

EMPLOYERS' PERSPECTIVES ON THE  
RELEVANCE OF PUBLIC-PRIVATE  
PARTNERSHIP IN PROMOTING FAIR AND  
ETHICAL RECRUITMENT IN THE  
CONTEXT OF SOUTH-SOUTH  
MIGRATION

# CONTENTS OF PRESENTATION

- ▶ Importance of mobility in the South-South context (India-Gulf Corridor)
- ▶ Employers' perspectives: Problems, nature and possible solutions
- ▶ Ethical Recruitment , Government of India and IRIS
- ▶ FICCI's efforts

# INDIA- GULF CORRIDOR

- ▶ 90 per cent of India's out-migration to the Gulf
- ▶ About 40 per cent of India's remittances – close to USD 28 billion – come from the overseas Indians in the six GCC countries
- ▶ Feminisation of labour

# EMPLOYERS' PERSPECTIVES (I)

## Fundamental problems

1. Shortfall in the level of skills
2. Inability to adapt
3. Low productivity
4. High rate of attrition

# EMPLOYERS' PERSPECTIVES (2)

## Two specific peculiarities

1. *Kafala* system (Visa sponsorship system in conflict with labour laws)
2. Reliance on Third party recruitment

# EMPLOYERS' PERSPECTIVES (3)

## Possible solutions

- Standard contracts
- Direct recruitment or regulated recruitment
- Regulations for contract enforcement
- Proactive role of Employers
- Commitment towards adherence to common standards
- Investing in skill development/ mutual recognition of skills
- Innovative approaches with the use of technology
- Bilateral agreements (between governments with the inclusion of employers in upholding commonly agreed standards which are enforceable)

# ETHICAL RECRUITMENT AND THE GOVERNMENT OF INDIA (I)

## Indian Emigration Act (1983)

- Registration of Recruitment Agents with the Protector General of Emigrants (PGE)
- Charges which the (registered) recruiting agent may recover from an emigrant in respect of services rendered, shall not exceed equivalent to wages for 45 days as per the employment contract subject to maximum Rs.20,000 (approx USD 327).

# ETHICAL RECRUITMENT AND THE GOVERNMENT OF INDIA(2)

E-governance in emigration (to be launched soon)

- e-migrate project towards effective migration management
- Aim: ensuring welfare of the migrant, greater convenience and efficiency in the emigration process
- Building an ecosystem of mobility encompassing a wide range of activities

Compatibility between IRIS and e-migrate project of the Ministry of Overseas Indian Affairs



# FICCI'S EFFORTS IN MIGRATION

1. Promotion of the 'business case for migration'
2. Diaspora Engagement
3. Circular Migration
4. Mode 4
5. Commitment to ethical recruitment (mitigating employers' detriment and improving worker welfare)
6. Skill Development
7. Pre-departure orientation programmes for intending women migrant workers
8. Return Migration

THANK YOU ALL

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