



Indian Personnel Export Promotion Council

(Certificate of Incorporation No. 21368 of 1979. The Registrar of Companies, Maharashtra)
CIN No. : U74910MH1979NPL021368

Regd. Office : Office No. 1001, 10th Floor, Navjivan Commercial Premises Co-op. Society Ltd.,
Lamington Road, (Dr. D.B. Marg), Mumbai Central, Mumbai - 400 008. India
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THE CRUCIAL ROLE OF MEA-OE APPROVED RECRUITMENT AGENCIES IN STRENGTHENING INDIA'S ECONOMY

India has long been a major contributor to the Global workforce. With millions of skilled, semi-skilled and unskilled professionals employed across worldwide. The penetration of Indian Human Resources into the International job market, facilitated by the Government of India, Ministry of External Affairs, MEA -OE Division, Protector General of Emigrants and their respective POE Offices through their approved Recruitment Agencies, plays a vital role in strengthening the nation's economy and social frame work. However, despite their significant contributions, these recruitment Agencies often remain under appreciated, says Shri V.S. Abdulkareem, President, Indian Personnel Export Promotion Council (IPEPCIL).

THE ECONOMIC AND SOCIAL IMPACT OF OVERSEAS EMPLOYMENT:

Foreign Exchange inflow and economic stability: One of the most direct benefits of Overseas Employment is the substantial remittance inflows into the country. The expatriate workforce sends billions of dollars annually, contributing significantly to India's foreign exchange reserves. These remittances help to maintain a favourable balance of payments and reduce the trade deficit, ensuring economic stability. Supporting livelihoods and reducing un-employment, each employed emigrant support on average of six dependents in India. The financial assistance provided by these overseas employed workers helps improve living standards, fund education and support healthcare for their families. Additionally, overseas employment opportunities help to reduce domestic unemployment pressures, particularly for semi-skilled and un-skilled workers who may struggle to find suitable jobs in India.

TECHNOLOGICAL AND SKILL ADVANCEMENTS: Returning emigrants bring valuable technical knowledge and experience gained from working with advanced machinery and industry-best practices abroad. This knowledge transfer plays a crucial role in infrastructure development, manufacturing advancements, skill upgrades in various industries across India.

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ROLE OF MEA-OE APPROVED RECRUITMENT AGENCIES: Ensuring legal, safe and ethical Overseas Employment. MEA-OE approved recruitment Agencies play a crucial role in ensuring that Indian workers find overseas jobs through legal and secure channels. These Agencies strictly adhere to Government Regulations, ensuring fair trade practices and protecting jobs seekers from fraudulent recruitments.

PROTECTION OF WORKER'S RIGHTS: Workers recruited through approved agencies have a safety net of legal protection, ensuring that their contracts, wages and working conditions meet International Standards. This prevents exploitation and Human trafficking which is a common concern in unregistered overseas employment. Maintaining authentic data for policy making the MEA-OE Department maintains a robust database of Overseas Employment trends which helps the Government in Policy formations. This data driven approach allows for better workforce planning, diplomatic negotiations and strategic decision-making regarding International Labour agreements.

LACK OF RECOGNITION AND THE NEED FOR POLICY SUPPORT: Despite these significant contributions, MEA-OE approved recruitment agencies do not receive the recognition and respect they deserve. Their role in nation-building is often overlooked, even though they serve as the backbone of India's Global workforce migration movements.

NEED FOR FAIR AND TRANSPARENT COMPLAINT RESOLUTION AGAINST MEA-OE APPROVED RECRUITMENT AGENCIES: While addressing grievances related to Overseas Employment is essential, it is equally important that MEA-OE approved Recruitment Agencies are treated fairly during the complaint Resolution process. Regulatory bodies should ensure that, the complaints are genuine and thoroughly examined for authenticity and legitimacy before raising any show-cause notices and related action, that may adversely impact on agencies operations and reputation. Frivolous or baseless complaints should be dismissed after due notification if the complainant fails to respond or participate in hearings. Keeping unresolved or unverified complaints indefinitely in online records can unfairly hinder an Agency's Registration Certificate renewal and access to other regulatory services. A balanced approach that protects both Emigrants and ethical Recruitment Agencies is crucial to maintaining a fair and transparent Overseas Employment ecosystem.

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GOVERNMENT AND PUBLIC SUPPORT NEEDED: Awareness and acknowledgement, the Government should recognize and promote the contributions of approved recruitment agencies through policy acknowledgements and public campaigns. Incentives for ethical recruitment practices; incentives or certifications can be provided to agencies maintaining the highest standards of legal and ethical recruitment.

STRICT ACTION AGAINST UNREGISTERED RECRUITERS: To ensure the safety of Indian jobseekers, stringent measures must be enforced against unauthorized recruiters who exploit workers and tarnish the image of MEA-OE approved agencies and India's reputation abroad.

The role of MEA-OE approved recruitment agencies in India's economic growth, employment generation and skill developments are undeniable. Their efforts not only help individuals secure better livelihoods but also contribute immensely to national progress. Recognizing and supporting this sector through better policies, incentives, certifications and public acknowledgement will ensure a more structured and ethical overseas employment framework, benefitting both the workers and the nation as a whole. It's time for the Government and the public to give these agencies the respect and recognition they rightfully deserve, emphasized Shri V.S. Abdulkareem, President, IPEPCIL.

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