



## **Consultations with the Recruiting Agencies and NGOs**

In order to make the recruiting system more professional, responsible, accountable and transparent, the Ministry of Overseas Indian Affairs has been laying stress on its various objectives including revamping of the recruitment system, training of recruiting agencies (RAs), rating system for RAs and self regulation by the RAs through a national level apex body of the RAs. With an aim to move ahead in this direction MOIA, from time to time, has held consultations with the RAs for exchange of views / suggestions on the policy initiatives being undertaken by the Ministry. The last meeting was held on 19.09.08 with the RA Associations from the different parts of the country to discuss the following issues:

- I. Amendment to the Emigration Rules as a corollary to the amendment to the Emigration Act, 1983.
  - II. Establishment of an Apex Professional Institution in the line of ICAI, ICWAI, etc. Such an Institution will play a role for enabling capacity building, developing and following good practices, setting standards and representation of RAs at International conferences.
  - III. Training Programme for the RAs which was being proposed to be given by the National Institute of Personnel Management, (NIPM) Kolkata. The immediate goal of the NIPM was to develop a training module for the RAs. All RAs would be required to undergo such training.
  - IV. Introducing a rating system for the RAs. The rating system will have a clear cut objective, criteria and standards of performance.
2. Earlier, MOIA had held preliminary discussions, on 02.09.08, with the National Institute of Personnel Management (NIPM), Kolkata, on the approach paper submitted by the Institute for developing a programme for training of RAs. NIPM is an all India Institute with 52 chapters in equal number of cities in 25 states which include centres in all the 8 cities where

the offices of Protectors of Emigrants (POEs) are located. The training programme is to aim at capacity building and rating system for RA's to curb recruitment malpractices. With India gaining lot of attention as a major player in international migration as a country of origin, transit and destination, the RA system was perceived as the weakest link in migration process in India. The training programme of the NIPM will be designed appropriately to sensitize the RA's and improve the services rendered by them.

3. NIPM also made a presentation on the training programme for RAs during the meeting with RA Associations held on 19.09.08. The presentation highlighted objectives, quality certification, value of training and the reasons for choosing NIPM for providing training to the RAs.

4. The lists participants of the above two meetings held on 19.09.08 and 02.09.08 are placed at Annexure-I and Annexure-II.

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Annexure-I

List of Participants during the meeting taken by Secretary, MOIA with RA Associations on 19.09.08 at 11.00 AM, 9<sup>th</sup> Floor, Akbar Bhawan, Chanakyapuri, N Delhi

1. Shri K Mohandas, Secretary, MOIA
2. Shri G Gurucharan, JS (FS), MOIA.
3. Shri Jagadananda Panda, PGE, MOIA.
4. Dr. Ranbir Singh, Director (EP), MOIA.
5. Shri A Mohapatra, Director (HR), MMTC & Chairman, Delhi Chapter, NIPM, Kolkata.
6. Shri Y.P.S Kanwar, DGM, ONGC and National Council Member, NIPM, Kolkata.
7. Shri K. C. Badhok, POE, Delhi.
8. Shri Deepak Chhabria, and Shri OP Bharadwaj, EPCIP, Mumbai.
9. Shri Krithivasan and Shri S Shunmuga Raja, Association of Overseas Recruiting Agents, Chennai.
10. Shri Shailendra Nigam and Shri SH Mhatre, Indian Personnel Export Promotion Council, Mumbai.
11. Shri K Srinivasan and Shri Chacko T Varghese, Manpower Exporters Association, Kochi, Kerala.
12. Shri HK Batra and Shri Dinesh Kumar, Export Promotion Council of Indian Manpower, New Delhi.
13. Shri Unnikrishna Kurup, Overseas Manpower Recruitment Agents Association of Kerala, Thiruvananthapuram.
14. Shri SH Mohideen and Shri S Rajasekharan, Tamilnadu Association of Recruiting Agents, Ashok Nagar, Chennai.
15. Shri Bhupinder Singh, Recruiting Agents Association of Northern India, Chandigarh.
16. Shri B Vivek and Shri Victor Fernandez, Recruiting Agent's Association of Kerala, Trivandrum.
17. Shri Aravind Panwar, EE(EE), NIPM, Kolkata.
18. Shri SP Jha, Manager (HR), ONGC and Life Member, NIPM, Kolkata.
19. MS Nidhi Joshi, ALA, ONGC and NIPM, Kolkata
20. Shri Babu Cherian, US(EP-I)
21. Shri G. C. Rout, Under Secretary (EP-II).
22. Shri Sunil Chauhan, Section Officer.

List of participants

1. Shri G Gurucharan, JS (FS), MOIA.
2. Dr. Ashok Kumar Balyan, National President, NIPM, & Director (HR), ONGC.
3. Dr. Ranbir Singh, Director (EP), MOIA.
4. Shri Yash Pal Singh Kanwar, Dy. GM (HR), HR Initiatives, ONGC, Delhi.
5. Shri V K Bhatia, DS (ES), MOIA.
6. Shri Nitin Kumar, US (EP-II), MOIA.
7. Shri Sunil Chauhan, SO (EP), MOIA.