

3. Draft Overseas Mobility Bill, 2025

The External Affairs Ministry has sought comments and suggestions on the draft Overseas Mobility (Facilitation and Welfare) Bill, 2025.

Overview

The Overseas Mobility (Facilitation and Welfare) Bill, 2025 aims to modernize India's emigration governance system by establishing a comprehensive legal and institutional framework to manage, facilitate, and protect overseas employment of Indian nationals. It seeks to replace the outdated Emigration Act of 1983, aligning India's emigration policy with contemporary global mobility trends, digital systems, and international labour standards.

Objectives of the Bill

1. To ensure safe, legal, and orderly migration of Indian citizens for overseas employment.
2. To protect and promote the welfare of Indian emigrants, particularly in vulnerable and low-skilled categories.
3. To streamline institutional mechanisms governing overseas employment, licensing, recruitment, and grievance redressal.
4. To leverage data and digital systems for evidence-based policymaking, ensuring transparency and accountability in migration management.

Key Institutional Mechanisms

1. Overseas Mobility and Welfare Council

Constitution – To be set up as the apex decision-making and coordinating body for emigration governance.

Chairperson – Secretary, Ministry of External Affairs (MEA), as the ex-officio Chairperson.

Composition – Representatives from Ministries such as Labour & Employment, Skill Development, Home Affairs, Finance, and Women & Child Development, along with state governments and industry experts.

Functions –

1. Oversee overall implementation of emigration policies.
2. Formulate strategies for safe and ethical migration.
3. Coordinate between various ministries, state governments, and international partners.
4. Recommend welfare schemes for emigrants and returnees.

2. Mobility Resource Centres (MRCs)

Purpose – To act as grassroots-level facilitation hubs for aspirant emigrants.

Functions –

1. Provide verified information on overseas employment opportunities, visa procedures, and rights of workers abroad.
2. Conduct pre-departure orientation and skill training programs to improve employability and adaptability.
3. Offer counselling and grievance support to workers and their families.
4. Maintain local-level data on migration patterns to aid policy design.

Significance – Helps reduce exploitation by middlemen and ensures informed migration decisions.

3. National Emigrant Database

Description – A centralized, digital database for real-time tracking of emigrants, their destinations, employers, and recruitment agencies.

Objectives –

1. Enable data-driven governance and transparency in emigration processes.
2. Facilitate monitoring of worker grievances, contract compliance, and welfare outcomes.
3. Help identify fraudulent recruitment activities and blacklist defaulters.

Integration – To be linked with eMigrate, Passport Seva, and skill ecosystem databases (like NSDC).

Regulatory and Legal Provisions

1. Accreditation of Overseas Placement Agencies

Mandatory Accreditation – All overseas recruitment and placement agencies must be registered and accredited by the Competent Authority.

Standards – Agencies must follow ethical recruitment practices, transparent contracts, and fair fee structures.

Monitoring – Regular audits and inspections will ensure compliance with prescribed norms.

2. Penalties and Enforcement

Strict Penalties – For agencies or employers violating provisions or orders, a minimum fine of ₹5 lakh per violation will be imposed. Severe penalties for fraudulent recruitment, contract substitution, or trafficking.

Empowered Enforcement – The Competent Authority and designated officers can suspend or cancel licences and initiate legal proceedings. Mechanisms for grievance redressal and compensation to aggrieved emigrants are included.

Policy Dimensions and Welfare Measures

1. Balanced Migration Approach

Encouraging Mobility – Promotes legitimate overseas employment opportunities, particularly in high-demand sectors such as healthcare, IT, construction, and services.

Protecting Vulnerable Workers – Special emphasis on low-skilled and semi-skilled workers in Gulf Cooperation Council (GCC) countries and Southeast Asia.

Fair Labour Practices – Ensures ethical recruitment, standard employment contracts, timely wages, and decent working conditions.

2. Welfare Promotion – Development of bilateral and multilateral agreements with destination countries to safeguard Indian workers' rights. **Skill-Job Alignment** – Coordination with the Skill India Mission to match Indian skillsets with international labour market demands. Introduction of insurance and social security measures (like Pravasi Bharatiya Bima Yojana) for emigrant protection. Schemes for reintegration of return migrants, including skill recognition and entrepreneurship support.

Expected Outcomes

1. Enhanced transparency and accountability in the recruitment and emigration process.
2. Reduced instances of fraudulent agents, exploitation, and human trafficking.
3. Improved data-driven policy formulation on overseas employment and migrant welfare.
4. Strengthened inter-ministerial coordination and global cooperation in labour mobility governance.
5. Empowered emigrants with better skills, awareness, and legal protection abroad.

Conclusion

The Overseas Mobility (Facilitation and Welfare) Bill, 2025 marks a paradigm shift from control-based emigration to facilitation-oriented mobility governance. By integrating technology, welfare, and regulation, it seeks to make Indian overseas employment both empowering and secure, aligning with India's broader vision of "Viksit Bharat" and Global Workforce Leadership by 2047.

Source – [https://www.mea.gov.in/press-](https://www.mea.gov.in/press-releases.htm?dtl/40190/Draft_Overseas_Mobility_Facilitation_and_Welfare_Bill_2025)

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