

The background features a dark blue gradient with numerous thin, glowing blue lines that curve and sweep across the frame. Interspersed among these lines are several bright white and light blue circular dots of varying sizes, creating a sense of motion and digital connectivity.

# THE USE OF TECHNOLOGY IN MANAGING THE RECRUITMENT AND DEPLOYMENT OF WORKERS

PRESENTATION TO ABU DHABI DIALOGUE SENIOR OFFICIALS' MEETING  
APRIL 30 2019

# BACKGROUND

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حوار أبوظبي بين الدول الآسيوية المرسلات والمستقبلات للعمالة  
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- The Indian government needed information about their nationals being recruited and deployed by UAE employers, and the terms of their employment
- A lack of integration between Indian and UAE employment IT systems created opportunities for a range of potential abuses, including contract substitution
- The Indian and UAE governments therefore worked to integrate MOHRE's employment portal with eMigrate, with UAE employers able to access accredited list of Indian recruitment agents
- Design parameters for implementing information sharing include: ensuring increased efficiency, speed of information transfer, and low cost
- Integration may bring additional benefits, including lowering cost of employment, and opportunities to strengthen joint government oversight over recruitment processes



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# HIGH LEVEL DESIGN



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- Governments of India and UAE have agreed the following design for integrating the MOHRE IT portal and eMigrate system for Emigration Check Required (ECR) passport holders:
  - Gateway for employers for filing and processing applications for recruiting and deploying ECR Indian workers is the UAE portal
  - Post integration, UAE employers will no longer need to directly go via eMigrate to complete any of the processes for recruitment
  - Applications for nurses will be integrated at a later stage
  - MOHRE portal will offer employers access to the updated list of accredited Recruitment Agencies (RA) registered in eMigrate
  - MOHRE portal sends eMigrate RA ID and passport number to enquire about passport type
  - If passport type is emigration check not required, MOHRE continues to process the transaction, without sending further information
  - If passport type is emigration check required, MOHRE shares details of the job offer, name and details of UAE employer
  - If passport type is unknown, and later it is proved to be ECR, then MOHRE will share the job offer and agreed details mentioned above
  - Response time to enquire about passport type is 2 working days, otherwise MOHRE continues to process the transaction
  - After implementation, the two parties continually collaborate to identify gaps and upgrade



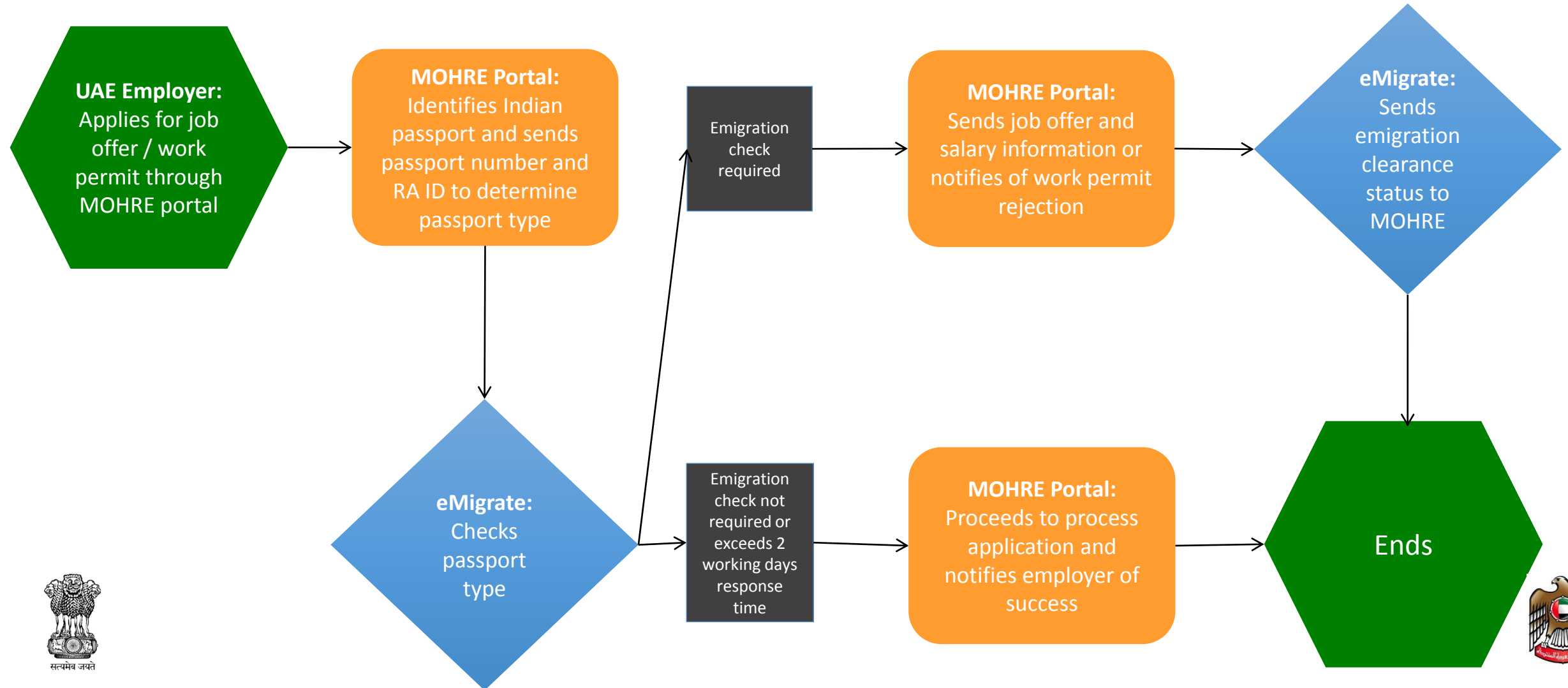
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# PROCESS FLOW FOR INTEGRATION



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# OPPORTUNITIES FOR DEVELOPMENT

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- IT integration presents opportunities to further strengthen joint government oversight over recruitment and deployment processes
- One option would be to incorporate into the system a process that requires that recruiters provide the following information:
  - A) Evidence of a standardised agency-to-agency contract, setting out rights and responsibilities of partners, including compliance with relevant employment laws
  - B) Commitments by agencies relating to collection and payment of fees that can be monitored by both governments, consistent with laws of each country
- System lends itself, long term, to enabling scrutiny over contractual relations between UAE employers and Indian agencies or UAE agencies and Indian agencies



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