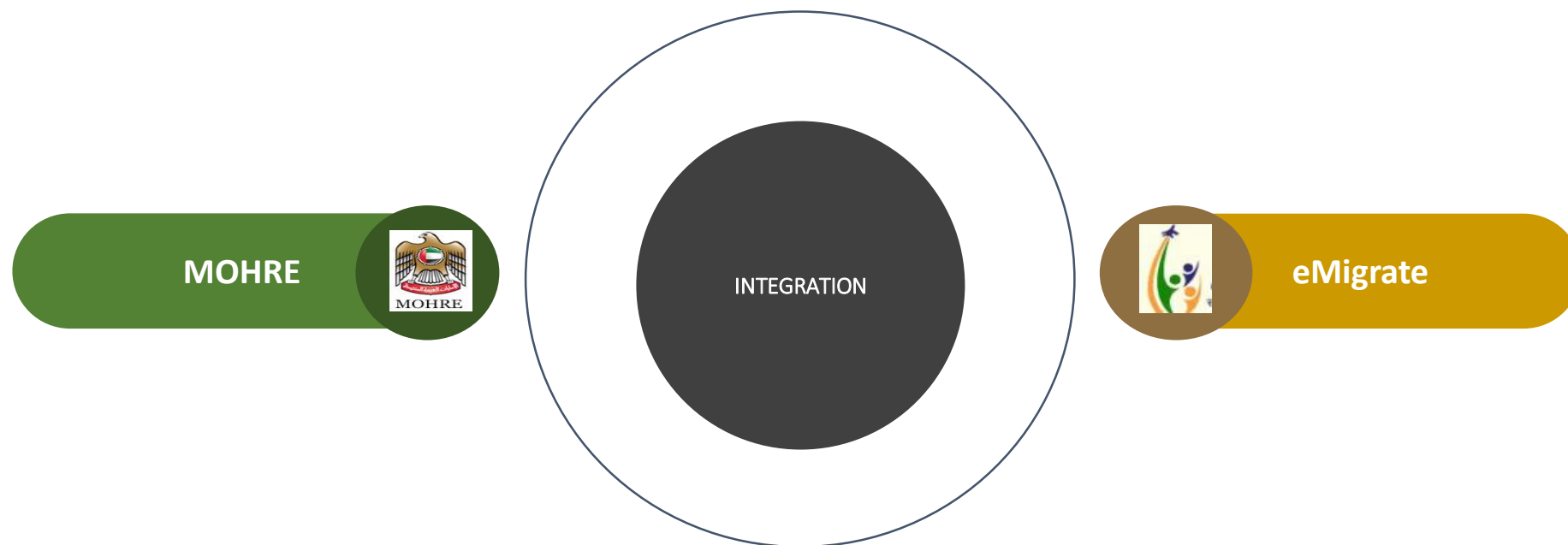


# The Use of Technology in Managing the Recruitment and Deployment of Workers



# Project Parties



# Project Process

## JOB OFFER

UAE employer enters details of the job offer to Indian national

## PASSPORT CHECK

MOHRE checks the passport with eMigrate: queries ECR / ECNR status

## CONTRACT DETAILS SHARED

MOHRE shares contract details of job offer with eMigrate system and proceeds to process ECNR passports

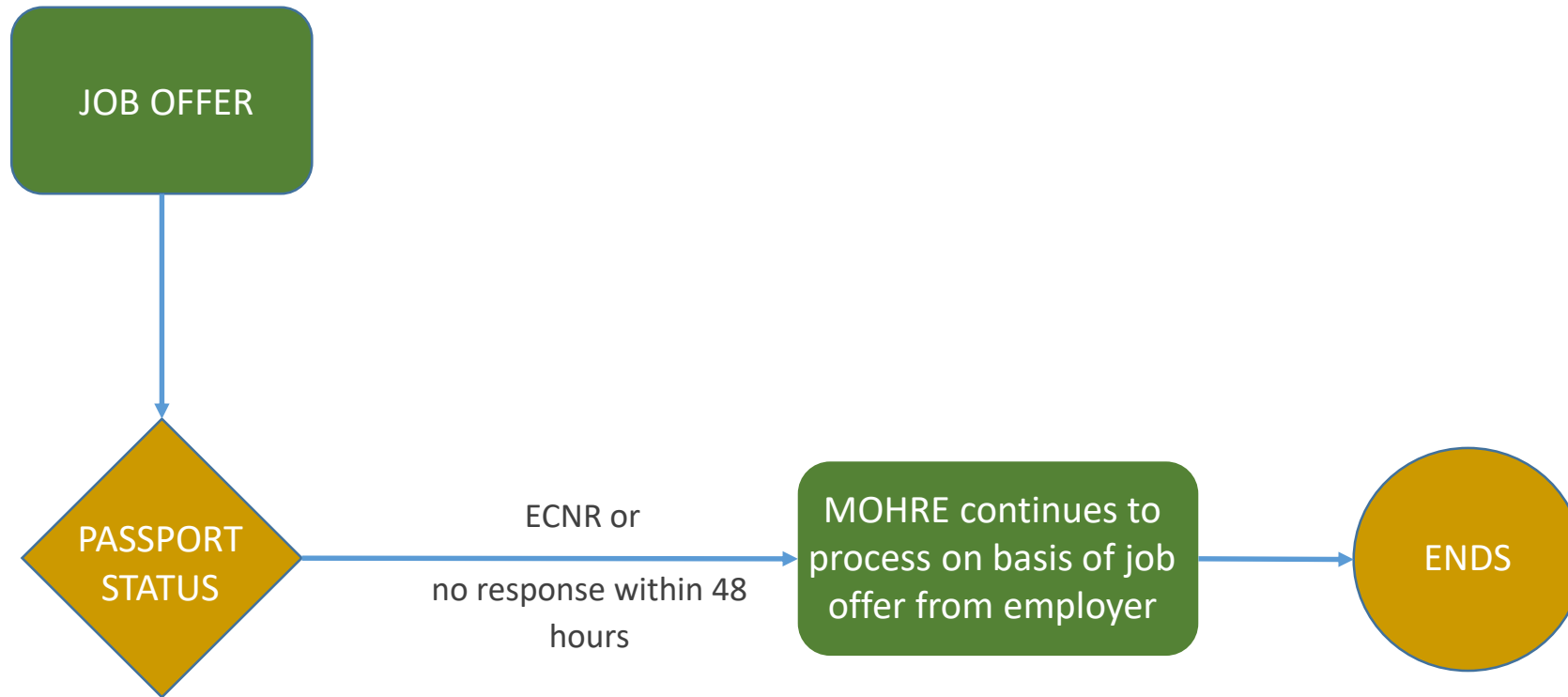
## JOB OFFER REVIEWED

eMigrate administrators review details of job offer for ECR passport holders and accept or reject

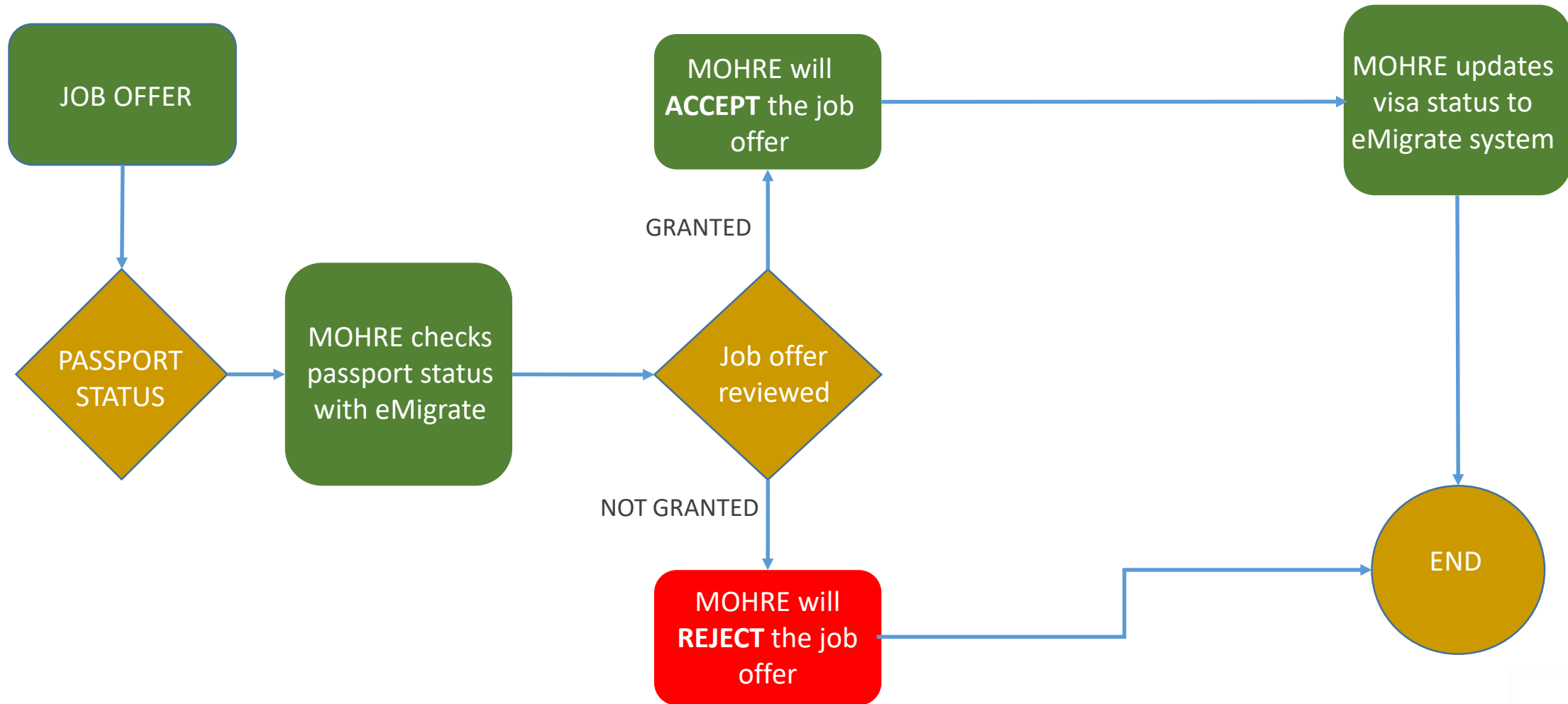
## OFFER ACCEPTANCE

MOHRE shares info on acceptance of offer and details of visa issuance

# Process Flow – Emigration Check Not Required (ECNR) Passports



# Process Flow – Emigration Check Required Passports



# Interface Design: Selection of Service

The screenshot shows a web interface with a navigation menu on the left and a main content area. The main content area has tabs for 'E2E Services', 'Tash'Heel Services', 'e-Forms', 'Others', and 'Help'. The 'Work Permit' section is expanded, displaying a list of services. The service 'Typing Job Offer Letter' is highlighted with a red box.






Service
? + Typing Electronic Pre Approval for Work Permit Application
? + Typing Electronic Pre Approval for Work Permit Application (Amnesty)
<b>? + Typing Job Offer Letter</b>
? + Typing Electronic Pre Approval for Work Permit Application - Prepaid
? + Typing Mission Pre Approval for Work Permit Application
? + Replacement of Pre Approval for Work Permit
? + Typing Modify Pre Approval for Work Permit Application
? + Relative Pre Approval for Work Permit
? + Typing Temporary Pre Approval for Work Permit Application
? + Typing Electronic Pre Approval for Work Permit Application-Zones Corp
? + Typing Part Time Pre Approval for Work Permit Application
? + Cancellation of Job Offer Letter
? + Modification of Job Offer Letter
? + Typing Juvenile Pre Approval for Work Permit Application
? + Typing Probational Work Permit Application
? + Typing Work permit for Student Training
? + Transfer Work Permit application for worker from one establishment to another
? + Typing Inteqal Work Permit Application (Different Sponsor)
? + New Domestic Worker Entry Permit
? + Apply New Domestic Worker Recidency
? + Apply Renew Domestic Worker Recidency

# Interface Design: Employer Details

Typing Job Offer Letter						
User Name: ITQAN BUSINESSMEN SERVICES			Date: 01/09/2019 02:14:32			
Company Information						
Special Number	10000000					
Company Number	73	2-B	License No	CN-1030839	Expiry Date	08/10/2020
Company Name	AL JABER TRANSPORT &GENRAL CONT.L.L.C			Classification	Big	
Labour Office	Sharjah		Emirate	Abu Dhabi	PoBox	2175
<input type="checkbox"/> Offer Saved						
Contact Information						
Person Name (English) *	<input type="text"/>		Person Name (Arabic) *	<input type="text"/>		
ID Number *	<input type="text"/>		ID Type *	SELECT ID TYPE <input type="button" value="v"/>		
Mobile No. *	<input type="text"/>					

<input type="button" value="Job Offer"/>	<input type="button" value="eSign"/>	<input type="button" value="Save"/>	<input type="button" value="Close"/>
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# Interface Design: Recruitment Agent Details

Person Name (English) *	<input type="text"/>		
Passport Number *	<input type="text"/>	Nationality *	205 INDIA
Gender *	PLEASE SELECT ▼	Birth Date *	<input type="text"/> 12
Occupation Name *	531101	BABYSITTER 	
Profession/Job *	531101015	BABYSITTER 	
Recruitment Agent	5000605	RA5000605-INFOTECH SOLUTION 	
Third Language *	<input type="text"/> 	Probation Period *	NO PROBATION ▼
Contract Type *	PLEASE SELECT ▼	*	
Job Emirate *	<input type="text"/> 	*	
Remuneration *	PLEASE SELECT ▼	AED/% *	<input type="text"/>
Basic Salary *	<input type="text"/>	Bonus	<input type="text"/>



# Interface Design: eMigrate Processing

The screenshot displays the eMigrate web application interface. At the top, there is a header with the eMigrate logo (slogan: सरल सुरक्षित प्रवासन), the Government of India emblem, and the Ministry of External Affairs logo (Overseas Employment Division, www.mea.gov.in). Below the header is a navigation menu with links: Home, Training, Monthly Return, My Work List, Miscellaneous, Services, Administration, Search, Grievance, and Make Payment.

The main content area is titled "HR Pool" and contains an "Instructions" box: "Fields marked with\* are mandatory. Please do not press F5 or Back button".

The form is divided into two sections: "Personal Details" and "Address Details".

**Personal Details:**

Passport Type*	ECR	Last Name (as on Passport)	
First Name(As On Passport)*		Passport Issue Date*	03/09/2017
Passport Number*	D1234567	Place of Passport Issue*	DEHRADUN
Passport Expiry date*	03/09/2020	Age*	Select an option
Date of Birth*	03/09/1989	Fathers Name*	AMRITSAR
Gender*	Select an option	Marital Status*	BANGLORE
Educational Qualification*	Select an option	Email	BAREILLY
Religion	Select an option	Mobile Number *	BHOPAL
Landline Number	+91		BHUBANESWAR

**Address Details:**

Address Line 1*		Address Line 2*	
City/Town/Village*		Postal/Pin Code*	
State/UT*	Select an option	District*	DEHRADUN

# Interface Design: Acceptance Notice

Typing Electronic Pre Approval for Work Permit Application						
UserName: ITQAN BUSINESSMEN SERVICES				Date: 19/09/2019 12:54:07		
Company Information						
Special Number						
Company Number	860054	D	License No	745725	Expiry Date	07/11/2019
Company Name	DUNES VALET PARKING SERVICES				Classification	Medium
Labour Office	Dubai	Emirate	Dubai	PoBox	238820	
Person Information						
Person Name(Arabic) *	سوشيل سورين ستار					
Person Name(English) *	SUSHIL SOREN SATAR					
Birth Date *	02/06/1989	Gender *	MALE <input type="checkbox"/>			
Nationality *	23!	NIPAL	Previous Nationality *			
Country of Birth *			Marital Status *			
Passport No *	07539220		Passport Type *	SELECT <input type="checkbox"/>		
Birth Place(Arabic) *			Birth Place(English) *			



# Opportunities for Development

- IT integration presents opportunities to further strengthen joint government oversight over recruitment and deployment processes
- The integration incorporates into the system a process that requires that recruiters provide the following information:
  - Evidence of a standardised agency-to-agency contract, setting out rights and responsibilities of partners, including compliance with relevant employment laws
  - 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