



how UAE employers reach to the even common people to the india



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UAE employers use both formal and informal channels to recruit "common people" from India, often relying on a robust network of licensed recruitment agencies. This system effectively connects employers in the UAE's key sectors with India's large pool of skilled and semi-skilled workers.

## Formal recruitment channels

### Licensed recruitment agencies

These government-approved consultancies in India and the UAE are the primary legal method for hiring blue-collar workers.

- **Recruitment campaigns:** Agencies run large-scale campaigns to source, screen, and hire candidates for jobs in construction, manufacturing, and logistics.
- **Sector specialization:** Agencies like ARGC Manpower Consultants specialize in recruiting for sectors such as construction, oil and gas, hospitality, and IT.
- **Government oversight:** An official Memorandum of Understanding (MoU) between the Indian and UAE governments ensures recruitment follows established laws. This MoU guarantees workers have a verified employment offer before departing India.

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### Online job portals

For more skilled and semi-skilled roles, online job sites are widely used by both employers and job seekers.

- **Gulf-specific portals:** Platforms like Naukrigulf and Bayt.com are popular for listing jobs in the Middle East and have a large Indian user base.
- **General job boards:** International sites like Indeed are also used by UAE employers to find workers from India and other Gulf countries.
- **Professional networking:** LinkedIn is a common tool for recruiters to search for candidates and announce openings.

### Direct hiring

Some large corporations and infrastructure companies with a high volume of hiring may recruit directly from India.

- **On-the-ground recruitment:** These companies may send recruiting teams to India to hold job fairs and interview candidates in person.
- **Free zones:** Companies located in the UAE's free zones are a significant source of employment for Indian workers.

## Recruitment flow for common workers

The typical hiring process for common or blue-collar workers follows a clear multi-step path.

1. **Employer needs:** A UAE employer determines their manpower requirements for a project, such as a construction site or factory.

Ask anything



- Once a candidate is selected, the UAE employer initiates the work permit and visa process.
- The employer is responsible for applying for the official work permit from the Ministry of Human Resources and Emiratisation (MoHRE).

**5. Preparation and departure:** The agency ensures the worker is briefed on the terms of employment, local laws, and cultural practices before their departure.

### Important considerations for job seekers

Indian nationals seeking employment in the UAE should be aware of several key factors to ensure a safe and legitimate hiring process.

- Scam avoidance:** Be wary of fraudulent offers that demand payment for a job. Genuine jobs sponsored by a reputable company will not require fees from the applicant.
- Know your visa:** It is illegal to work in the UAE on a visit or tourist visa. A valid work permit issued by the MoHRE is required.
- Documentation:** Before departing India, all paperwork, including the official employment offer, must be properly verified and approved.



how the recruiting agencies operates, elaborate the government oversights

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Recruitment agencies operate by acting as intermediaries between employers in the UAE and job seekers in India, handling the process from candidate sourcing to placement. Both the Indian and UAE governments provide strict oversight to ensure the process is legal, transparent, and protects workers from exploitation.

### How recruitment agencies operate

#### 1. Client requirements

- The process begins when a UAE-based company approaches a licensed recruitment agency to hire for open positions.
- The employer provides detailed requirements, including the job role, number of positions, desired qualifications, and salary and benefits. This is crucial for matching the right candidates.

How Do Recruitment Agencies Work: A Comprehensive Guide



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#### 2. Candidate sourcing and screening

- The recruitment agency advertises job openings through various channels, including its own databases, social media, and local recruitment drives in India.
- The agency's team screens applications, reviews resumes, and conducts preliminary interviews to create a shortlist of qualified candidates. This saves the employer significant time and resources.

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#### 3. Selection and offer

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government.

- A new, streamlined process involving India's e-Migrate system and a linked UAE online portal ensures that employment contracts are genuine and verified before the worker leaves India, combating contract substitution. 

## Government oversight of recruitment

### Indian government oversight

The Indian government, through the [Ministry of External Affairs \(MEA\)](#) and the *Emigration Act of 1983*, tightly regulates the recruitment process to protect its citizens. 

- **Registration of recruiting agents (RAs):** Any agency recruiting Indian citizens for employment abroad must register with the Protector General of Emigrants (PGE). Agencies must display their license number in their offices and advertisements.
- **Emigration clearance:** The e-Migrate system provides a mandatory online process for all prospective emigrants. This system is designed to provide greater transparency and protect workers from being misled by fraudulent offers.
- **Recruitment costs:** The MEA specifies maximum service charges that an RA can collect from a worker (\$30,000 + GST as per a 2023 advisory), ensuring agents don't overcharge vulnerable individuals.
- **Helplines and support:** The government operates a 24/7 toll-free helpline, the Overseas Workers Resource Centre (OWRC), for emigrants to seek information and file complaints against agencies or employers. 

### UAE government oversight

The Ministry of Human Resources and Emiratisation (MoHRE) regulates recruitment within the UAE to protect workers' rights.

- **Work permit requirement:** It is illegal to work in the UAE without a valid work permit from the MoHRE. Employers cannot recruit workers without first obtaining this permit.
- **Regulation of agencies:** Ministerial decrees govern the licensing and activities of recruitment agencies operating in the UAE. Regulations cover the establishment of branches and compliance with local laws.
- **Online portal integration:** The UAE and India have signed a Memorandum of Understanding (MoU) that links the UAE's recruitment portal with India's e-Migrate system. This integration ensures that employment offers and contracts are verified by both governments before a worker can travel. 

## Protection against scams and fraudulent practices

The layers of government oversight are specifically designed to address long-standing issues, such as fraudulent agents and contract substitution. 

- **Fraudulent agents:** The MEA publishes information on registered RAs and maintains a watchlist of non-compliant agencies. This allows potential emigrants to verify an agency's legitimacy on the government website [emigrate.gov.in](http://emigrate.gov.in).
- **Contract substitution:** The MoU between the UAE and India directly targets this issue. By linking the official portals, the contract a worker signs in India is the same one verified by the UAE government, preventing employers from switching it upon arrival. 



## I. HOW EMPLOYERS KNOW ABOUT LICENSED RECRUITERS IN INDIA

UAE-based employers can find licensed Indian recruiters through several formal channels, as they are mandated to do so by their governments.

- **MEA eMigrate portal:** The Ministry of External Affairs (MEA), India, runs an official portal, [emigrate.gov.in](http://emigrate.gov.in), where it publishes and regularly updates a "List of active RAs (Recruiting Agents)". UAE employers can use this database to find legally compliant agencies.
- **Chambers of Commerce and Trade Bodies:** Reputable chambers of commerce in the UAE and India often maintain directories of verified recruitment partners.
- **Government-to-government agreements:** The eMigrate system is linked to the UAE's recruitment portal, which means employment offers from the UAE are verified in India before a worker's visa is issued. This process ensures employers must deal with officially recognized channels.

## 2. How recruitment agencies earn

Licensed recruiting agencies (RAs) operate under a strict fee structure mandated by the Indian government and make their money primarily from the hiring company, not the job seeker.

### Agency revenue models

- **From the employer (legal):** The primary source of income is the fee charged to the foreign employer for recruiting and placing a candidate. This fee can vary based on the position and volume but is typically a percentage of the candidate's annual salary.
- **From the job seeker (illegal for overseas placement):** As per Indian law, RAs are not supposed to charge job seekers for overseas job placement services. Agencies that demand large upfront payments are likely running a scam. However, some agencies offer optional, paid career services like resume building, for which they can charge candidates.
- **From contract and temporary staffing:** Agencies can place workers on their own payroll for a client company. The agency pays the worker and charges the client a higher, bundled rate that includes the worker's salary, benefits, and the agency's profit margin.

### Agreements with job seekers

For overseas jobs, there is no financial agreement between the job seeker and the RA, other than the officially allowed service charge and an itemized receipt for any money collected. The core agreement is the employment contract provided by the foreign employer, which is reviewed as part of the emigration clearance process.

## 3. How to verify a licensed recruiting agency

It is crucial to verify an agency's legitimacy to avoid fraud. The easiest way is through the official Indian government portal.

### How to verify an RA

1. **Visit the official portal:** Go to [www.emigrate.gov.in](http://www.emigrate.gov.in), the MEA's e-Migrate portal.
2. **Use the "List of active RA" link:** Search the database using the agency's name, license number, or address.
3. **Cross-check details:** Confirm that the information on the website matches the details provided by the agency. The RA license number, address, and license status must be current.

### Example licensed agencies

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## Where to find the number

- **On signage:** A physical sign outside the agency's office must clearly show the name and RA number.
- **In advertisements:** Print or online ads must prominently feature the RA number, formatted as "RA" followed by six digits. For example: **RA000000.**

## 5. Maximum service charges for a worker

According to the Emigration Act, 1983, a recruiting agent is strictly limited on how much they can charge a job seeker for overseas placement services.

- **Maximum charge:** The maximum service charge that a licensed RA can legally collect from a worker is **₹30,000 plus GST.**
- **Required receipt:** For any amount collected within this limit, the agent must issue a proper receipt.
- **Avoid large fees:** Any demand for large upfront payments, registration fees, or service charges exceeding this amount is a major red flag for a scam.



authentic steps for a common person in india to get placed in UAE

22 minutes ago



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## How a common person in India can get placed in the UAE

For a common person, the safest and most authentic way to find a job in the UAE is by going through a licensed and verified recruiting agency in India. This process ensures all parties adhere to legal and regulatory frameworks, protecting the job seeker from fraud.

### Phase 1: Preparation in India

#### 1. Prepare your documents and profile.

- Create a professional CV or resume. For blue-collar jobs, this will include your skills, work history, and any relevant vocational training.
- Ensure your passport is valid for at least six months beyond your intended date of travel.
- Keep any educational or professional certificates ready. For some jobs, these may need to be attested and translated.

#### 2. Find a licensed recruiting agent (RA).

- **Verify the agency:** Use the official Indian government portal, **eMigrate (emigrate.gov.in)**, to find and verify licensed Recruiting Agents (RAs). A list of RAs is publicly available for download.
- **Check for red flags:** Be wary of any agency that asks for large upfront payments or has a poor online reputation.

#### 3. Apply and interview through the RA.

- Submit your resume to the recruiting agency, which will match your profile to job openings in the UAE.

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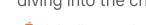


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- The system cross-references the employer, the RA, and the terms of your contract. ☀

## Phase 2: Relocation to the UAE

### 5. Secure your visa and work permit.

- Once the offer is verified, the employer in the UAE will apply for your work permit and employment visa through MoHRE.
- This process allows you to enter the UAE to begin working. It is illegal to work on a tourist or visit visa.
- Ensure that the terms in the contract you signed in India are identical to the contract in the UAE, a common scam known as contract substitution.

### 6. Undergo required medical tests.

- Upon arriving in the UAE, you will need to undergo a mandatory medical examination, including tests for HIV and tuberculosis, to be granted a residency permit.

### 7. Obtain your Emirates ID.

- You must register for and obtain your Emirates ID card, which serves as your official identification and is necessary for various services.

### 8. Begin your employment.

- With your work permit and Emirates ID, you can officially begin your job. You have now completed the entire legal process of relocating for employment in the UAE. ☀

#### What to remember to avoid fraud

- **Never pay for a job:** Legitimate employers and agencies do not charge candidates for job placement. The fee is paid by the hiring company.
- **Verify all offers:** Use the MoHRE and eMigrate portals to cross-check all company and offer details.
- **Insist on an official contract:** The employment contract must be issued through MoHRE and reviewed on the eMigrate system.
- **Use the correct visa:** Never accept an offer to enter the country on a visit or tourist visa for the purpose of finding work. This is illegal and could lead to penalties. ☀



how to know the vacancies from RA in order to fulfill the 3rd step of phase 1 you tell here

12 minutes ago

A job seeker in India can find out about overseas vacancies through a licensed Recruiting Agent (RA) primarily by visiting their office, checking their website, and responding to newspaper advertisements. RAs are legally required to be transparent about job openings and the terms of employment. ☀

## 1. Contacting and visiting RAs

The most direct way to learn about job openings is to engage directly with licensed agencies.

18 sites

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Here's a practical step-by-step checklist for job seekers to ensure they are working with a trusted overseas...

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## 2. Checking RA websites and online portals

Legitimate agencies maintain professional websites that list their job openings and services.

- **Company websites:** Many RAs post job openings on their websites. For example, some agencies specialize in recruitment for specific sectors like construction, oil and gas, or hospitality.
- **Specialized job boards:** RAs often utilize online platforms and job boards to advertise openings. For common people, online forums and social media can also provide information about vacancies and testimonials from other workers.
- **National Career Service (NCS) portal:** The Indian government's NCS portal can be used to file complaints against agencies, and it is a source of information about legitimate job opportunities.

## 3. Reviewing official advertisements

RAs often advertise in newspapers, particularly for large-scale recruitment drives.

- **Check newspaper ads:** Look for recruitment advertisements in local and national newspapers. All such advertisements must feature the agency's license number (RA Number).
- **Cross-check details:** Use the agency's name and RA Number from the advertisement to verify its legitimacy on the [eMigrate portal](http://www.emigrate.gov.in) at [www.emigrate.gov.in](http://www.emigrate.gov.in).

## How to use an RA effectively

Once you have identified a licensed RA, follow these steps to proceed with your application:

- **Be clear about your requirements:** Inform the RA of your skills, qualifications, salary expectations, and location preferences to receive relevant job matches.
- **Submit an impressive resume:** Provide the agency with a well-structured and accurate resume highlighting your skills and experience.
- **Stay in touch professionally:** Follow up with the recruiter periodically to show enthusiasm and stay updated on job opportunities.
- **Prepare for interviews:** The RA can provide guidance on the interview process and help you prepare for interactions with the employer.

