extremely satisfied | 15 |
| Total | 100 |

4.5.4 Impact on Others

Table 4.27 shows that a large majority of migrants responded that they do not have impact on any one after returning to India. 55 percent of them told that they do not have an impact on others after return. 45 percent of the people said that they have an impact on other people as they were motivated from the respondents.

Table 4.27: Impact on Others

| Impact on others | Number | |
|------------------|------------|----|
| Yes | Motivation | 43 |
| | Training | 2 |
| No | 55 | |
| Total | 100 | |

4.6 Future plans about Migration

The migrant people who have been to the EU countries are divided on their opinions regarding availing of the opportunity to migrate abroad again. Most of the respondents told that they do not have a concrete plan to migrate abroad in near future.

4.6.1 Concrete Plans to move abroad

Table 4.28 presents an overview of the future plans of the respondents to migrate or not abroad. 36 percent of the respondents said that they do not have any concrete plan to move abroad in near future, 20 percent said that they do not plan to go abroad and 44 percent said that they have a concrete plan to move abroad again.

Table 4.28: Concrete Plan to migrate abroad in the Future

| Future Plan to Migrate | Number |
|------------------------|------------|
| Yes | 44 |
| No | 20 |
| Do not know | 36 |
| Total | 100 |

4.6.2 Motives for moving Abroad

Among the respondents who wanted to move abroad, most of them wanted to migrate again for the purpose of professional experience and job related factors. It was also found that some of the respondents wanted to go abroad again since they were holding a foreign

citizenship. Two respondents also mentioned that they wanted to educate his children abroad hence they want to migrate abroad. Overall most of the respondents wanted to migrate only on a temporary basis and not permanently (Table 4.29).

Table 4.29: Motives of Migrating Abroad in Future

| Reason to Migrate | Number |
|-----------------------------------|-----------|
| Already having Citizenship abroad | 2 |
| Education for children | 2 |
| Nature of current job | 12 |
| Professional experience | 24 |
| To take up Job | 4 |
| Total | 44 |

4.7 Summing Up

In this chapter findings of the study on the feasibility of circular migration from India to Europe have been analyzed to shed light on the emerging patterns and practices of circular migration. The chapter presents the results for a sample of 100 migrants which have been discussed in detail. The present study covers the information on the destination countries of the migrants, the duration of their foreign stay and their experiences regarding various aspects of circular migration. The study assesses the impact of circular migration on the personal, social and professional life of the migrants.

It is evident that although the UK is a leading destination country of migration for the Indian migrants going to the Europe, Indian people have been migrating to various other European countries such as Germany, Scotland, the Netherlands, etc. While a large majority of the respondents went to the UK, they have been to a total number of 16 countries in the Europe. Among all the countries, the duration of stay abroad in one country ranged from one month to as long as more than ten years. It is also observed that circular migration is often influenced by family and marital status. The average number of circulation cycles between India and the European country falls between two and three.

The results indicate that most of the young high skill migrants from India who are migrating to the European countries for a short period of time are satisfied with the short-term foreign experience provided by circular migration. They expressed a desire to stay with their families in India and most of them had no desire for permanently settling abroad. It was observed that circular migration leads to gain in knowledge and hands on experience for the migrants while also leading to formation of networks with the colleagues and friends in the destination country. Also, the migrants did not mention facing any substantial difficulties in the destination countries. Interestingly, the findings of the study do not indicate any psychological pressure on the migrants posed by circular migration as the foreign stay is small. On the whole, the migrants state their migration experience as a satisfying one. However, it is important to note that given the small sample size of 100 migrants majorly drawn from the fields of engineering (IT, ITES, etc.) and the financial and management sector, the findings of the study might not be generalised to other fields.

Summary Observations

5.1 Major Findings of the Study

The major findings of the study can be listed as follows:

- Most of the respondents (in a sample of 100 respondents) were within the age range of 25 to 40 that is from the comparatively matured but younger cohorts within the productive age group of 15-65.
- The respondent returnees were mostly male and only a few of them were female.
- All the respondents had good knowledge and command over the English language which was probably necessary if one were to go to abroad from India.
- 77 percent of the respondents were found to have English medium schooling till class XII.
- The largest number of degrees held by the respondents was B.Tech. degree (35 degree holders, including those having other degrees as well), even if any particular respondent also held a second degree, e.g. an MBA. The other degrees held by them were MCA (13), M.Tech. (12) and MBA (Finance and Marketing – 12 in all each) degrees. It was also observed that some of the respondents had degrees in both science and management as they had first done their B.Tech. and then pursued an MBA degree.
- The survey included the employees of a total number of 30 companies. A majority of these companies were basically from the technological (electronics and engineering) and the financial (consultancies, banks, etc.) sectors.
- The largest number of respondents was holding technical jobs (59), followed by those with managerial jobs (38), while 2 of them worked as consultants and 1 worked as a researcher.
- Almost all the respondents excepting 3 of them worked for an MNC, which might have been a determining factor in their migration abroad.
- It was observed that a majority of the migrants were middle or senior level employees and it could be inferred that the employees who were sent abroad by the companies in India were likely to be those who have had some experienced on their job.
- A large majority of respondents, i.e. 75 out of 100, were earning more than Rs. 50,000 per month each. There were 23 respondents, each earning in the range of Rs. 35,000 to 50,000 per month. None of the respondents earned less than Rs. 25,000 per month, indicating thereby that most of the people who have migrated were earning high salaries.
- 89 percent of the respondents have been to three or less than three countries and 11 percent have been to more than three countries.

- The respondents have been using a variety of modes to migrate abroad such as a work permit, a business visa, student visa, and tourist visa.
- Results show that a majority of the migrants went abroad on a work permit i.e. out of total 163 visits to the EU countries, 138 were on work permits followed by 21 trips on business visas.
- The periods for which respondents stayed abroad ranged from a short visit of 1 month to as long a visit as of 10 years. Since the sample consisted of people who had been abroad for at least 6 months, all the respondents have been abroad for a minimum period of 6 months. However, in some of the cases, the more than 6-months' stay abroad covered more than one country, but each of a duration of 1-3 months only. Data show that most of the respondents went abroad for a period of 6 months or a year.
- A large majority of respondents migrated abroad for serving the foreign clients of the projects they were working in and on assignments abroad given by their employing companies in India. A few respondents also went initially for reasons of study and travel but stayed on for taking up job.
- For a majority of them (72 percent), the decision to return was inherent in the decision to migrate since at the time of their migration abroad they were certain that they will be returning to India.
- The study found 65 percent of the respondents stating that they did not face any particular difficulty in the EU countries (Table 3.17). However, 35 percent of the respondents said they faced problems.
- The study found that there was no significant impact on the annual incomes of a large majority of respondents. Whereas 61 of them said that there was not much change in their annual income after their returned to India, only 34 said that they were earning higher monthly incomes as compared to what they earned in India before migrating abroad. A few i.e. 5 respondents stated that they were earning lower incomes in comparison to incomes earned by them before migration.
- There were a significant number of people who invested in housing and real estate including land, i.e. 47 out of 100. However, 37 people did not invest in any sector after returning. Thus, in all, 63 people made investments after returning back.
- The study found a majority of respondents saying that they perceived improvements in their standard of living after coming back to India.
- 79 percent of the respondents stated that their foreign exposure led to their empowerment in terms of building their self-confidence.
- Only one person stated that he did not do any networking in the destination country. The remaining 99 respondents said that they were involved in one or the other type of networks in the host country.
- A majority of the respondents said that the knowledge, skills and hands on experience they gained abroad was useful to them in their present job.

- Almost all the respondents felt that migrating abroad has contributed to their professional development.
- The study found that 87 percent of the respondents did not face any difficulty after returning to India. However, a few of them said that they faced difficulties regarding the work culture in India, infrastructural problems and the bureaucratic hurdles that were present.
- Although a majority of migrants responded to say that they did not have much of an impact on any one after returning to India, whether to motivate them to go abroad, or in transferring knowledge through training, others did have an impact. While 55 percent of them said they did not have an impact on others after return, 45 percent said they had an impact on other people.
- 36 percent of the respondents did not have any concrete plans to go abroad in the near future, 20 percent said that they did not plan to go abroad, and 44 percent said that they had concrete plans to move abroad again.
- Among the respondents who wanted to move abroad, most of them wanted to migrate again for the purpose of professional experience and job related factors. Overall, most of the respondents wanted to migrate only on a temporary basis and not permanently.

5.2 Concluding Remarks

The patterns and policies regarding circular migration indicate that there has not been any spelled out implementation of particular initiatives to encourage circular migration in the European countries. However, there has been a consistent rise in the temporariness of the migratory movements between the European countries and the third countries. Most of the countries hold that all labour migration, particularly that originating from third countries is temporary, primarily to match the labour market demand until such time that the local population's skills can match the respective shortages (EMN, 2010).¹ It is also said that keeping in mind the different characteristics of the various labour markets which comprise the European Union the Member States should retain control on immigration, and therefore a harmonized approach across the EU should not be adopted. Apparently, this is to ensure that the specific characteristics of each Member State are taken into account.

As discussed in the earlier chapters, evidence shows that there has been an increase in the circularity of migration flows because the destination countries increasingly favour temporary migration in comparison to permanent migration. Circular migration is gaining significant importance especially in the countries of the global north. It is being promoted as the most desirable mode of the migration of professionals with the promise of triple win, i.e., it is beneficial for the source countries, the receiving countries and the migrants. Almost every member country of the European Union and some international organizations have been trying to project circular migration as compensatory to the 'brain drain' and as a new form of brain circulation which could be largely useful for those countries of the developing global south that are experiencing large scale emigration of their highly skilled people.

¹ In a report of the European Migration Network (2010) it is noted that in Malta the low employment rate in certain categories of occupation is depressing the local supply of labour.

Circular migration is primarily being promoted by the immigration policies of many of the destination countries in Europe with a view to keeping the labour force rotating to harness the triple advantages of 'age, wage and vintage' (Khadria, 2009). However, circular migration is much more prevalent in certain specific professions in the corporate world like IT, ITES, engineering, management and financial sectors. There are many multinational corporations in these sectors in India where quite a large number of young professionals possessing generic skills are employed. Since these MNCs have a large clientele in the developed countries of Europe, many of them provide opportunities to their employees to go abroad, usually for short durations. Because the companies tend to benefit in terms of getting global reputation, they form networks and thereby increase their overseas operations. Towards this, these companies actively send their employees overseas in order to serve their international clients. Also, apart from directly serving the foreign clients, inter- and intra-company transfers are a significant mode that professional migrants look at for their overseas deputation which they think is a great opportunity to enhance their professional careers.

The present study on feasibility of circular migration between India and EU countries found that a majority of migrants who temporarily went from India to Europe for a short period of more than 6 months were satisfied with their returning back and had no concrete intention of permanently settling abroad in the Europe. These high skill migrants mentioned that they were happy with a short-term foreign exposure which they were getting from short term migration and they considered this as a casual off-shore posting where they were required to serve the foreign clients and thereafter return back. Almost all of them wanted to stay with their families in India. One of the major motivating factors which was attracting them back towards India was the rise in career opportunities, and this was the offsetting factor for their accepting separation from families during their stay abroad. Temporary migration and return can partly be looked as the consequence of the rapid development taking place in India.

A visit to the offices in the 'Cyber City' in Gurgaon in Delhi-NCR was indicative of the luxurious and stylish infrastructure in which the returnees were working, which provided an index of the employee satisfaction. Since, in the changed scenario, competitive economic, professional and infrastructural facilities were available to the Indian youth in completely high-tech and modern work environment, they had no urge for migrating to a foreign country. At the same time, it was realized by the returnee professionals that it was becoming tougher for them to stay in European countries for long durations. Along with the uncertain and ever-changing unstable immigration policies of these countries, the popular local perception about the immigrants was also not favourable and sometimes even discriminatory, they thought. Thus, unlike the earlier waves of migration from India to the developed countries when Indians by and large preferred to go abroad for long durations aiming for permanent settlement, Indian professionals today prefer to go abroad on short-term assignments. In the present study, most of the professional migrants, who belonged to the young cohorts, expressed a tendency to go abroad mainly for professional exposure. Besides, majority of the short-term migrants were basically sponsored migrants who went abroad on specific projects assigned to them by their companies in the destination countries. It is also widely perceived that overseas exposure is valued quite highly in the job market in India. Many migrants returned to India because they found good opportunities to work in their own country. Being at home, they could also look after their families better. Some of the professionals feel that the economic and social environment in India is also quite different now. Moreover, they can maintain almost the similar kind of status in India for which they

aspire abroad. Although a majority mentioned that the skills and knowledge they have gained from the foreign trip were useful to them in their present employment in India, one revealing counterintuitive finding was that many of the senior level professionals did say that their foreign visits did not add much to their knowledge and experience as the scope of learning is now-a-days more in India.

As regards the popular perception that people migrate abroad for economic opportunities, the study suggests that circular migration may not bring any substantial economic returns for the migrants despite the fact that foreign exposure was significantly important for developing a sense of empowerment and raising the confidence of migrants. The study indicates that circular migration could lead to a big 'win' for the destination countries by meeting the labour market shortages, and possibly another small 'win' for the migrants by providing them an international professional exposure. However, it was not possible for the study to categorically conclude about the existence of a clearly visible third 'win' arising from the overall impact of circular migration on India as a source country. Larger studies covering various regions of India, and spread over a longer duration than the present study may provide a more conclusive macro picture of the impact of circular migration on India as a source country. Naturally, the present study had obvious limitations regarding the extent to which the findings can be generalized beyond the cases studied. The number of cases covered is limited for drawing broad generalizations and for pronouncing a clear verdict on the feasibility of circular migration as a prescription to drive the future regime of migration between India and Europe. Also, the study focuses on some limited sectors such as the engineering sector and the financial and management sector, hence it might not be possible to generalize the results to other sectors such as medical and academia.

Also, the study mostly covers the middle level employees and hence there might be a difference in the trends of migration of the senior level officials. Still, the random sample selection undertaken for the study does not either negate the feasibility of circular migration as an alternative to stem irregular migration. At best, circular migration could be thought of as an alternative to irregular migration of the low-skilled and the semi-skilled, but not necessarily one for the relatively more permanent migration of the highly skilled that the so-called 'Blue Card' would intend to encourage. Beyond this approximate conclusion, although the researchers and academicians working in this area can benefit from the findings, further empirical evaluations in varying contexts and surroundings would be needed before we could establish these findings more concretely for deriving long-term policy lessons.

Feasibility of Circular Migration and Recommendations

6.1 Feasibility of Circular Migration from India to EU

Recently there has been a renewed emphasis on circular migration, projecting it as a solution to various issues related to international migration. However, even though much attention is being given to circular migration in recent times, the phenomenon itself is not new. The present study intended to look into circular migration of high-skill Indian professionals between India and the European Union. Besides identifying the professions in which circular migration was most prevalent, the study also looked at the main channels of circular migration. For this, the study utilized both the primary and the secondary sources.

The major objective of the study was to explore feasibility of circular migration between India and the EU. In view of this objective, the findings of the study indicate that the young Indian workers in the engineering and the financial and management sectors are satisfied and happy with short-term visits to the EU countries. It was observed that frequent migration in the mentioned sectors is significantly taking place for work assignments in the ongoing or new projects of the foreign clients or for the purpose of training. Most of the respondents expressed satisfaction in going abroad for a short time, working there and returning back to India with a foreign exposure. Some of them even mentioned that the Indian labour market provides greater opportunities for them due to the high growth of the Indian economy. Such short-term migrations allowed them to remain close to their families as they returned after some time and were able to take care of their families.

The kind of mobility through intra- and inter- company transfers of the employees that the study captured comes within the ambit of circular migration since the workers are frequently migrating and re-migrating to the EU countries from India (this circularity of movement was not limited to the EU countries only and the respondents have also migrated to countries other than the EU). Two essential features of circular migration, i.e., frequency of movement and some minimum periods of stay abroad, informed by review of literature, were also evident in the operational definition adopted in the study. To arrive at the final understanding of what circular migration means for this study, the operational definition was revised after the pilot survey to accommodate the prevalent pattern of mobility of Indian employees in the concerned sectors.

It emerges from the overall scenario that circular migration in the context of India and EU is feasible with regard to the kind of inter-company and intra-company mobility captured in the study, since it removes the instability otherwise inherent in the circular migration of voluntary migrants moving between the countries on their own.

6.2 Suggestions for Data Collection and Possible Datasets

Unlike many receiving countries, such as Australia, the United States or New Zealand, India still lacks in having a comprehensive mechanism for collecting and disseminating data regarding international migration. The Census of India, conducted after every ten years, still

remains the most comprehensive source of data about international migration. However, the data provided by the census have its own limitations. The census provides information about the stock of immigrants only in India. Further, it only provides preliminary information about the countries from which migrants come and their broad occupational classification. It does not contain comprehensive information about educational and professional aspects of the migrants, nor the migration trends and characteristics.

Data collection in the field of circular migration presents its own complexities. None of the existing definitions of circular migration is applied for the purposes of data collection. Available data point towards mobility patterns that become increasingly temporary (e.g. OECD, SOPEMI, 2008) but there is no indication in this data as to what extent temporary migration is repetitive or circular (Tamas, 2009). As up-to-date and valid data are the prerequisite for making well-informed policies, both quantitative and qualitative data are needed to provide a better understanding of the trends, patterns and issues pertaining to circular migration. The lack of data on circular migration patterns to and from the European countries is indicative that the data collection in the developed countries is guided by the focus on permanent migration, thereby impairing a more scientific examination of the patterns of circular migration. Such a prominent lack of empirical data and literature on circular migration can largely be attributed to the non-availability of suitable longitudinal data on the multiple movements of the migrants.

A possible improvement could be that data on employment licenses (work permit, work visa, etc.) are collected in a way such that the purpose of the visit also becomes readily available, in addition to already existing data on legal status of the migrants. The paucity of data sets on international emigrants, as opposed to immigration, poses a special challenge to India. There are only the destination country immigration data to rely upon, but these are not custom-designed to capture circular migration *per se*. Hence, there is a greater need of a more structured framework to build relevant and up-to-date data sets on migration from India. Consequently, this is one of the aims behind IOM's initiative in bringing out the Migration Profile for India.

There is thus an urgent need for a valid and appropriate data collection system which shall be informed on the contemporary notions of increasing levels of temporariness of migration. Hence, along with emphasis on longitudinal data for accurately capturing the circularity of migration, comprehensive visa details incorporating the purpose of migration are a necessity for understanding the complexities of circular migration.

6.3 Recommendations for Policy Implications

From the present study and the literature review undertaken in it, one could say that most of the high-skill migrants from India seem to be satisfied with the temporary migration schemes in which they are able to gain an international professional experience and are also able to return to India to their original job environment. However, to facilitate this mobility and to lead it to the triple win situation, various steps can be taken both by the destination and the source countries together. While the source countries can devise policies for easy return of their own emigrants, the destination countries can frame policies that encourage and facilitate temporary return, not necessarily permanent return, to the home country, and remigration to the destination country (Khadria, 2010). One important tool towards such North-South cooperation could be what Khadria has described as the "equitable adversary analysis".

The Indian government has framed various facilitating policies in order to attract and facilitate the return of Indian diaspora such as investment opportunities, PIO/OCI card, Know India Programme, PIO University, etc. Also, the Ministry of Overseas Indian Affairs (MOIA) has initiated the signing of social security agreements with the European country governments in order to facilitate return migration along with return of their social security contributions back home from the destination country. Even the private sector in India has come forward to provide scientific awards and encouragements for the highly skilled NRI scientists and researchers. However, there is need for reforming regulations that discourage or cause difficulties in voluntary return to the source country.

More importantly the destination countries could also collaborate with the source countries and make investments which would lead to multinational regional economic integration, leading to the liberalisation of labour mobility. Changes in visa regimes such as multiple entry visas (which are already being initiated in many European countries) and guaranteed labour market access should be promulgated, even if they are only for certain categories such as the highly skilled. Such measures reduce the transaction costs of circulation between countries. Fostering partnerships between specific enterprises or industries in countries of origin and destination may encourage employees to gain experience in both locations of activity. The present study has already highlighted the role of MNCs in promoting and facilitating circular migration.

Moreover, in order to develop a legal mechanism where issues and disputes relating to migration can be settled, there should be establishment of a functioning, effective and equitable legal system. In this regard, one of the long persisting issues affecting migration has been the bureaucratic hurdles and non-uniform practices of the immigration officials. Hence, it is important to create well-informed and empathetic group of officials dealing with the migration formalities, procedures and issues. Also, even when the scope exist for circular migration, until and unless standardization and simplification of the application procedures for entry takes place there are likely to be several difficulties in initiating the circular migration by an individual.

Since the European Commission endorsed, in 2007, circular migration as a tool that can both help address labour needs in EU member states and maximize the benefits of migration for countries of origin by facilitating skills transfers and mitigating the risks of brain drain, various developed and developing countries have recently expressed interest in circular migration projects, working within the framework of state-managed bilateral or multilateral agreements. It has to be recognised that cooperation between the European countries and the third countries is very much needed.

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Appendix 1: Questionnaire

Personal Information

1. Name of Respondent (optional)
2. Email
3. Age
4. Place of Birth
5. Sex (male/female)
6. Marital Status (married/ unmarried)
7. Languages Known
 - a. _____(Mother tongue)
 - b. _____
 - c. _____
8. Medium of Schooling up to XII (Tick whichever is applicable)
 - a. Mother Tongue
 - b. English
 - c. Hindi
 - d. Others
9. Highest Educational Qualification
 - a. Degree/ course
 - b. Country/State
 - c. Name of the Institution
 - d. Year of completion
 - e. Specialization at the highest level, if any
10. Present Residential Address
11. Present occupation/Designation
12. Name of the Firm/Institution (presently employed)
13. Total emoluments per annum (in Rs/USD)
14. Nature of duties performed by you {e.g. HR, Finance, Marketing, programming, Communication, Consultancy etc.}
 - a.
 - b.
15. Briefly discuss the procedure and policies adopted in sending the employees on-site (in terms of work-permit, duration of work-permit, cost, pre or post training, bonds etc.)

Information related to Out-migration/On-site assignment

1. Please provide the following information about your visit(s) abroad:

| Name of Countries Visited | Type of visa (e.g. student, employment, tourist etc.) | Duration of Stay | Monthly Income/Earnings |
|---------------------------|--|------------------|-------------------------|
| | | | |
| | | | |
| | | | |

2. What was your purpose of going abroad? (Tick whichever is applicable)

- a. Higher studies
- b. Employment (long term)
- c. Professional Experience
- d. Permanent settlement in the host country
- e. Project/Research assignments
- f. Any others (Please specify)

3. Who has inspired/motivated you to go abroad?(Tick whichever is applicable)

- a. Family
- b. Friends in India/abroad
- c. Relatives
- d. Your teacher
- e. Senior colleague
- f. Yourself
- g. Career Counsellor
- h. Any Other (please specify)

4. Was going overseas a part of your (Tick whichever is applicable)

- a. Job profile
- b. Personal initiative
- c. Any other (Specify)

5. How did you get the work permit

- a. Self effort
- b. Company arranged it
- c. Agent
- d. Any others (Specify)

6. Type of visa/work permit -

7. How long did it take to process the visa/work permit? _____

8. What was your experience of getting visa/work permit (positive or negative)

- a. During submitting your application
- b. In getting it

9. Duration of visa/work permit (months/years):

-
10. Amount of fee paid for visa/work permit:
 11. Who paid the fees
 - a. Company
 - b. Self
 - c. Others (Specify)
 12. Are there any frequent policy shifts in the host country to accommodate changes in demands from the employers to adjust to critical labour shortages or abundance?

(Yes/No)

If yes, what kind of policy shifts has taken place? Describe in brief.

13. Which factors have helped you in decision making to go abroad?
Please give scales to the following options according to your preference order as follows:
Extremely important (1) Moderately Important (2) Less Important (3) Not Important (4)
Not at all important (5).
 - a. Expectations of better business opportunities in the host country
 - b. Better employment opportunities in the host country.
 - c. Conducive immigration policy of the host country
 - d. Relatives in the host country
 - e. Better Income Prospects in the host country
 - f. Quality of day to day life
 - g. To gain experience that would later be highly valued in India
 - h. Higher Education
 - i. Bleak employment prospects in India
 - j. Any other (please specify)
14. What is your current resident status overseas?

Return Migration and its Contribution (Actual or Perceived) to Home Country

1. When did you return to India?
2. Who influenced/inspired/motivated you to come back to India? (Tick whichever is applicable)
 - a. Family
 - b. Friends
 - c. Relatives
 - d. Mentor/Your teacher
 - e. Yourself
 - f. Career Counsellor
 - g. Any Other (Please specify)
3. What has motivated you to come back in India?
Please give scales to the following options according to your preference order as follows: Extremely important (1); moderately important (2); Less Important (3); Not Important (4); Not at all important (5)
 - a. Recession in the host country
 - b. Increasing unemployment in the local labour market overseas
 - c. Negative attitude of the employers towards immigrant employees
 - d. Language problems in the host country
 - e. Ethnic/racial problems
 - f. Rigid immigration and settlement policies
 - g. Difficulties in getting a good/appropriate job overseas
 - h. Expectation of better business/entrepreneurial opportunities
 - i. Increasing employment opportunities in India in concerned sector
 - j. Recognition of India as a major IT power in the global world
 - k. Higher real earnings in India
 - l. Any other (Please specify)
4. What influenced your decision to select Delhi NCR after coming back from abroad?
Please give scales to the following options according to your preference order as follows extremely important (1); Moderately Important (2); Less Important (3); Not Important (4); Not at all important (5).
 - a. Better infrastructure in comparison with other major cities of India
 - b. Availability of experts in the concern sector(s)
 - c. Abundant employment opportunities
 - d. Better remuneration packages
 - e. Accessibility to qualitatively better educational institutions for children
 - f. Scope for self employment/entrepreneurship
 - g. Socio- Cultural or Language reasons
 - h. Easy access to communication facilities
 - i. Satisfactory health facilities
 - j. Emerging state government support
 - k. If any other (please specify)

-
5. Which of the following do you consider the most important to your current work/business in Delhi NCR?
- Knowledge and skills gained overseas
 - Work experience overseas
 - Network established overseas
 - Capital accumulated overseas
 - Others (please specify)
6. How much is your current annual income as compared to earlier income (before return)?
- Much lower than before
 - Lower than before
 - Not much change
 - Higher than before
 - Much higher than before
7. Are you satisfied with your present employment/business in India (Delhi NCR)?
- (Yes/No)
- If yes, what are the most satisfactory factors in terms of your employment/business?
8. Do you find the skills, experience, knowledge, and ideas you gained abroad useful in your present position? Please provide explanation in detail.
- If yes, please elaborate...
- If no, why...
9. Can you give us an example on how you used your skills, experience, knowledge, and ideas gained overseas to contribute to your institute/company/business?
10. Do you think that your employer and colleagues value your skills, experience, knowledge and ideas gained overseas?
- (Yes/No)
- If yes, explain
- If no, explain
11. When you were abroad, did you send remittances to your family members on a regular basis?
- If yes, how were the remittances used?
12. Which of the following best describes the major expenditure/investment after your return to Delhi NCR?
- Housing related expenditure (building material/purchasing a house/flat)
 - Durable consumption goods (electronic appliance, furniture, etc)
 - Other consumption goods
 - Providing support to other family members
 - Investment on business

- f) Investment on stock market
g) Other expenditures, specify
13. Do you see you or your family much better off than before you went to overseas? Yes/No
If yes, what are the changes do you see that may be attributed to your overseas visit.
Please explain
if no, explain
14. Do you see your ideas having an impact on people around you (e.g. extended family members and relatives)? Yes/No
If yes, explain in what way:
No. Explain why not
15. Have you kept your contacts overseas after your return? Yes/No
If yes, explain in what way and with whom
If no, explain
16. What are the most positive and negative feelings you have about your return?
Positive:
Negative:
17. Do you have any plan to go abroad again? Yes/No
If yes, please write the name of preferred destination countries.
If no, please specify the de motivating factors.
18. Given a chance, would you settle down abroad permanently? Yes/No
Please give rationale:
19. Have you ever thought of actively taking part in the development process of India? Yes/No
If Yes, please explain how.
20. Do you have any information regarding incentive programmes to encourage return/circular migration by the Government of India or the countries that you have stayed in? Please mention.

21. In what ways do you think the existing incentive programmes may prove to be more attractive for Indian emigrants working overseas?

-

Any other observation.....

Thanking you for the cooperation...

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Project is a research facility at the Zakir Husain Centre for Educational Studies (ZHCES), School of Social Sciences (SSS) Jawaharlal Nehru University (JNU). The project also hosts the *Research Programme in International Migration* instituted at the Centre by an agreement between Jawaharlal Nehru University and the Ministry of Overseas Indian Affairs (MOIA), Government of India. The project aims to conduct and facilitate research on major migration themes of significance in Indian as well as global contexts. The focus is to undertake research on various economic, social, political, cultural, and educational aspects of globalisation and migration; and to initiate collaborative interactions with other academic institutions and international organisations on major migration issues. The emphasis of these initiatives is on creating an interface between academia and policy making through workshops, conferences, teaching modules, publications, hosting of visiting scholars and other interactive pursuits.