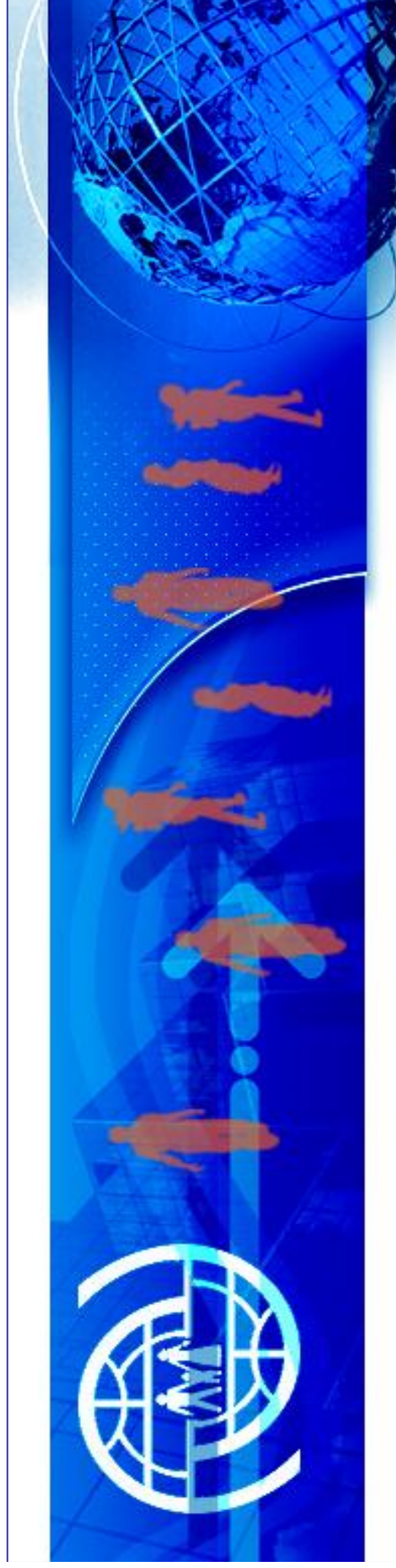


Abu Dhabi Dialogue Senior Officials Meeting

11-12 May 2016



**Research Study on Labour Recruitment Industry between UAE,
Kerala (India), and Nepal Corridors**

Mohamed El Zarkani
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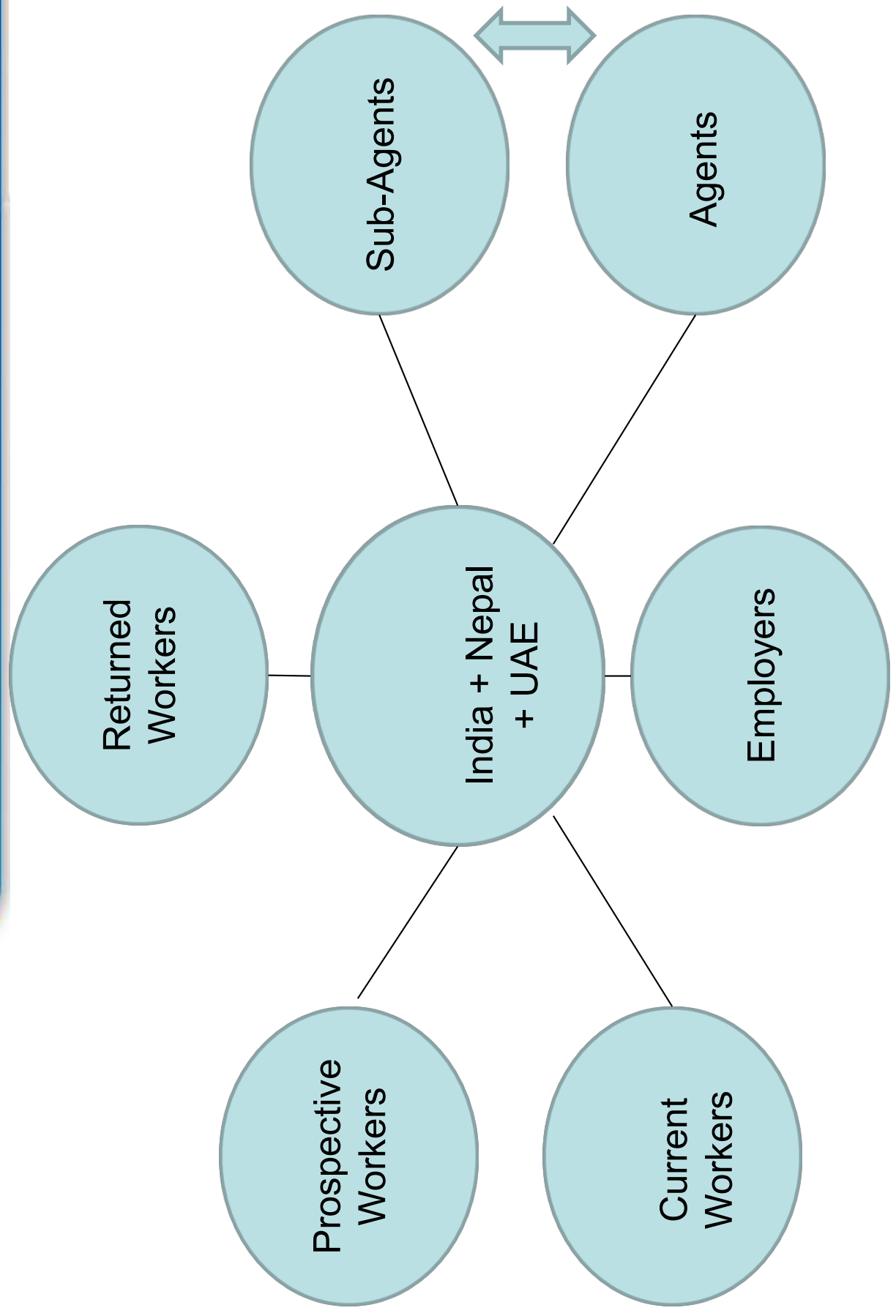
12.05.2016



- **Presentation Outline**
 - Purpose of research study
 - Research methodology
 - Research progress
 - Initial findings
 - Initial considerations
 - Next step



WHAT ARE WE TRYING TO DO?





- **Methodology**
 - Secondary Data/Literature Review
 - 2300 Surveys
 - 325 Key Informant Interviews (KII)



- **Research Progress**
 - Research instruments developed
 - 1000 surveys and 72 KIIs analyzed
 - Interim report developed



PRELIMINARY FINDINGS



- **Finding 1:** There is a rise in the number of candidates taking up jobs through social networks (friends/relatives) who are presently working in UAE, as apposed to going through formal Recruitment Agents
- **Finding 2:** Prospective workers are charged illegal fees by recruitment agents and, at times, by employers in UAE.



- **Finding 3:** Government cap of fees to recruitment agencies is based on an assumption that employers pay most of the costs of recruitment. As the prevailing business model for internationally recruitment remains overwhelmingly an employer-pay model, overcharging the worker can be a reflection of the actual business costs of the recruitment agencies.



- **Finding 4:** Workers predominantly do not report illegal payments overcharged by recruitment agencies.
- **Finding 5:** Delivering information to your target prospective workers in a way they can understand and act upon is an effective way of eliminating sub-agents



- **Finding 6:** A number of employers in UAE are aware of the illegal costs incurred by workers and do not rectify it as it is considered a means to retain the worker
- **Finding 7:** Lack of access to key institutions and inadequate monitoring encourage unethical and illegal behavior



- **Finding 8:** High number of prospective workers are unaware of government recruitment policies and regulations as well as caps of fees to be legally charged by recruitment agencies.



INITIAL CONSIDERATIONS



1. Social networks can increase cost of recruitment to certain prospective workers
2. Recruitment agencies overcharging reflects prevalent business model
3. Revise workers complaints mechanisms
4. Generating communication tools that respond to target audience
5. Stricter regulations on employers and their supply chains
6. PDO is not working as intended
7. More effective means to raise awareness on recruitment regulations and policies in CoOs



Next Step:

- **Presentation of final findings and recommendations at upcoming ADD Ministerial meeting**



Thank You!



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