

GOVERNMENT OF INDIA
MINISTRY OF EXTERNAL AFFAIRS
LOK SABHA

STARRED QUESTION NO.81

ANSWERED ON 24/07/2026

SAFEGUARDING THE INTERESTS OF INDIAN LABOURERS ABROAD

***81. SHRI BRIJENDRA SINGH OLA**

Will the Minister of EXTERNAL AFFAIRS be pleased to state:-

(a) whether many Indian labourers/workers sent for employment abroad are engaged in jobs other than for which they were originally sent, violating their labour rights;

(b) if so, whether there is a specific legal provision which prohibits the engagement of any person in any other job than the specific work for which they were sent abroad without their prior and written consent and ensures strict punitive action against the employer and recruitment agent violating the said norm and if so, the details thereof;

(c) whether the Government proposes to ensure mandatory registration of every Indian labourer/worker serving abroad with the

Indian Embassy/High Commission located in the respective country so as to ensure the credibility of the employers and to provide immediate assistance to them in emergency situations; and

(d) if so, the details thereof?

ANSWER

MINISTER OF EXTERNAL AFFAIRS

(DR. SUBRAHMANYAM JAISHANKAR)

(a) to (d) A statement is laid on the table of the House.

Statement referred to in reply to parts (a) to (d) of the Lok Sabha Starred Question No. *81 for reply on 24.07.2026 regarding “Safeguarding the interests of Indian Labourers Abroad”

(a to d) Some instances have come to light where Indian labourers/workers have complained of being engaged in jobs other than that for which they were originally sent. During the years 2021-2026, 131 such complaints of jobs provided other than originally offered were registered on eMigrate portal. 157 grievances were settled, including those which were registered in earlier years. During this period, Registration Certificates of 09 Recruiting Agents (RAs) were suspended as per the provisions of the Emigration Act, 1983, for violation of its provisions. Also, during the same period, based on inputs received from Indian Missions/Posts, 58 Foreign Employers (FEs) were placed under Prior Approval Category, thereby, restricting them from raising demand for Indian workers without prior clearance. Details are enclosed at Annexure - A.

The Government of India accords utmost priority to the safety, security, protection and wellbeing of Indian workers abroad. Emigration of Indian workers holding Emigration Check Required (ECR) passports for overseas employment to ECR countries are

regulated as per the provisions of the Emigration Act, 1983 & rules framed thereunder. The Act mandates FEs to recruit Indian workers either through the registered RAs in India or on the basis of permits issued by the Protector General of Emigrants (PGE). The Act also mandates that Emigration Clearance be obtained from the Protector of Emigrants (POE) by emigrant workers holding ECR passports before proceeding for employment in ECR countries whether recruited through RAs or directly by the FEs. POE clearance to the emigrant workers is currently facilitated through the eMigrate portal (<https://emigrate.gov.in>) on which the FEs are required to register before raising demand for Indian workers. During the process of Emigration Clearance, credentials of the FEs are verified from the documents submitted on eMigrate. An employment contract must be signed between the FE, the emigrant worker and the RA, as an essential requirement for grant of Emigration Clearance. In case of direct hiring, the employment contract is signed between the FE and the emigrant workers.

Special provision has been made for the protection and welfare of Indian women migrants. Minimum age of 30 years is mandatory for all women workers holding ECR passports and emigrating to ECR countries irrespective of the nature/category of employment, except

for nurses. Recruitment can only be done by State-run RAs or directly by the FE. An FE hiring women migrants is required to deposit a financial guarantee of US\$ 2,500/- with the concerned Indian Mission/Post abroad. The contract, between the worker and the employer must be duly attested by Indian Mission.

To obtain Emigration Clearance, the emigrant workers are also required to obtain mandatory insurance policy under the Pravasi Bharatiya Bima Yojana (PBBY).

Rule 10 of the Emigration Rules, 1983 provides that the RA shall ensure that the employer observes the terms and conditions of the employment contract and that the RA will also facilitate amicable settlement of the disputes between the employer and the emigrant worker. Cases of job substitution in violation of the employment contract are taken up by PGE with both the RAs and FEs whenever such a complaint is received from the aggrieved worker. On receipt of such complaints, the RA is asked to take necessary action for resolution of the grievances with the FE and the concerned Indian Mission/Post is also intimated to take up with the FE and concerned local authorities for resolution of the grievances. Actions that can be taken against RAs include suspension/cancellation of their Registration Certificate as per Section 14 of the Emigration Act,

1983, and invoking of financial guarantees submitted to the Government of India as per Rule 23 of the Emigration Rules, 1983. FEs which are found to be in breach of the employment contracts are placed under Prior Approval Category. In the case of complaints pertaining to FEs engaged in direct hiring of female workers, concerned Missions/Posts can also invoke the financial guarantee deposited with them.

To address grievances of Indian workers employed abroad, there are established channels to enable them to reach out to the Indian Missions/Posts for assistance. They can contact the Missions/Posts through walk-in, email, multilingual 24x7 emergency numbers, WhatsApp number, grievance redressal portal like MADAD/CPGRAMS/eMigrate, and social media. Pravasi Bharatiya Sahayata Kendras have been set up in key locations including New Delhi, Dubai, Jeddah, Kuala Lumpur, London and Riyadh to provide guidance and counselling to Indian workers. Indian Missions/Posts regularly organize Open Houses and Consular Camps in different cities to extend consular services and address any grievances. There are dedicated Labour Wings in the Indian Missions/Posts in most of the Gulf countries which pro-actively take up grievances of emigrant workers with the concerned FE, inspect the work place of

the aggrieved worker and also take up, where required, with the local Labour Department and other host country authorities.

To safeguard the interests of Indian emigrant workers, GOI insurance scheme viz. Pravasi Bharatiya Bima Yojana (PBBY) is available to all Indian emigrant workers. PBBY is mandatory for all ECR category workers going to ECR countries. The scheme provides insurance cover of INR 10 Lakhs in case of accidental death or permanent disability due to accident at workplace and other benefits at a nominal insurance premium of INR 275/- for two years or INR 375/- for three years validity. 87,10,423 policies have been issued from 2006 to March 2026.

With the aim to promote safe and legal migration while ensuring welfare and safety and preventing exploitation of Indians abroad, including Indian workers, Government has signed MoUs/Agreements such as Migration and Mobility Partnership Agreements (MMPAs), Labour Mobility and Labour Welfare Agreements with the partner countries. The Labour and Manpower Cooperation MOUs/Agreements that provide the overarching framework for cooperation on labour and manpower related issues have been signed with the Gulf Cooperation Council countries (Bahrain, Kuwait, Oman, Qatar, Saudi Arabia and United Arab Emirates) and Jordan. Further, to safeguard

the specific interests of domestic sector workers in GCC Countries, agreements on Labour Cooperation for Domestic Sector Workers (DSWs) have been signed with Saudi Arabia, UAE and Kuwait. A list of these MoUs/Agreements is enclosed at Annexure - B.

Indian nationals including workers are encouraged to register themselves with the jurisdictional Indian Mission/Post. Indian Mission/Post have developed suitable mechanism for voluntary registration of Indian nationals residing/working in their jurisdiction taking into consideration local laws and regulations on data privacy which vary from country to country.

Annexure – A

Sl. No.	<u>List of Foreign Employers in Prior Approval Category (2021 - 2026)</u>				
	ARN	FE ID	FE NAME	DATE OF ADDITION	COUNTRY
1	6549996	5652633	Noor Al Warqa Laundry	18-01-2021 14:09	UNITED ARAB EMIRATES
2	6550520	5652748	Stallion Facility Management Services	21-01-2021 16:51	UNITED ARAB EMIRATES
3	6550834	5250946	Husam Sharaf Building Contracting LLC	24-01-2021 17:04	UNITED ARAB EMIRATES
4	6552251	5653229	Al Noor General Maint Cont	03-02-2021 12:20	UNITED ARAB EMIRATES
5	6558304	5655109	Bu Haitham Gents Saloon	28-02-2021 16:17	UNITED ARAB EMIRATES
6	6560043	5655673	Arrow Orders Delivery Services	07-03-2021 14:29	UNITED ARAB EMIRATES
7	6560158	5655722	Al Jilani Buildings Maintenance LLC	08-03-2021 13:27	UNITED ARAB EMIRATES
8	6568021	5378117	HARESH BHAGTANI BUILDING CONTRACTING LLC	30-03-2021 19:29	UNITED ARAB EMIRATES
9	6568022	5658708	M/s Sharq Al Falah Sanitary Cont LLC	30-03-2021 19:33	UNITED ARAB EMIRATES
10	6576214	5567658	GLOBAL CARE MEDICAL SERVICES	21-04-2021 13:17	KUWAIT
11	6578211	5662508	M/s Layalina Restaurant ,	04-05-2021 16:23	UNITED ARAB EMIRATES
12	6578212	5662509	M/s Sabir Miah Paints Cont	04-05-2021 16:25	UNITED ARAB EMIRATES
13	6579171	5652562	Alessa Medical & Scientific Equipment Co. WLL	18-05-2021 13:19	KUWAIT

14	6579236	5259444	EAST PEARL TECHNICAL SERVICES EST	19-05-2021 16:25	KUWAIT
15	6579237	5369168	VIM CATERING COMPANY	19-05-2021 16:29	KUWAIT
16	6579238	5289930	AL-SINDIYAN AL-FUDIH GEN. TRAD. & CONT. CO.	19-05-2021 16:30	KUWAIT
17	6579239	5300575	AL ALMIYAH FOR MANUF TEMPERED GLASS COMPANY	19-05-2021 16:33	KUWAIT
18	6582276	5663746	Abraj Al Buhairah Bldg. Cont LLC	27-06-2021 14:10	UNITED ARAB EMIRATES
19	6583603	5239073	AL HAMIDAH GENERAL MAINT AND CLEANING SERVICES	07-07-2021 10:37	UNITED ARAB EMIRATES
20	6584402	5664412	Waha Al Rayan Building Maint	13-07-2021 11:47	UNITED ARAB EMIRATES
21	6586859	5665068	Wadi Alzumorod Events	01-08-2021 18:20	UNITED ARAB EMIRATES
22	6587866	5480858	AHMAD AL TERKAIT SONS GENERAL TRADING AND CONTRACTING COMPANY WLL	08-08-2021 16:47	KUWAIT
23	6590374	5666111	White Pearl Management Consultancies	25-08-2021 18:52	UNITED ARAB EMIRATES
24	6590376	5222847	NAAMAT BUILDING MAINTENANCE	25-08-2021 18:56	UNITED ARAB EMIRATES
25	6591494	5220385	GHANTOOT ELECTRICAL CONTRACTING LLC	31-08-2021 16:31	UNITED ARAB EMIRATES
26	6591496	5220969	Ghantoot Transport & General Contracting LLC	31-08-2021 16:35	UNITED ARAB EMIRATES
27	6591498	5453700	GHANTOOT NATIONAL	31-08-2021 16:36	UNITED ARAB EMIRATES

			ELECTROMECHANICAL CONTRACTING CO.LLC		
28	6591499	5353550	GHANTOOT BUILDEX GENERAL CONTRACTING	31-08-2021 16:37	UNITED ARAB EMIRATES
29	6593164	5667042	Al Faseel Paints Plaster & Tiles Cont	06-09-2021 19:39	UNITED ARAB EMIRATES
30	6600688	5366549	Valentine Maritime Gulf LLC	29-09-2021 11:04	UNITED ARAB EMIRATES
31	6603084	5214918	ARABI ENERTECH KSC	05-10-2021 11:09	KUWAIT
32	6610841	5333055	Aseel Universal Garments Manufacturing Co.	21-10-2021 13:27	JORDAN
33	6642191	5218493	a M/S GULF ENGINEERING COMPANY	07-12-2021 17:22	KUWAIT
34	6694131	5487419	GEMMAYZEH FOR MANAGING RESTAURANTS	23-02-2022 13:33	KUWAIT
35	6840417	5758579	M/s Ras Al Khaima Ceramics	23-09-2022 12:59	SUDAN
36	6842239	5465629	Al Jalawi Factory Management Co.	26-09-2022 11:12	KUWAIT
37	6842241	5569720	Q8 PLUS ALUMINIUM	26-09-2022 11:14	KUWAIT
38	6842244	5533737	BLUE GARDEN GENERAL TRADING CO WLL	26-09-2022 11:15	KUWAIT
39	6842247	5322562	AL GHAREEB NATIONAL GEN. TRAD. & CONT. CO.	26-09-2022 11:17	KUWAIT
40	6842248	5614788	QWEEN PLUS ELECTRICAL AND ELECTRONIC REPAIR COMPANY	26-09-2022 11:19	KUWAIT
41	7015506	5766463	PRIME CARE	17-02-2023 16:05	QATAR
42	7029682	5738551	WORLD RESOURCES CO LTD	01-03-2023 15:01	SAUDI ARABIA

43	7049286	5718011	TURUQ AL TAMAYUZ COMPANY FOR CONTRACTING	16-03-2023 18:31	SAUDI ARABIA
44	7057217	5778856	QIMAM NAJD CO LTD IS A ONE PERSON COMPANY	23-03-2023 17:22	SAUDI ARABIA
45	7057232	5722501	Qimam najd company limited	23-03-2023 17:29	SAUDI ARABIA
46	7118198	5706858	UNITED WEIGHT CONTRACTING COMPANY	23-05-2023 18:55	SAUDI ARABIA
47	7134835	5680840	NAS RECRUITMENT COMPANY BRANCH	02-06-2023 17:40	SAUDI ARABIA
48	7134839	5697223	Alahlam Al momazia CO,for operation and maintenance	02-06-2023 17:42	SAUDI ARABIA
49	7134941	5768181	Modern Structure Co Ltd	02-06-2023 18:19	SAUDI ARABIA
50	7134948	5708674	MODERN CONSTRUCTION COMPANY	02-06-2023 18:22	SAUDI ARABIA
51	7135013	5241819	Saudi Aircon Branch of Abdullatif Al Arfaj and Brothers Holding Co.	02-06-2023 18:41	SAUDI ARABIA
52	7190142	5720864	Keba operation and maintenance company	23-07-2023 13:21	SAUDI ARABIA
53	7264582	5716097	OUSUR AL QIMA LILMUQAWALAT COMPANY	21-09-2023 13:25	SAUDI ARABIA
54	7318365	5603438	FOUTH DIMENSION	02-11-2023 14:49	IRAQ
55	7327806	5391054	LAMAC PLUS GENERAL TRADING AND CONT CO	10-11-2023 10:52	KUWAIT
56	7367022	5811944	Z TEK CO FOR DELIVERY OF CONSUMER GOODS	14-12-2023 12:16	KUWAIT

57	7395615	5672629	ASEEL UNIVERSAL GARMENTS MANUFACTURING CO.,	09-01-2024 18:32	JORDAN
58	8776259	5226161	3B General Trading and Contracting Co. W.L.L	03-07-2025 14:31	KUWAIT

List of MoUs/Agreements signed with countries**Gulf Region**

Sl. No.	Name of Country	Name of MOU/Agreement	Date of Signing and Validity
1	Qatar (LWA)	Agreement on Regulation of the Employment of Indian Manpower	11-04-1985 4 Years, Automatic Renewal (Additional Protocol) 20-11-2007
2	Kuwait (LWA)	1. MOU on Labour, Employment and Manpower Development	10-04-2007 4 years, Automatic Renewal
		2. MoU on cooperation on the Recruitment of Domestic Workers	10-06-2021 5 Years, Automatic Renewal
3	Oman (LWA)	MOU in the field of Manpower	08-11-2008 5 Years, Automatic Renewal
4	Bahrain (LWA)	MOU on Labour and Manpower Development	17-6-2009 4 Years, Automatic Renewal
5	Saudi Arabia	1. Agreement on Labour	02-01-2014

	(LWA)	Cooperation for Domestic Service Workers Recruitment	5 Years, Automatic Renewal
		2. Agreement on Labour Cooperation for General Category Workers' Recruitment	03-04-2016 5 years, Automatic Renewal
6	UAE (LWA)	MOU on cooperation in the field of Manpower	11-02-2018 4 Years, Automatic Renewal
7	Jordan (LWA)	MoU on Cooperation in the Field of Manpower	01.03.2018 5 Years, Automatic Renewal

Europe

8	Denmark	1. MOU on Labour Mobility Partnership(LMA)	29.09.2009 5 years, Automatic Renewal
		2. Agreement on Mobility and Migration Partnership (MMPA)	22.02.2024 7 Years Automatic Renewal
9	France (MMPA)	Migration and Mobility Partnership Agreement	10.03.2018, 7 Years, Automatic Renewal
10	United Kingdom	MoU on Migration and Mobility Partnership	04.05.2021 7 Years, Automatic Renewal

	(MMPA)		
11	Portugal (LMA)	Agreement on Recruitment of Indian Workers	21.09.2021 5 Years, To be renewed with the consent of both the parties
12	Germany (MMPA)	Agreement on Comprehensive Migration and Mobility Partnership	05.12.2022 7 Years, Automatic Renewal
13	Austria (MMPA)	Agreement on a Comprehensive Migration and Mobility Partnership	13.05.2023 For Indefinite period of time
14	Italy (MMPA)	Agreement on Migration and Mobility	02.11.2023 5 Years, Automatic renewal
15	Russia (LMA)	1. Agreement on Temporary Labour Activity of Citizens of one State in the Territory of the other State	04.12.2025 5 years, Automatic Renewal
		2. Agreement on Cooperation in Combating Irregular Migration	04.12.2025 5 years, Automatic Renewal
16	European Union (EU) (MMPA)	1.Draft Memorandum of Understanding Between the EU and India on a	27/01/2026 7 years, Automatic Renewal

		Comprehensive Framework of Cooperation on Mobility	
17	Finland (MMPA)	MoU on Migration and Mobility Partnership	05/03/2026 4 years
18	The Netherlands (MMPA)	MoU on Migration and Mobility	13/05/2026 Indefinitely
19	Slovakia (MMPA)	MoU on Cooperation in the Field of Labour Migration	15/06/2026 Indefinitely

Oceania/South East Asia

20	Japan (LMA)	MoC on a Basic Framework for Partnership for Proper Operation of the System Pertaining to "Specified Skilled Worker"	18-01-2021 10 Years, Automatic Renewal
21	Australia (MMPA)	Arrangement on Migration and Mobility Partnership	23.05.2023 4 Year, Automatic renewal
22	Taiwan (LMA)	MoU on Facilitation of Employment of Indian Workers	16.02.2024 5 years
23	Malaysia	MoU on Recruitment,	20.08.2024

	(LMA)	Employment and Repatriation of Workers	5 Years
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Indian Ocean Region

24	Mauritius (LMA)	MoU on Employment of Workers from India	10.05.2023 10 Years, Automatic renewal
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West Asia North Africa (WANA)

25	Israel (LMA)	1. Agreement on Facilitation of the Temporary Employment of Indian workers in Specific Labor Market Sectors in the State of Israel	03.11.2023 3 Years. Automatic Renewal.
		2. Implementation Protocol -A (Construction Sector)	03.11.2023 Valid for the period for which the Agreement is in force.
		3. Implementation Protocol- B (Home-Based Caregiver Sector)	03.11.2023 Valid for the period for which the Agreement is in force.

		4. Implementation Protocol- C (Commerce and Services Sector)	26.02.2026 Valid for the period for which the Agreement is in force.
		5. Implementation Protocol- D (Restaurant Sector)	26.02.2026 Valid for the period for which the Agreement is in force.
		6. Implementation Protocol- C (Manufacturing Sector)	26.02.2026 Valid for the period for which the Agreement is in force.
