

GOVERNMENT OF INDIA  
MINISTRY OF EXTERNAL AFFAIRS  
**RAJYA SABHA**  
**UNSTARRED QUESTION NO- 1999**  
ANSWERED ON-12/12/2024

**MINIMUM REFERRAL WAGE FOR INDIAN WORKERS ABROAD**

1999. SHRI A. A. RAHIM

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

(a) the measures Government has taken to ensure the minimum referral wage for Indian workers abroad;

(b) whether Government has signed any bilateral agreements with major destination countries to secure minimum referral wages for Indian workers, if so, the details thereof, if not, whether Government is willing to negotiate for such bilateral agreements; and

(c) whether Government has a mechanism in place to monitor and enforce the minimum referral wage in host countries, if so, the details thereof, if not, whether Government is willing to implement such monitoring mechanism?

**ANSWER**

THE MINISTER OF STATE IN THE MINISTRY OF EXTERNAL AFFAIRS  
( SHRI KIRTI VARDHAN SINGH )

(a to c) Government accords utmost priority to the welfare, protection and ease of living of Indian nationals working abroad. To prevent exploitation of Indian workers by Foreign Employers (FEs), the Government has fixed the Minimum Referral Wages (MRW) to regulate the wages of Indian migrant workers seeking employment in the Emigration Check Required (ECR) countries.

The details of MRWs so fixed are available on the eMigrate portal as well as the websites of the Missions/Posts in ECR countries. This has also been conveyed to the host Governments in ECR countries.

Ministry enforces the MRW through the offices of Protector of Emigrants (POEs). The POEs while granting the mandatory Emigration Clearance (EC), in accordance with Section 22 of the Emigration Act 1983, read with Rule 15 of Emigration Rules, to the Indian nationals holding Emigration Check Required category passport and proceeding to any of the ECR countries for employment purposes, checks wages offered by the Foreign Employers (FEs) and deny the EC if wage so offered is below the prescribed MRW.

The Government has signed MoUs/Agreements with the Governments in major destination countries to facilitate movement of Indian workers abroad and to ensure their well-being. It may be mentioned that the wages of the emigrant workers in the destination countries are governed by the minimum wages prescribed in the local labour laws of the concerned country. A list of MoUs/Agreements signed with various destination countries is given in Annexure-I.

Apart from that, based on MoUs/Agreements signed with the destination countries, matters related to welfare and protection of emigrant workers including minimum wages are taken up during regular review meetings with concerned countries.

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**List of MoUs/Agreements signed with other countries**

<b>Sl. No.</b>	<b>Name of Country</b>	<b>Name of MOU/Agreement</b>	<b>Date of Signing and Validity</b>
1	Bahrain	MOU on Labour and Manpower Development	17-6-2009 4 Years, Automatic Renewal
2	Kuwait	MOU on Labour, Employment and Manpower Development	10-04-2007 4 years, Automatic Renewal
		MoU on cooperation on the Recruitment of Domestic Workers	10-06-2021 5 Years, Automatic Renewal
3	Oman	MOU in the field of Manpower	08-11-2008 5 Years, Automatic Renewal
4	Qatar	Agreement on Regulation of the Employment of Indian Manpower	11-04-1985 4 Years, Automatic Renewal  (Additional Protocol) 20-11-2007
5	Saudi Arabia	1. Agreement on Labour Cooperation for Domestic Service Workers Recruitment	02-01-2014 5 Years, Automatic Renewal
		2. Agreement on Labour Cooperation for General Category Workers' Recruitment	03-04-2016 5 years, Automatic Renewal
6	UAE	MOU on cooperation in the field of Manpower	11-02-2018 4 Years, Automatic Renewal
7	Denmark	MOU on Labour Mobility Partnership	29.09.2009 5 years, Automatic Renewal
8	Jordan	MoU on Cooperation in the Field of Manpower	01.03.2018 5 Years, Automatic Renewal

9	France	Migration and Mobility Partnership Agreement	10.03.2018, 7 Years, Automatic Renewal
10	Japan	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
11	United Kingdom	MoU on Migration and Mobility Partnership	04.05.2021 7 Years, Automatic Renewal
12	Portugal	Agreement on Recruitment of Indian Workers	21.09.2021 5 Years, To be renewed with the consent of both the parties
13	Germany	Agreement on Comprehensive Migration and Mobility Partnership	05.12.2022 7 Years, Automatic Renewal
14	Mauritius	MoU on Employment of Workers from India	10.05.2023 10 Years. Automatic Renewal.
15	Austria	Agreement on a Comprehensive Migration and Mobility Partnership	13.05.2023 For Indefinite period of time
16	Australia	Arrangement on Migration and Mobility Partnership	23.05.2023 4 Year, Automatic renewal
17	Italy	Agreement on Migration and Mobility	02.11.2023 5 Years, Automatic renewal
18	Israel	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.
19	Taiwan	MoU on Facilitation of Employment of Indian Workers	16.02.2024 5 years
20	Denmark	Agreement on Mobility and Migration Partnership	22.02.2024 7 Years Automatic Renewal
21	Malaysia	MoU on Recruitment, Employment and Repatriation of Workers	20.08.2024 5 Years

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