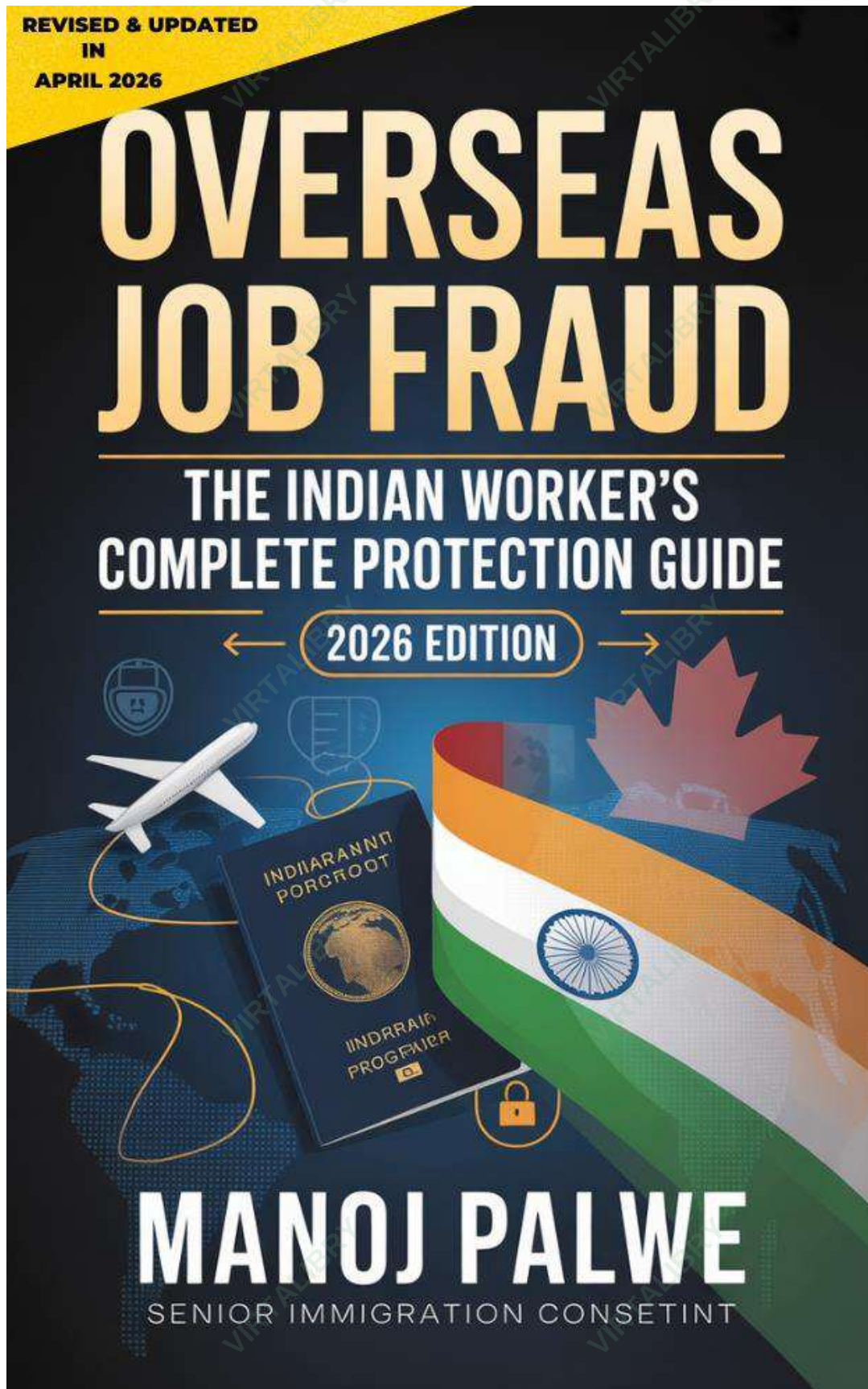




For Indian Citizens Considering or Already Engaged in Overseas Work

Overseas Job Fraud

The Indian Worker's Complete Protection Guide

2026 Edition

*How to Recognise, Avoid, and Escape Overseas Job Fraud —
Before You Sign, Before You Pay, Before You Board*

Manoj Palwe

RCIC R422575 | CAPIC Fellow R11592 | MIA Examination Qualified
Senior Immigration Consultant | Canada · Australia · Germany · UAE
25+ Years Practice | 10,000+ Families Assisted
20,000+ YouTube Subscribers | 600+ LinkedIn Recommendations
dreamvisas.com

ABOUT THE AUTHOR

Manoj Palwe is a Regulated Canadian Immigration Consultant (RCIC R422575), a CAPIC Fellow (R11592), and MIA examination qualified — with more than 25 years of frontline immigration practice across Canada, Australia, Germany, the UAE, and the Gulf states. He is the President of Taurus Infotek, operating under the Dreamvisas brand with offices in Toronto, Canada and Pune, India.

Through his Dreamvisas practice, Manoj has assisted 10,000+ families navigate permanent residence, skilled worker visas, study permits, family sponsorship, employer compliance, and complex refusals across multiple jurisdictions. His practice spans the full immigration lifecycle — from initial eligibility assessment through submission, officer-level documentation strategy, and re-filing after refusals. Canadian immigration is his primary practice area, covering Express Entry, Provincial Nominee Programs, family sponsorship, temporary foreign worker compliance, and citizenship. Australian skilled migration falls within his MIA-qualified advisory scope. He regularly advises on Germany's Skilled Immigration Act pathways, UAE residency, and Gulf country work permit structures.

What distinguishes his practice is the combination of multi-country depth and meticulous documentation discipline. Over 25 years, Manoj has appeared before Canadian immigration tribunals, advised on PNP nomination strategies across multiple provinces, managed complex Express Entry profiles, represented clients in visitor visa refusal appeals, and guided entrepreneurs through business immigration pathways. He brings the same officer-perspective risk assessment to every file: understanding not just what the rules say but how applications are evaluated in practice, what triggers concern, and what makes a decision straightforward to approve.

His overseas job fraud protection work grew from a painful pattern in his practice: families calling after a worker had been defrauded — money lost, workers stranded, futures derailed. Over 25 years these cases accumulated into the body of knowledge that became the SAFEJOB Framework. The framework was originally shared informally with clients preparing to go abroad. Its formulation into a systematic, teachable protocol reflects the feedback of hundreds of workers and families who applied it and found it worked.

Beyond one-to-one consulting, Manoj publishes practical immigration handbooks under the Dreamvisas brand — currently 60+ titles on Amazon covering Canada, Australia, Germany, UAE, UK, Ireland, and overseas job fraud awareness. His YouTube channel has grown to 20,000+ subscribers across 600+ videos in English and Hindi. He has earned 600+ LinkedIn recommendations from clients and peers over his practice career. He is a regular speaker at community events on Canadian immigration, overseas job fraud awareness, and NRI financial planning.

The Dreamvisas Education Series is built around one belief: accessible, accurate, practical information is itself a form of protection. Every worker deserves to make their overseas employment decision with full knowledge of both the genuine opportunities and the genuine risks.

PERSONAL EVALUATION REPORT (PER) — PROFESSIONAL CASE ASSESSMENT
If you are planning to work abroad and would like a professional evaluation of your specific eligibility, pathway options, and risk factors, consider a Personal Evaluation Report (PER) with Manoj Palwe.
Manoj is a Regulated Canadian Immigration Consultant (RCIC R422575), CAPIC Fellow (R11592), and MIA examination qualified — with 25+ years of frontline practice across Canada, Australia, Germany, UAE, and the Gulf states.
The PER includes: eligibility assessment for your target country, recommended pathways ranked by suitability, specific risk identification for your situation, and a clear step-by-step action plan. Multi-country scope: Canada (primary), Australia, Germany, UAE, Gulf states, UK, Ireland. For more information: dreamvisas.com
Note: A PER inquiry does not establish a consultant-client relationship. Formal engagement requires a signed retainer agreement. No pricing information is provided here per KDP content guidelines. Visit dreamvisas.com for current consultation options.

If this book helped you understand your options, avoid a costly mistake, or protect a family member planning to work abroad — please take two minutes to leave an honest review on Amazon. Two minutes of your time helps the next worker in the same situation find the right information before they pay money they cannot afford to lose.

IMPORTANT DISCLAIMER

This book is for educational and general awareness purposes only. It does not constitute immigration legal advice, does not create a consultant-client relationship, and does not guarantee any immigration outcome. Immigration and labour laws change frequently; always verify all information with official government sources before taking any action based on what you read here.

Purchasing this book does not establish a professional or contractual relationship between the author, Taurus Infotek., or Dreamvisas and the reader. For professional advice specific to your individual circumstances, consult a Regulated Canadian Immigration Consultant (RCIC) licensed by the College of Immigration and Citizenship Consultants (CICC), a Registered Migration Agent (RMA) registered with MARA, or a qualified immigration lawyer in the relevant jurisdiction.

The author holds RCIC licence R422575 (Canadian immigration) and is a CAPIC Fellow (R11592). The author has passed the Migration Institute of Australia (MIA) examination. Foreign labour law summaries in this book — including those for UAE, Saudi Arabia, Qatar, Germany, Australia, and the UK — are simplified for general awareness only and may be incomplete or subject to recent changes not reflected here. Always verify current law directly with the relevant official government portal or a qualified local lawyer in the destination country.

Statistics and case data cited in this book are sourced from parliamentary records, government reports, and public media coverage as of early 2026. Actual figures may differ. All case studies use composite or anonymised scenarios for illustrative purposes.

The SAFEJOB Framework™ is an original practical awareness tool created by Manoj Palwe. It is designed to help workers conduct their own preliminary due diligence. It is not a guarantee of safety and should be used alongside — not instead of — professional advice.

Copyright © 2026 Manoj Palwe / Taurus Infotek. All rights reserved. No part of this publication may be reproduced, distributed, or transmitted in any form or by any means without prior written permission from the publisher.

Published under the Dreamvisas brand. Toronto, Canada | Pune, India | February 2026.

TABLE OF CONTENTS

Foreword — Why I Wrote This Book

Chapter 1 — The Scale of the Problem: What Parliament Data Tells Us

Chapter 2 — The SAFEJOB Framework™: 7 Steps That Could Save Your Life

Chapter 3 — 12 Types of Overseas Job Fraud Targeting Indian Workers

Chapter 4 — Country-Specific Fraud Patterns and Verification Guides

Chapter 5 — The Agent Verification System: How to Check Any Recruiter

Chapter 6 — Legal Protections: Your Rights in Every Major Destination

Chapter 7 — The Digital Threat: AI Deepfakes, Voice Cloning and Cyber Scams

Chapter 8 — If You Are Already Trapped: Escape and Recovery Protocols

Chapter 9 — Gender-Specific Risks: Women Workers, Kafala and Domestic Work

Chapter 10 — For Families at Home: The Family Vigilance System

Chapter 11 — After You Arrive: Warning Signs in Your First 30 Days

Chapter 12 — Your Next Steps and the Dreamvisas Library

Annex A — Legal References by Country

Annex B — Helpline Directory: India and All Major Destinations

Annex C — Agent Call Script and Quick Verification URLs

Annex D — Family Vigilance Sheet (Fillable, 30 Fields)

FOREWORD — WHY I WROTE THIS BOOK

Every week, someone calls my office in tears.

The call usually begins the same way: "Sir, we have lost everything." Sometimes it is a mother in Punjab, calling from a relative's phone because she cannot afford her own. Her son was promised a welding job in Germany — ₹3 lakhs to the agent, flight booked, excitement building — and then silence. No employer at the destination. No job. No way home. Sometimes it is a nurse from Kerala who gave 25 years to a government hospital and finally decided to seek a better life in the UAE. She paid ₹7 lakhs to an agent with a professional office, received an offer letter on what looked like authentic hospital letterhead, and arrived at Dubai International to find a stranger asking for her passport "for registration purposes." Three months later she was working 18-hour days in a household she had never agreed to work for.

In 25 years of immigration practice, I have sat across from hundreds of these families. What strikes me every time is not that they were careless. These are not impulsive people who threw money at the first offer they saw. They are careful, hard-working families who researched what they could, asked the people around them, and made decisions based on the best information available to them at the time. The problem is that the best information available to most Indian workers before they go abroad is simply not good enough. It is incomplete, it is outdated, it is sometimes deliberately wrong — and it costs them everything.

That is the gap this book fills. It is the conversation I wish I could have with every Indian worker before they make their first overseas job decision. It draws on 25 years of seeing what goes wrong and what protects people. It uses the most current data available — Parliament's winter session 2025 recorded 16,127 formal complaints from Indians abroad in just 22 months, and that number is a fraction of the real total. It covers every major destination country. And it is built around a single practical framework — the SAFEJOB Framework™ — that any worker can apply in under two hours, for free, using only official government portals.

I want to be honest about what this book is and what it is not. It is not a guarantee of safety — no book can provide that. Immigration fraud is a dynamic, fast-moving criminal industry, and it will always evolve faster than any single publication can track. What this book gives you is something better than a guarantee: it gives you the tools to think clearly, the knowledge to ask the right questions, and the awareness to recognise danger before it becomes disaster. Those tools will serve you in any situation the fraudsters create, because they teach you the underlying logic of fraud detection — not just a list of red flags that becomes outdated in six months.

It is also not a replacement for professional advice. If you are planning a significant immigration move — a work permit, a permanent residency application, a family sponsorship — please work with a licensed RCIC or registered migration agent. What this book gives you is the foundation of knowledge you need to choose that professional wisely, to understand what they tell you, and to protect yourself in the spaces between professional consultations.

Who This Book Is Written For

This book is written for five distinct groups of readers, and it is designed so that each group can use it effectively:

The first reader is the worker considering an overseas job for the first time. You have received an offer letter, or you have been approached by an agent, or you are thinking about registering on a job portal. You are excited and hopeful — and you should be, because legitimate overseas employment can genuinely transform a family's situation. This book will give you the tools to tell the real from the fake before you commit a single rupee.

The second reader is the experienced migrant worker who has worked abroad before and is preparing for another assignment. You know the basics, but fraud patterns in 2025 and 2026 look very different from what you encountered five or ten years ago. AI deepfakes, cyber scam compounds, voice cloning — these are genuinely new threats that existing knowledge does not protect you from. This book updates your understanding.

The third reader is the family member — the mother, father, spouse, or sibling — who is sending someone they love abroad and wants to know what they can do from India to protect that person. Chapter 10 is written specifically for you, but every chapter gives you knowledge that makes you a more effective guardian from 10,000 kilometres away.

The fourth reader is someone who has already been defrauded and is trying to understand what happened, what their legal options are, and how to prevent it from happening again. Chapter 8 contains the emergency protocols. Annex B contains the helpline directory. The legal chapter will help you understand your rights and the avenues available to you.

The fifth reader is the recruiter, HR professional, NGO caseworker, or government welfare officer who works with migrant workers and wants a comprehensive reference document. This book is designed to be that reference — current, specific, and practical.

How This Book Is Structured

The book moves from general to specific. Chapters 1 and 2 establish the context and the framework — the scale of the problem and the systematic response to it. Chapters 3 through 5 go deep on fraud types, country specifics, and agent verification. Chapter 6

covers your legal rights in every major destination. Chapters 7 through 9 address the digital threats, emergency escape protocols, and gender-specific risks. Chapter 10 is dedicated to families. Chapter 11 covers what happens after you arrive — the first 30 days. Chapter 12 sets out next steps and related resources.

If you are facing an immediate situation — you are currently abroad and something is wrong — go directly to Chapter 8. The emergency protocols are there. If you are a family member trying to locate or help someone, go to Chapter 10 and then Chapter 8. If you are evaluating a job offer right now, go to Chapter 2 first, then Chapter 4 for your specific destination country.

A Note on the Data

This book relies on publicly available data from Indian parliamentary records (Lok Sabha winter session 2025), the Ministry of External Affairs annual reports, CICC Canada enforcement records, ILO research on labour migration, and country-specific government labour ministry publications. Where exact figures are cited, the source is identified. Where I offer estimates or ranges, I have said so clearly.

Immigration law changes quickly. The country-specific information in this book was verified against official sources as of February 2026. Before making any decision based on this information, verify the current position directly with the relevant government portal. I have included the URLs for every major official portal throughout the book and in Annex C.

A Personal Note

I am a Regulated Canadian Immigration Consultant — RCIC R422575 — from the College of Immigration and Citizenship Consultants, and a CAPIC Fellow (R11592). I have passed the Migration Institute of Australia examination. My practice spans Canadian immigration as the primary focus, plus Australian migration, Germany, UAE, UK, and Gulf country advisory. I have helped 10,000+ families navigate their immigration journeys across these jurisdictions. I run a YouTube channel with 20,000+ subscribers and 600+ videos covering immigration pathways in English and Hindi, and have earned 600+ LinkedIn recommendations from clients and peers over 25 years of practice.

But the families who motivated me to write this book are not the ones who got their visas. They are the ones who called me after the dream turned into a nightmare. They are the reason the SAFEJOB Framework exists. They are the reason I keep updating this guide every year, tracking new fraud patterns and new legal developments so that the next person who reaches out to me has already read something that could have protected them.

This book is for them — and for the thousands of families I will never meet who face the same risks every year.

Manoj Palwe, RCIC R422575

Toronto, Canada | February 2026

WHAT THIS BOOK COVERS — AT A GLANCE

- The SAFEJOB Framework™: a 7-step, 2-hour, zero-cost verification system that works for any job offer, any country
- 12 distinct fraud types with specific red flags, case studies, and detection methods for each
- Country verification guides for Canada, UAE, Saudi Arabia, Germany, Australia, UK, and Southeast Asia
- Legal rights under ILO conventions and local law in every major destination country
- AI deepfake and voice cloning detection protocols for 2026
- Emergency escape and recovery protocols if you are already in a bad situation
- The Blue Folder Protocol: what to prepare before departure to protect yourself and your family
- Gender-specific risks and January 2026 Embassy contract registration requirements for domestic workers
- The Family Vigilance System: how families in India can monitor and protect workers abroad
- First 30 days warning sign checklist for workers who have already arrived
- 4 detailed annexes: legal references, helpline directory, agent call script, fillable vigilance sheet

CHAPTER 1

THE SCALE OF THE PROBLEM: WHAT PARLIAMENT DATA TELLS US

Priya was 24 years old when the call came. A nursing position in Abu Dhabi — salary three times what she earned at the district hospital in Coimbatore. The recruitment office looked professional: framed certificates on the walls, a reception desk with a smartly dressed attendant, a folder of testimonials from "successful" placements. Eighty-nine other nurses from Tamil Nadu and Kerala signed up in the same batch over six weeks. They paid between ₹8 and ₹10 lakhs each. Three months later, all 89 were stranded in Dubai — no jobs, no accommodation, and no way home. The company whose name appeared on the offer letter had never heard of the recruiting agent. The agent had vanished. The total loss across the group: approximately ₹8.1 crore.

Priya's story is not an outlier. It is not a particularly dramatic case. In the context of overseas job fraud targeting Indian workers, it is representative. The numbers that emerged from India's Parliament in December 2025 tell the full scale of a crisis that most people — most policymakers, most employers, most communities sending workers abroad — still do not fully understand.

1.1 The Parliamentary Record: What Government Data Reveals

India's Ministry of External Affairs, responding to Lok Sabha Unstarred Question No. 1892 in the Winter Session 2025, disclosed that the government received 16,127 complaints from Indian nationals abroad between January 2024 and November 2025 — a period of just 22 months. These complaints came through two portals: 11,195 through MADAD (the MEA's dedicated overseas distress platform) and 4,932 through CPGRAMS (the Centralised Public Grievance Redress and Monitoring System).

KEY PARLIAMENTARY DATA — December 2025

- 16,127+ complaints from Indians abroad: January 2024 – November 2025 (22 months only)
- MADAD portal: 11,195 complaints | CPGRAMS: 4,932 complaints
- 6,700+ Indians rescued from Southeast Asian cyber scam compounds in 2024–2025

- Saudi Arabia: 10,884 Indians deported in 2025 alone — majority from irregular migration
- 3,505 unregistered recruitment agents identified on eMigrate portal as of October 2025
- Canada (CICC): 5,000+ unauthorised immigration websites and social media pages shut down
- India among top 5 source countries for international labour trafficking (US TIP Report 2024)
- Average worker loss: ₹2–5 lakhs — often representing entire family savings plus debt
- Source: Lok Sabha, Unstarred Question No. 1892, Ministry of External Affairs, December 2025

But these 16,127 complaints represent something important to understand: they are not the total number of victims. They are the total number of victims who knew about government complaint portals, were able to access them, were willing to use them, and trusted that filing a complaint would produce a result. Research on overseas labour exploitation consistently estimates that official complaint rates represent between 10% and 20% of actual victimisation. Applying the most conservative multiplier of 5 to the parliamentary figures produces an estimated real victim total of 80,000 to 100,000 Indian workers defrauded in overseas recruitment in just 22 months.

That is not a niche problem. That is a national crisis affecting workers from virtually every state, every educational background, every occupational category. Construction workers from Uttar Pradesh and Bihar. Nurses from Kerala and Tamil Nadu. IT professionals from Telangana and Karnataka. Domestic workers from Jharkhand and West Bengal. Teachers from Punjab and Haryana. The fraud does not target a specific type of worker — it targets anyone with the aspiration to work abroad and the financial resources to pay for a shot at it.

1.2 Why the Real Numbers Are Higher Than the Reported Numbers

The gap between reported and actual victimisation in overseas job fraud is wider than in almost any other category of economic crime. Multiple structural factors drive this gap, and understanding them is important for appreciating the true scale of the problem.

Shame and social stigma are the most powerful suppressors of complaint filing. In most Indian communities, being defrauded in an overseas job scheme carries significant social stigma — it is read as evidence of gullibility or poor judgement. Families who have borrowed ₹5 lakhs from relatives and neighbours to fund a migration that turned into fraud do not want those relatives and neighbours to know. They absorb the loss quietly. They do not file complaints.

Legal exposure is the second factor. Many fraud victims travelled on incorrect visa categories — visit visas used for employment purposes — because the agent arranged the travel that way. When they return, they fear that filing a complaint will expose them to legal consequences for the immigration irregularity. This fear is often unfounded, but it keeps people silent.

Ignorance of complaint mechanisms is the third factor. MADAD is not universally known among the communities most vulnerable to fraud. Workers from rural areas and Tier-2 and Tier-3 cities often have no awareness that a government portal exists for their specific situation. They call local contacts, talk to community leaders, or simply accept the loss.

Distrust of institutions is the fourth factor. Workers who have already been exploited by a system they trusted — the recruitment agent, the supposed employer — are often not inclined to place their trust in another institution, even a government one. They have been burned once. Filing a complaint feels like another exercise in futility.

Ongoing exploitation is the fifth factor. Workers who are currently in a situation of exploitation — physically confined, without phones, in a country whose language they do not speak — cannot file complaints at all. These are the most severe cases and among the least represented in the official data.

1.3 The Sectors Most Targeted in 2025–2026

Overseas job fraud follows the migration aspirations of the target community. Where Indians want to go — and what they want to do when they get there — is where the fraud concentrates. In 2025 and 2026, five sectors account for the majority of fraud cases involving Indian workers:

Sector	Primary Destination	Dominant Fraud Type	Typical Loss Range
Construction and General Labour	UAE, Saudi Arabia, Qatar, Oman	Ghost employer, visa category switch, kafala exploitation	₹1.5 – 3 lakhs
Healthcare and Nursing	UAE, UK, Saudi Arabia, Germany	Fake hospital / clinic, salary fraud, qualification fee scam	₹3 – 8 lakhs
Information Technology and Engineering	Canada, Germany, Australia	Fake LMIA, ghost employer sponsor, fake skills assessment	₹5 – 15 lakhs

Domestic Work	Saudi Arabia, Kuwait, Lebanon, UAE	Kafala sublet, passport confiscation, wage theft, trafficking	₹1 – 2 lakhs plus liberty
Hospitality and Tourism	Southeast Asia, UAE, Europe	Job type switch, cyber scam compound, visa overstay coercion	₹2 – 5 lakhs or forced labour
Teaching and Education	UAE, Middle East, Southeast Asia	School does not exist, salary fraud, contract substitution	₹2 – 5 lakhs
Technology-Enabled Fraud Centres	Myanmar, Cambodia, Thailand border zones	Forced labour, criminal coercion, debt bondage, trafficking	Life risk beyond financial loss

1.4 The Anatomy of a Target: Who Fraudsters Deliberately Seek Out

Overseas job fraud is not random. The people who run these operations are sophisticated criminals who profile their targets carefully and focus their resources where the probability of payment is highest and the risk of complaint is lowest. Understanding the target profile is not about victim-blaming — it is about recognising the specific ways fraudsters calculate their approach so that you can recognise when those calculations are being applied to you.

The first characteristic fraudsters seek is financial motivation combined with limited overseas experience. A first-time overseas job seeker has no reference point for what a genuine offer looks like. They cannot compare the agent's office to other agents's offices they have visited, because they have not visited other agents. They cannot compare the offer letter to other offer letters they have received, because they have not received other offer letters. This absence of context makes them dependent on the fraudster's framing of what is "normal."

The second characteristic is a degree of financial desperation — not absolute poverty, but the kind of calculated financial pressure that comes from having borrowed to fund the migration dream. When a family has raised ₹5 lakhs through gold loans and borrowed from relatives, the pressure to make the investment work is intense. Fraudsters use this pressure. They create urgency — "the visa processing deadline is tomorrow" — that exploits the borrower's fear of losing both the opportunity and the money already spent.

The third characteristic is social referral. The most effective recruiting tool for fraudulent agents is the apparently successful prior client. When someone in your village or your

community tells you that they went to this agent and got a job in Dubai, you are far less likely to apply critical scrutiny to the offer. You trust the referral. The fraudster knows this — which is why fabricated testimonials, paid referrals, and even a small number of genuine early placements are used to build the social proof that makes the fraud machine self-perpetuating.

The fourth characteristic is ECR passport status. An ECR designation on a passport signals lower formal educational qualifications, which in the fraudster's calculation correlates with lower awareness of eMigrate verification, less access to English-language official resources, and fewer connections to legal or professional advice networks. ECR passport holders are specifically targeted by Gulf country labour recruitment frauds.

1.5 The Real Economic Cost: Beyond the Lost Lump Sum

The standard figure quoted for overseas job fraud losses — ₹2–5 lakhs per victim — understates the true economic impact on affected families, sometimes significantly. This is because the amount lost is not drawn from savings in most cases. Most Indian families funding overseas work migration are borrowing.

The typical funding structure for a migration costing ₹5 lakhs involves multiple sources: a gold loan of ₹1.5–2 lakhs against family jewellery at 18–24% annual interest; a borrowing from a relative or close friend of ₹1–1.5 lakhs, often interest-free but socially costly to fail to repay; a chit fund or local moneylender borrowing of ₹1 lakh at 24–36% interest; and a personal or agricultural loan from a bank of the remainder.

When the migration fails because of fraud, the worker returns without income to a family servicing this multi-source debt at blended interest rates of 20–30% per annum. A ₹5 lakh loss becomes a ₹6.5 lakh debt burden within 18 months. Two years after the failed migration, the family may owe ₹8 lakhs on the original ₹5 lakh investment, with no improvement in income to service it. Agricultural land comes under mortgage pressure. Daughters' marriage plans are deferred. Children's higher education becomes unaffordable.

Beyond the financial mathematics, there are psychological costs that never appear in any loss calculation. Workers who return from fraudulent overseas placements — particularly those who experienced confinement, coercion, or abuse — frequently suffer from trauma symptoms that untreated can last years. The social shame of having been "the one who was cheated" affects not just the individual worker but their entire family's standing in the community.

1.6 What Is Working: Government Response in 2026

The Government of India has significantly expanded its protective infrastructure for overseas workers in the 2022–2026 period. Understanding what is available — and what its limitations are — is part of the knowledge every worker and family needs.

Government Tool / Initiative	Function and Limitations
eMigrate System (emigrate.gov.in)	Mandatory pre-departure clearance for ECR passport holders going to 18 ECR countries. Public searchable database of all licensed Recruitment Agents (RAs). Limitation: covers ECR countries and registered agents only. Workers going to non-ECR destinations or using unregistered agents fall outside the system's protection.
MADAD Portal (madad.gov.in)	Dedicated overseas distress complaint platform monitored by Indian Embassies globally. Priority cases receive expedited Embassy response. Limitation: resolution speed varies significantly by Embassy capacity and the severity and documentation of the complaint.
MEA Helpline 1800-11-3090	24/7 toll-free helpline for Indians in distress abroad. Can initiate Embassy welfare checks and fast-track MADAD cases. Limitation: the helpline can escalate and facilitate — it cannot physically intervene from India.
Pravasi Bharatiya Sahayata Kendra (PBSK)	Government-funded shelter and repatriation coordination centres in UAE, Saudi Arabia, Kuwait, Bahrain, and Oman. Provides food, accommodation, legal aid, and repatriation logistics. Limitation: only available in specific Gulf cities.
CICC Enforcement (Canada)	The College of Immigration and Citizenship Consultants has shut down 5,000+ unauthorised immigration pages and actively prosecutes unlicensed practitioners. Limitation: enforcement is reactive — new fraudulent pages appear faster than they can be removed.
Open Work Permit – Vulnerable Workers (Canada)	Allows foreign workers experiencing employer exploitation or abuse in Canada to change employers while their complaint is processed. Transformational protection for workers on closed work permits. Limitation: requires the worker to be able to file an application independently.
Trafficking Act 2021 (India)	Creates criminal liability for labour traffickers with penalties up to 7 years imprisonment (10 for repeat). Victim compensation mandated from perpetrators. Limitation:

prosecution requires the victim to report, testify, and cooperate — which many are afraid to do.

? FREQUENTLY ASKED QUESTIONS

Q: How do I file a complaint if I have been defrauded by an overseas recruitment agent?

A: Register your complaint on the MADAD portal at madad.gov.in with all available documentation: the job offer letter, all payment receipts, the agent's contact details, and copies of all communications. Simultaneously file an FIR at your nearest police station under IPC Sections 420 (cheating) and 406 (criminal breach of trust), and under the Emigration Act 1983 if the agent was operating illegally. If the agent was registered on eMigrate, the Protector of Emigrants can initiate proceedings against their government bond.

Q: Is 16,127 really the full number of victims?

A: No — it is the number of formal complaints to two specific government portals. Researchers consistently estimate that official complaint rates represent 10–20% of actual victimisation in overseas labour exploitation. The real number of Indian workers defrauded in overseas recruitment in that 22-month period is likely 80,000 to 100,000 or more.

Q: Can family members file complaints on behalf of a stranded worker?

A: Yes. Family members can register MADAD complaints using whatever information they have about the worker, the agent, and the employer. They can file FIRs against the recruiting agent in India. The Indian Embassy in the destination country will investigate based on whatever information is provided. More information means faster response, but a complaint with partial information is still a complaint worth filing.

Q: Does the MEA helpline actually help, or is it just a call center?

A: MEA 1800-11-3090 is a genuine intervention mechanism, not just a recording. Calls are monitored and routed to relevant Embassy consular officers. The helpline can initiate Embassy welfare checks, escalate MADAD cases to priority status, and in active crisis situations coordinate with the Pravasi Bharatiya Sahayata Kendra for immediate assistance. Its limitation is that it facilitates intervention — it cannot physically reach someone. The Embassy in the destination country is the physical intervention arm.

Q: Are there any states in India where overseas job fraud is particularly common?

A: Fraud victimisation is concentrated in states with high overseas work migration rates: Kerala, Tamil Nadu, Andhra Pradesh, Telangana, Punjab, Haryana, Uttar Pradesh, Bihar, Jharkhand, and West Bengal. These states also have the highest concentrations of unregistered agents. However, fraud has been documented from every state in India — no community is immune.

CHAPTER 2

THE SAFEJOB FRAMEWORK™: 7 STEPS THAT COULD SAVE YOUR LIFE

Rajan was a 32-year-old welder from Ludhiana. He had been offered \$45 per hour for a welding contract with a manufacturing company in Ontario, Canada. The recruiting agent had a professional office in Chandigarh, the offer letter looked genuine, and three other men from his neighbourhood were going through the same process. The agent wanted ₹3.2 lakhs upfront for LMIA processing and work permit fees. Rajan's cousin had gone through a legitimate Canadian work permit process the previous year — legitimately, through a registered RCIC, with zero fees to the worker. The contrast made Rajan pause. He applied the SAFEJOB Framework. Step A: he found the Canadian company's website and emailed their HR department directly. Their response arrived in 18 hours: they had no knowledge of the recruiting agent and had never issued any offer letter. Rajan did not pay. He did not travel. He lost nothing. The verification had taken less than two hours.

The SAFEJOB Framework™ is a 7-step, sequential verification system designed to catch overseas job fraud before it costs money, freedom, or safety. It works for any job offer, any destination country, and any category of worker. It is free — every step uses official government portals that are publicly accessible at no cost. It requires no professional expertise — every step can be completed by any literate adult with internet access. And it consistently works, because every major category of overseas job fraud fails at least one of its seven checks.

The framework was not designed in a workshop or derived from a theoretical model. It was built from practice — from 25 years of seeing which specific verification steps would have prevented which specific cases of fraud that clients brought to me after the damage was done. Every step in the framework corresponds to a real error that real workers made before they came to me. If Step A had been applied in the case of those 89 nurses from Tamil Nadu, 89 ₹8–10 lakh losses would have been prevented. If Step F had been understood by the IT professionals who paid ₹8 lakhs for "guaranteed Canadian LMIA letters," they would be richer today. The framework is built from those failures, so that you do not have to repeat them.



SAFEJOB FRAMEWORK™ — COMPLETE BEFORE ANY PAYMENT OR COMMITMENT

This system works for ANY job offer to ANY country.

Complete all 7 steps BEFORE paying any fee or signing any contract.
It is free. It uses only official government portals.
It takes under 2 hours if all checks flow smoothly.
Allow 48 hours for employer response in Step A — this is the minimum.
If you cannot complete a verification step, treat it as a FAILED check.
Two or more failed checks: stop and seek independent legal advice before proceeding.

Step	Name	What This Step Requires You to Do
S	Scan Agent	Go to emigrate.gov.in . Search Registered Recruiting Agent by RA number AND by company name. Verify the registered address matches where you physically met the agent. Check licence is current — not expired or suspended. An unregistered agent cannot legally send you abroad and has no government bond to cover your losses.
A	Ask HR Directly	Using only contact details found on the employer's OFFICIAL corporate website (not from the offer letter), email or call HR and ask: "I received an offer letter from [agent]. Can you confirm this is genuine?" A real employer answers in 48 hours. A ghost employer has no HR to answer.
F	Financial Red Flags	Zero payment for any job, LMIA, visa, permit, or documentation. This rule applies in Canada, UAE, Australia, Germany, UK — every legitimate destination. Any fee demanded from a worker — at any stage, regardless of how it is described — is a red flag. The fee escalation pattern: small file fee → LMIA fee → visa fee → complication fee → total loss.
E	Emigration Check	If your passport shows ECR, you must obtain Emigration Clearance Certificate (ECC) from eMigrate before travelling to any of 18 ECR-designated countries for work. The clearance is tied to your specific job and employer. Agents who skip this step are either uninformed or deliberately creating irregular migration — which means deportation risk for you.
J	Job Contract	Get a signed employment contract BEFORE any payment and BEFORE the flight. It must specify: exact job title, salary in local currency, working hours, overtime rate, accommodation, leave, repatriation. Vague terms like "as per company policy" are not

Step	Name	What This Step Requires You to Do
		contract terms — they are traps. Photograph the contract. Leave a copy in the Blue Folder.
O	Official Helplines	Before you board, save these numbers: MEA Helpline 1800-11-3090 (24/7, toll-free). Indian Embassy emergency number for your destination country. MADAD portal: madad.gov.in. These numbers must be in your phone and written in the Blue Folder BEFORE departure — not searched for after something goes wrong.
B	Backup Plan (Blue Folder)	Prepare a physical folder with: passport photocopy (all pages), signed contract, agent RA number and registered address, employer official address and HR contact, first accommodation address abroad, all payment receipts, Embassy emergency number. Leave it with a trusted family member with instructions: "If I am unreachable for 72 hours without explanation, contact the Embassy and file MADAD."

2.1 S — Scan Agent: Why the eMigrate Check Must Come First

The Scan Agent step is first because it is the fastest filter and because its result conditions everything that follows. If the agent is not registered on eMigrate, the verification process does not continue — you stop, you do not pay, and you report the unregistered agent. Every other step in the framework assumes a registered agent as the baseline.

The eMigrate verification process has five components, not one. Most workers who attempt this step check only whether the RA number exists. That single check is not sufficient, because the most common eMigrate evasion technique is the copied RA number — a fraudster copies a legitimate agent's RA number onto their own letterhead. The RA number exists in the database, but it belongs to someone else. The five-component check catches this:

1. Go to emigrate.gov.in and navigate to "Search Registered Recruiting Agent."
2. Enter the company NAME (not just the RA number) and search. If the company name does not appear in the results, the RA number on the letterhead belongs to a different company.
3. When you find the record, confirm the REGISTERED ADDRESS shown on eMigrate matches the physical address of the office where you met or will meet the agent. A Delhi-registered RA number appearing on a Hyderabad office letterhead is automatic fraud.

4. Confirm the LICENCE EXPIRY DATE. An expired licence is an invalid licence. The agent may have been legitimate in the past but is currently unlicensed.
5. Check for any SUSPENSION or BLACKLISTING notices on the agent's eMigrate record. These are publicly visible.

If all five components check out — company name matches, registered address matches, licence is current, no suspension — you have a baseline of legitimacy for the agent. This does not mean the specific job offer is real. It means the agent is legally licensed to operate. Step A then verifies the job.

CASE STUDY: The Copied RA Number — Hyderabad, 2025

Situation: A construction worker paid ₹4.8 lakhs to an agent with a professional Hyderabad office. The offer letter showed RA number RA-2019-089-HRD.

The fraud: RA number RA-2019-089-HRD belongs to a legitimate, registered agent in Delhi. The Hyderabad agent had printed it on his letterhead after finding it on a job board.

How eMigrate deep-check would have caught it: The registered address on eMigrate for that RA number is in Connaught Place, New Delhi — not Hyderabad. A 4-minute check would have revealed the mismatch.

What happened: Worker paid ₹4.8 lakhs. Agent vanished. FIR filed in Hyderabad. Agent traced to Bengaluru 4 months later by the Economic Offences Wing.

SAFEJOB step that prevents this: S — verify company name AND registered address, not just RA number.

2.2 A — Ask HR Directly: The Step That Stops 40% of All Fraud

Step A is the single most powerful check in the SAFEJOB Framework, and it is consistently the step most workers skip — because it feels presumptuous, because the agent has been convincing, and because they do not want to find a reason to question an exciting opportunity. This is precisely the psychological state the fraud exploits. Step A removes the human reluctance from the equation by making direct employer contact a non-negotiable protocol, not a choice.

The underlying logic is simple: most overseas job offer fraud uses real company names on fabricated documents. The company exists. The job description sounds plausible for that company. But the "recruiting agent" has no relationship with the company and no authority to place workers there. The fee goes to the fraudster. The company has never heard of the arrangement. Direct contact with the company's HR — using contact details obtained independently from the company's official website — exposes this instantly.

The protocol for Step A is precise and must be followed exactly:

6. Take the company name from the offer letter.
7. Open a fresh browser and search: "[Company name] + [city/country] + official website." Navigate to the company's corporate website by clicking on their official domain — not a third-party directory, not a LinkedIn page, not a news article. The official corporate website.
8. On the official website, find the HR, Careers, or Contact section. Note the email address and phone number listed there.
9. Send an email from your own personal email account (not via the agent) to the official HR email: "Dear HR Team, I have received an employment offer letter dated [date] purportedly from [Company Name], signed by [name on letter], sent through a recruitment agency called [agent name]. Could you please confirm whether this offer letter is genuine and issued by your organisation? I would be grateful for your confirmation before proceeding."
10. If you also have a phone number from the official website, call and make the same inquiry.
11. Wait 48 hours. A legitimate employer will respond. If they confirm: the offer is real — continue with Steps F through B. If they deny or cannot find any record: the offer is fraudulent. Stop immediately.

Important note on the 48-hour wait: fraudulent agents frequently apply intense urgency pressure precisely at this point. "The visa submission deadline is tomorrow." "Another candidate will take your slot if you don't pay today." "The company cannot wait for you to verify." This pressure is the tell. A real employer with a real job offer does not lose a good candidate because that candidate wanted 48 hours to verify the offer's authenticity. The urgency is manufactured to prevent verification.

✗ MYTH	✓ FACT
If the company name is real and the letterhead looks authentic, the offer must be genuine.	Fraudsters routinely use real company names on fabricated offer letters. Producing a convincing fake offer letter costs under ₹500 and takes less than 30 minutes with word processing software. The appearance of a document proves nothing about its authenticity.
A job listing on LinkedIn, Naukri, Indeed, or Facebook is verified and legitimate.	Job portals are advertising platforms, not regulatory agencies. They carry millions of genuine listings and thousands of fraudulent ones. Platform presence provides zero verification of a specific offer's legitimacy.

The agent is registered on eMigrate — therefore the job offer must also be real.	A registered agent can still present fraudulent job offers. eMigrate registration confirms the agent holds a valid licence. It does not confirm that this specific job with this specific employer is genuine. Both checks are independently necessary.
If the agent shows me photos and videos of the workplace, the job is real.	Photos and videos of real workplaces are freely available online and can be incorporated into fraudulent pitch materials with no effort. Visual "evidence" of the workplace is not verification of employment.
I cannot contact the employer directly — it is not professional to bypass the agent.	It is entirely professional to independently verify a job offer before committing significant money and your future to it. Any legitimate employer will understand and respect this. Any agent who tells you that direct employer contact is "not allowed" or "unprofessional" is blocking verification because their offer will not survive it.

2.3 F — Financial Red Flags: The Zero-Fee Rule and How Fraud Escalates

The Financial Red Flags step is built on a single foundational rule that has no exceptions in any legitimate destination country: no employer, recruitment agent, immigration consultant, or any other party charges the worker for job placement, visa processing, LMIA applications, work permit fees, skills assessments, or any other step in the overseas employment process. In every legitimate system — Canadian, Australian, German, UAE, UK — these costs are borne entirely by the employer.

This rule is not a general guideline. It is law. In Canada, charging workers for recruitment is a federal offence under IRCC regulations. In Australia, it violates Section 245AR of the Migration Act 1958. In the UAE, it violates Federal Decree-Law No. 33/2021. In Germany, it violates the Skilled Immigration Act 2023. In the UK, it violates the Gangmasters and Labour Abuse Authority Act 2004. Every legitimate destination country has made worker-paid recruitment fees illegal. An agent who charges you is operating illegally regardless of which country's law you apply.



THE ZERO-FEE RULE — NO EXCEPTIONS, ANYWHERE

CANADA: Charging workers for recruitment is a federal offence under IRCC regulations.

AUSTRALIA: Worker-paid recruitment fees are illegal under Migration Act 1958 Section 245AR.

UAE: Recruitment fees cannot be charged to workers under Federal Decree-Law No. 33/2021.

GERMANY: Charging internationally recruited workers for placement violates Skilled Immigration Act 2023.

UK: Worker recruitment fees prohibited under Gangmasters & Labour Abuse Authority Act 2004.

SAUDI ARABIA: Worker-paid fees violate the Saudi Labour Law and kafala reform decrees.

INDIA: Legitimate RAs are paid exclusively by employers. Worker fees violate the Emigration Act 1983.

IF ANYONE CHARGES YOU FOR: a job, LMIA, visa, permit, assessment, or "documentation" — THAT IS FRAUD.

No amount is too small to be suspicious. A ₹5,000 "file fee" is the opening move of a ₹5 lakh loss.

Understanding the fee escalation pattern is critical because fraudulent fee extraction is rarely a single large demand. It is a sequence of progressively larger demands, each justified by a new "requirement" that was not mentioned at the start. Recognising the pattern at the first demand prevents the full loss.

The typical escalation sequence unfolds like this: First contact — "No fee. We just need your documents to process the application." Second contact — "There is a small ₹15,000 file registration fee to hold your application slot." Third contact — "The employer requires ₹75,000 for the LMIA application to ESDC — this is the government fee." Fourth contact — "The work permit fees have increased — ₹2.8 lakhs needed before the submission deadline." Fifth contact — "There has been a complication with your documents — ₹3.5 more lakhs to resolve it or you lose everything you have already paid." By this fifth contact, the victim has paid ₹7 lakhs or more and the sunk-cost psychology makes each refusal feel like throwing away what has already been paid. This is designed deliberately.

The rule is: stop at any fee demand. Not at the fifth one. Not at the third one. At the first one. The moment any agent, consultant, or intermediary asks you to pay for anything related to the job placement, visa, or permit — stop, do not pay, and verify independently before reconsidering.

2.4 E — Emigration Check: The ECR System Explained Fully

India's passport system includes two designations that determine whether a worker needs government clearance before travelling abroad for employment. Every Indian worker needs to understand which category they fall under and what it means.

An ECR (Emigration Check Required) passport is issued to holders who have not completed the Class X (matriculation) board examination or who do not hold any formal post-secondary qualification. The ECR designation appears on the biographical data page of the passport. An ECNR (Emigration Check Not Required) passport is issued to holders who have completed at least the Class X examination or hold a degree, diploma, or equivalent qualification.

Question	Answer
Which countries are ECR-designated?	Saudi Arabia, UAE, Qatar, Bahrain, Kuwait, Oman, Malaysia, Thailand, Indonesia, Libya, Jordan, Yemen, Sudan, Afghanistan, Syria, Lebanon, Iraq, and Brunei Darussalam — 18 countries in total.
What clearance is required?	An Emigration Clearance Certificate (ECC) issued through the eMigrate portal before departure. The ECC is tied to the specific employer and job offer. Your registered RA applies for it on your behalf through eMigrate.
What happens if I travel without clearance?	The airline may deny boarding — many Gulf carriers check eMigrate clearance status at check-in. If you somehow board and arrive, you may be detained and deported at the destination country's immigration. You face potential legal penalties under the Emigration Act 1983.
My agent says ECR clearance is not needed for this job. Is that correct?	If your passport says ECR and your destination is one of the 18 ECR countries and you are going for employment — clearance is legally mandatory. An agent who tells you otherwise is either uninformed (and should not be placing you abroad) or deliberately helping you travel irregularly, which exposes you to deportation.
How do I upgrade from ECR to ECNR status?	By completing the Class X board examination, or by obtaining any formal degree or diploma of 3 years or more. Apply for a new passport at your Passport Seva Kendra with the relevant qualification certificate.
I have an ECNR passport — does this step apply to me?	ECNR passport holders do not need ECR clearance. However, verifying that the visa category is appropriate for

the type of work you are going to do remains critical — that is covered in Chapter 3 (Visa Bait-and-Switch fraud).

2.5 J — Job Contract: Every Term That Must Be Specified

The Job Contract step is built on a principle that sounds obvious but is violated in the majority of overseas job fraud cases: a verbal promise has no legal force in a foreign jurisdiction. When you arrive in another country and your employer presents different terms than what you were verbally told in India, the only document that matters is the signed written contract. If your signed contract says "accommodation as per company policy" and the employer's "policy" turns out to be a 20-person dormitory, you have no legal recourse. You signed the vague contract.

The employment contract you sign before departure must contain specific terms — not references to "policy," not vague commitments to "discuss," not promises that "everything will be fine." Specific numbers, specific descriptions, specific commitments that can be measured and enforced. Here is the complete list of terms that must be explicit:

- **Job Title and Description:** The exact title and a clear description of duties — matched word for word to what was advertised. "Welder" is not sufficient if the advertised role was "Senior TIG Welder at [specific plant]."
- **Salary:** Monthly gross salary in the local currency of the destination country. Also include the INR equivalent at the current exchange rate for your reference. If there is a probation period with a different rate, specify both clearly.
- **Working Hours:** Standard hours per day, days per week. Maximum overtime hours permitted per week. Overtime compensation rate — must be at least 1.5x the regular rate in most jurisdictions.
- **Accommodation:** Exactly what is provided — employer-provided private room, shared accommodation with allowance, or entirely self-arranged. If shared, maximum number of occupants. If allowance, the monthly amount in local currency.
- **Meals:** Employer-provided meals, or meal allowance per month in local currency.
- **Annual Leave:** Number of paid leave days per calendar year. When they accrue and when they can be taken.
- **Contract Duration:** Fixed-term (specify start and end date) or open-ended with notice period.
- **Probation Period:** Duration, and any difference in terms during probation.
- **Notice Period:** Both sides — how much notice you must give to resign, how much notice the employer must give to terminate.
- **Repatriation:** Who pays for the return flight to India at the end of the contract. What happens if the contract ends early due to employer action.

- **Dispute Resolution:** Which country's law governs the contract. This matters enormously for any future legal action.

The most dangerous phrase in any overseas work contract is "as per company policy" substituted for any of these specifics. This phrase creates a blank cheque that the employer fills in after you arrive. Refuse to sign any contract where salary, accommodation, working hours, or any other key term is described as "as per company policy" rather than with specific numbers.

✓ JOB CONTRACT VERIFICATION CHECKLIST — BEFORE SIGNING
☐ Job title in contract matches the advertisement and offer letter exactly
☐ Salary is a specific number in local currency — not "as per company policy"
☐ Working hours are specified — not "as required" or "as per operational needs"
☐ Overtime rate is specified as a multiple of regular pay
☐ Accommodation is described specifically — type, occupancy, or cash allowance amount
☐ Annual leave days are a specific number
☐ Contract duration and/or notice period is stated
☐ Return flight provision is clearly addressed
☐ The contract is in English AND the destination country's official language
☐ Both you and your employer have signed and dated the contract
☐ You have received your own original or certified copy
☐ You have photographed all pages
☐ A copy is in the Blue Folder at home before departure

2.6 O — Official Helplines: Save These Before You Board

Step O requires one specific action before your flight departs: save the MEA helpline and your destination country's Indian Embassy emergency number in your phone. Not when you arrive. Not if something goes wrong. Before you board.

Workers in distress abroad consistently lose 12 to 48 critical hours because they do not have the right numbers and must search for them using a phone they may not have full control over, in a country whose internet they may not be able to access freely, in a

language they may not be fluent in. Saving the numbers before departure costs nothing and takes 90 seconds. Not having them when you need them can cost everything.

Authority / Contact	Number / Portal
MEA Helpline (India, 24/7, toll-free)	1800-11-3090
MEA from abroad	+ 91-11-2301-7905
MADAD Complaint Portal	madad.gov.in
Indian Embassy — UAE (Abu Dhabi)	+ 971-2-449-2700
Indian Consulate — Dubai	+ 971-4-397-1222
Indian Embassy — Saudi Arabia	+ 966-11-488-8000
Indian Embassy — Qatar	+ 974-4-425-5777
Indian Embassy — Kuwait	+ 965-2-253-3600
Indian Embassy — Oman	+ 968-2468-1000
Indian Embassy — Canada	+ 1-613-744-3751
Indian Embassy — Germany	+ 49-30-2579580
Indian Embassy — Australia	+ 61-2-6273-3999
Indian Embassy — UK	+ 44-20-7632-3149
Indian Embassy — Thailand	+ 66-2-258-0300
Indian Embassy — Cambodia	+ 855-23-210-912
Indian Embassy — Myanmar	+ 95-1-229-714
National Cyber Crime (India)	1930 cybercrime.gov.in

2.7 B — Backup Plan: The Blue Folder Protocol in Detail

The Blue Folder Protocol is named for the physical folder that every departing worker should leave with a trusted family member. The colour does not matter. The contents do. In my practice, the speed of Embassy intervention and complaint resolution is almost

directly correlated with the quality of documentation available to the family when something goes wrong. Workers with a completed Blue Folder at home get faster help. Workers without one create critical delays while families try to reconstruct information from memory.

The Blue Folder must be assembled before the flight departs — not during packing, not at the airport, but at least 72 hours before departure so there is time to identify and fill any gaps. It must contain:

- Complete photocopy of every page of the passport — including blank pages, the ECR/ECNR designation, and any existing visas
- The signed employment contract — all pages
- The agent's full legal name, company name, RA registration number (verified on eMigrate), registered office address, and at least two phone numbers
- The employer's official registered name, physical address in the destination country, HR department email address, and HR phone number — obtained from the employer's corporate website, not from the offer letter
- The first accommodation address abroad — even if temporary, even if it is an arrival hotel for the first night
- All payment receipts — every rupee paid to every party at every stage
- The Indian Embassy emergency phone number for the destination country
- The MEA helpline: 1800-11-3090
- A dated, signed note from the worker: "If I am unreachable for 72 consecutive hours without prior explanation, please contact the Indian Embassy at [Embassy number], file a MADAD complaint at madad.gov.in with these documents, and file an FIR against the recruiting agent at [local police station name]."

The 72-hour threshold in that note is not arbitrary. Normal communication disruptions — flight delays, SIM card activation issues, time zone adjustment, exhaustion on arrival — explain communication gaps of up to 24 hours. A 48-hour gap without any contact is unusual and warrants escalation. A 72-hour complete silence without prior warning is a crisis signal.

WHICH SAFEJOB STEPS DOES THIS CHAPTER STRENGTHEN?

S: You have the 5-component eMigrate verification process — not just the RA number.

A: You have the 6-step employer contact protocol and the 48-hour rule.

F: You understand the Zero-Fee Rule and the fee escalation pattern.

E: You know the ECR/ECNR system and when clearance is legally mandatory.

J: You have the 13-point contract verification checklist.

O: All key helpline numbers are listed for saving to your phone today.

B: You know exactly what the Blue Folder must contain before departure.

? FREQUENTLY ASKED QUESTIONS

Q: How long does the complete SAFEJOB Framework take to run?

A: Under 2 hours if all checks flow without complication. The rate-limiting step is A — direct employer contact — where you must allow 48 hours for a response. Start Steps S and A on the day you receive the offer. Run F, E, J, and O during those 48 hours. Finalise B after you receive the employer's confirmation. The framework fits entirely within the 48-hour window of the 48-hour rule.

Q: What if the employer says they do not work through any recruiting agent — does that mean the offer is fake?

A: Not necessarily. It means the specific agent who presented the offer to you is not the employer's authorised representative. Ask the employer directly whether they would like to employ you, bypassing the agent. If yes, you can proceed without the agent. If no — the offer was fabricated.

Q: The agent says eMigrate is only required for Gulf country placements. Is that true?

A: No. The Recruiting Agent licence under the Emigration Act 1983 is required for all overseas job placements, not just ECR-country placements. Every RA must be registered on eMigrate regardless of their destination countries. Use eMigrate to verify all agents for all destinations.

Q: I am ECNR — does the SAFEJOB Framework still apply to me?

A: Yes. Every step applies to ECNR passport holders except the formal ECR clearance requirement in Step E. You still need to verify the agent (S), contact the employer directly (A), refuse to pay fees (F), verify the contract (J), save helplines (O), and prepare the Blue Folder (B). ECNR status does not reduce your fraud exposure — it only changes the pre-departure documentation requirement.

Q: Can I use a WhatsApp message from the employer as confirmation for Step A?

A: No. WhatsApp accounts can be created with any name and any profile picture. A WhatsApp message is not corporate communication. Confirmation must come from an official corporate email domain — @[companyname].com or equivalent — in response to an email sent to a contact address found on the company's official website. Anything else can be fabricated in minutes.

CHAPTER 3

12 TYPES OF OVERSEAS JOB FRAUD TARGETING INDIAN WORKERS

Suresh from Ludhiana was a 28-year-old with a diploma in computer networking. He was offered a "data entry and online customer support" position in Thailand at USD 3,000 per month — more than he had ever earned in India. The recruiter was professional, the company name checked out on a basic Google search, and two people he knew slightly had "gone the same route." When Suresh arrived in Bangkok, a car took him not to an office but to a guarded compound near the Myanmar border. There were 200 other workers — Indians, Bangladeshis, Chinese, Filipinos. Their phones were taken. They were given scripts to run cryptocurrency investment scams and romance fraud on victims across the world. Guards watched the exits. Suresh spent four months there before a family complaint through MADAD triggered an Indian Embassy extraction. The psychological damage outlasted the physical ordeal.

Not all overseas job fraud looks the same. The category Suresh experienced — the cyber scam compound — did not exist as a significant fraud type ten years ago. Every year brings new variants, new technical approaches, new psychological manipulation tactics. After 25 years in practice and tracking fraud patterns systematically since 2018, I have identified 12 distinct fraud archetypes that account for the overwhelming majority of cases involving Indian workers. Understanding each one gives you the pattern recognition ability to identify fraud in its early stages — before you pay, before you travel, before the damage is done.

TYPE 1: The Ghost Employer

The Ghost Employer is the most common fraud type and the foundation on which most other frauds are built. A real company name — or a plausibly invented one — is used on a professionally produced offer letter. The company either does not exist in the way described, exists but never issued the offer, or exists and the "agent" has no relationship with it whatsoever.

There are three common variants. In the first, the company is entirely fictitious — a name invented by the fraudster, sometimes with a registered-looking website that is itself fake. In the second, the company is real and well-known, but the offer letter was fabricated by the fraudster using the company's letterhead design obtained from publicly available

documents. In the third and most sophisticated variant, the company is real, has actually been hiring, and the fraudster operates as a parallel "agent" charging fees for placements that the company itself arranges free of charge through its official recruitment channels.

▶ GHOST EMPLOYER RED FLAGS

- Offer letter email domain does not match the company's verified official website exactly
- HR contact communicates only via WhatsApp or a personal Gmail/Yahoo account
- The company's address on the offer letter does not appear on the company's official website
- The interviewer cannot answer specific operational questions about the company's work
- The job was never listed on the company's official careers page or LinkedIn company profile
- Agent becomes evasive, defensive, or aggressive when you ask to contact the employer directly
- The offer arrived unsolicited, with no prior application by you to this company

TYPE 2: The Visa Bait-and-Switch

In this fraud, the worker is promised a proper work visa — the correct category for the role — but arrives on a tourist, visit, student, or business visa. The employment is then informal, illegal, and entirely at the employer's mercy. The worker has no employment rights because their visa category does not permit the work being performed. The employer holds the threat of immigration enforcement as the ultimate control tool: "Work quietly or I will report you to immigration."

This fraud is particularly prevalent in Gulf country hospitality and domestic work recruitment, where the promised role — "hotel housekeeping supervisor," "restaurant chef" — is replaced by informal domestic placement that the employer arranges outside of proper employment channels to avoid paying full MOHRE-registered wages.

📄 CASE STUDY: The Tourist Visa Hotel Switch — Tamil Nadu, 2025

Scenario: 31 hospitality workers from Tamil Nadu paid ₹2.5 lakhs each for "hospitality visas" to Dubai hotel chains.

Reality: All 31 arrived on 90-day tourist visas. There was no hotel placement — they were directed to a cleaning subcontractor operating entirely informally.

Their legal situation: Illegal workers with no employment protections, no right to complain to UAE MOHRE, and daily deportation risk.

Prevention — Step E: eMigrate emigration clearance is only granted when a proper work visa has been applied for. A tourist visa used for employment would have been inconsistent with any eMigrate clearance — the mismatch would have been visible before departure.

Outcome: 19 self-repatriated at personal cost. 7 deported by UAE immigration. 5 remained in distress for months.

TYPE 3: The LMIA Scam (Canada-Specific)

The Labour Market Impact Assessment is a genuine Canadian government document — issued by Employment and Social Development Canada (ESDC) — that confirms no available Canadian worker could fill a specific position, allowing an employer to hire a foreign worker. Real LMIAs exist and are issued every day. The fraud is in the claim that an LMIA can be purchased, brokered, or guaranteed by a third party.

LMIAs are issued by ESDC directly to the employer. They are not issued to workers, not issued to agents, and cannot be sold or transferred. An agent who claims to "have an LMIA ready" for a worker, or to "know how to get" an LMIA for a fee, is describing something that does not legally exist. The most common version of this fraud in 2025–2026 involves agents selling printed documents that look like LMIA approval letters but have fabricated ESDC reference numbers that fail when verified.

CANADA LMIA FRAUD — THE MOST EXPENSIVE SCAM

- Fraudsters charge ₹5–15 lakhs for "guaranteed LMIA letters" and "confirmed job offers with LMIA"
- A real LMIA is issued by ESDC to the EMPLOYER — not purchased by the worker from an agent
- Every genuine LMIA has a unique 9-digit ESDC confirmation number — verifiable by calling ESDC: 1-800-367-5693
- Fake LMIAs show fabricated numbers that return no record when checked with ESDC
- With IRCC restricting LMIA issuances in several high-wage categories in 2025–2026, any "easy LMIA" offer is MORE suspicious, not more credible
- LMIA-exempt pathways (IEC, open work permits, some ICT transfers) NEVER required an LMIA — an agent claiming to provide one for these categories is automatically fraudulent

TYPE 4: The Southeast Asia Cyber Scam Compound

This is the most dangerous fraud category of 2025–2026 — the only category where the risk is not just financial but physical, involving forced labour, criminal coercion, and in some cases severe violence. It must be treated as a standalone emergency risk by any Indian worker receiving a job offer from Cambodia, Myanmar, Thailand border areas, or Laos.

The recruitment pipeline for cyber scam compounds is sophisticated and designed specifically to pass initial scrutiny. Job advertisements appear on LinkedIn, Indeed, Naukri, and Facebook — real platforms, real-looking listings. The role descriptions are plausible: "online customer service representative," "digital marketing executive," "investment advisory associate." Salaries are exceptional — USD 2,000 to 5,000 per month for work that appears to require only basic English and computer skills. The recruiter is professional and responsive. The onboarding process seems smooth: visa arranged, flights provided, accommodation promised.

The reality on arrival: the worker is taken to a guarded compound in a border zone where local law enforcement presence is limited. Passports are confiscated on entry. Workers are given scripts for online fraud operations — cryptocurrency investment scams, romance fraud, phishing, fake trading platforms. The work is 12 to 18 hours daily. Workers who refuse or underperform face financial penalties, physical coercion, or sale to other compound operators. Communication with the outside world is restricted or monitored.

The Indian government rescued 6,700+ Indians from these compounds in 2024–2025 alone. The actual number of Indians trapped in these operations at any given time is estimated to be significantly higher. The rescue process takes weeks to months, during which workers remain in dangerous conditions.

CYBER SCAM COMPOUND — EVERY RED FLAG IS AN EMERGENCY SIGNAL

- Job location is in or near Myanmar (Myawaddy area), Cambodia (Sihanoukville), Thailand border zones, or Laos
- Role is "online customer service," "digital marketing," "investment advisory," "data entry" at unusually high salary
- Salary offer is USD 2,000–5,000/month for a role requiring only basic computer skills
- Recruiter arranges all travel and accommodation — unusually smooth, no questions, no official hiring process
- You are told communication with family will be limited "during the orientation period"

- The "opportunity" was presented urgently: "we need someone this week"
- Interview was brief and conducted only on WhatsApp — no formal HR process

IF YOU HAVE ALREADY ARRIVED AND SUSPECT THIS SITUATION:

- Contact Indian Embassy Thailand: +66-2-258-0300
- Contact Indian Embassy Cambodia: +855-23-210-912
- Contact Indian Embassy Myanmar: +95-1-229-714

TYPE 5: The Salary Fraud and Contract Substitution

The worker receives a written contract in India showing a clear salary — say, AED 3,500 per month as a construction supervisor in Dubai. On arrival, the employer produces a different contract: AED 1,800 per month, with a different job title, citing "local market adjustment" or "probationary rate." The worker is now in the destination country with a used flight ticket, documents either held or in process, accommodation conditional on the employment, and no immediate way home. The employer applies calculated pressure: "Sign this or leave — but leaving means no return ticket and no accommodation tonight."

This fraud is sometimes called contract substitution and is one of the most systematically practised forms of overseas employment fraud in Gulf country recruitment. The employer often plans the substitution from the start — offering attractive terms in India to secure the worker's arrival, then leveraging the worker's vulnerable position on arrival to extract compliance with reduced terms. Prevention: Step J requires the signed contract from India, and the January 2026 Embassy contract registration requirement for domestic workers creates a formal record that cannot be substituted.

TYPE 6: The Kafala Recruitment Fraud

Kafala (Arabic: sponsorship) is the immigration system that governs migrant worker status in Gulf countries. A worker's visa and legal status are tied to a specific sponsor-employer (kafeel). Traditional kafala created a structural power imbalance in which the worker could not change employers, exit the country, or renew their residence without the kafeel's consent. While 2020–2021 reforms have modified kafala in Saudi Arabia, UAE, Qatar, and Bahrain, implementation is uneven — particularly for domestic workers who remain partially or fully outside the reformed system.

The specific fraud pattern exploiting kafala involves domestic workers who are promised a specific household employer at agreed terms. On arrival, the kafeel — who is actually a labour broker rather than the end employer — immediately sublets the worker to multiple households, collecting the full contracted wage from each household and paying the worker a fraction. The worker, bound by kafala to the broker-kafeel, has no legal

mechanism to change employers during the initial period without the kafeel's cooperation. Passport confiscation, while illegal, is routine in these arrangements.

TYPE 7: The Skills Upgrade Scam

This fraud extracts money under the cover of a legitimate pre-employment requirement. The worker is told that a specific certification is mandatory before they can take up the job — an approved welding certificate, an IELTS or German language score, a trade licence, an industry-specific safety certification. They are directed to a specific training provider — often operated by or affiliated with the agent — and charged ₹50,000 to ₹2 lakhs for the programme. After completing the training, the job is unavailable: "the position has been filled," "the company's hiring plans have changed," "you need one additional certification."

The tell is the specificity of the training provider referral. Legitimate employers accept qualifications from any accredited institution in the relevant category. A fraudster specifies a single training provider — their own revenue source — because the job was never real. If an employer or agent insists on training from one specific provider as a condition of employment, that specificity is the red flag.

TYPE 8: The Digital Arrest Scam

The digital arrest scam does not directly involve overseas job placement — but it targets the families of overseas workers by exploiting their anxiety about a family member's legal status abroad. A caller posing as a CBI officer, TRAI official, Narcotics Control Bureau agent, or Customs Authority contacts the family and claims that their overseas worker family member is implicated in drug trafficking, money laundering, or smuggling. To resolve the matter without the worker being "arrested," the family must immediately transfer money as bail or legal clearance — and must remain on a continuous video call while doing so, "under digital arrest."

DIGITAL ARREST — DOES NOT EXIST IN INDIAN LAW

- No government agency in India — CBI, TRAI, NCB, Customs, police — can arrest anyone via phone or video call
- "Digital arrest" has no legal basis anywhere in Indian law. It is a fabricated concept used by fraudsters.
- 92,000+ digital arrest complaints were filed in India in 2024; losses exceeded ₹1,800 crore
- Prime Minister Modi addressed this in Mann Ki Baat: "Government agencies never contact citizens this way"
- IF YOU RECEIVE THIS CALL: Hang up immediately. Do not transfer any money.

- Report at cybercrime.gov.in or call 1930.
- Legitimate government investigations use physical notices delivered by officers in person.

TYPE 9: The Social Media Impersonation Scam

Fraudsters create social media profiles — on Facebook, Instagram, LinkedIn, and WhatsApp — that impersonate real immigration consultants, real companies, or real government agencies. They copy profile photos, credential badges, and client testimonials from legitimate sources. The impersonation is often convincing enough to pass a cursory check, particularly when the target is not aware of the specific verification steps that expose it.

CICC Canada shut down 5,000+ unauthorised immigration-related pages in 2024–2025 alone. Indian immigration consultants, including RCICs, have reported widespread impersonation campaigns where fraudsters use their photos, credentials, and even client testimonials to solicit paid consultations. The verification step that catches this: check the RCIC's registration number at icrc-crcic.ca directly — not through any link provided by the person claiming to be the RCIC.

TYPE 10: The Fake Skills Assessment

For Canada and Australia, skills assessments by designated authorities are legally required for skilled worker immigration applications. ICAS assesses Canadian computer engineers. Engineers Australia assesses engineering qualifications for Australian immigration. VETASSESS covers a range of professional and trades categories. These assessments are issued by the designated bodies only — there is no shortcut, no alternative provider, and no way to guarantee a positive outcome.

Fraudsters charge ₹1–3 lakhs for "guaranteed positive skills assessments." These are printed documents. They may look authentic — real logos, real assessment body names — but they are fabricated. Submitting a fraudulent skills assessment in an immigration application constitutes misrepresentation, which in Canada carries a 5-year bar from all applications and in Australia carries consequences that can include permanent inadmissibility.

TYPE 11: The Guaranteed PR Scam

Permanent Residency cannot be guaranteed by any immigration consultant in any country. This is not a matter of ethical practice — it is a matter of legal prohibition. The CICC Code of Professional Ethics explicitly prohibits RCICs from guaranteeing immigration outcomes. OMARA, the Australian migration agent regulator, has the same prohibition. Immigration decisions are made by government officers under statute. No consultant has a relationship with those officers or the ability to influence their decisions.

"Guaranteed PR" pitches share a consistent structure: the consultant claims to have a "special arrangement," an "employer database," or an "inside connection" with the provincial government or immigration department. All of these claims are false. Express Entry, PNP, and Australian SkillSelect are transparent points-based systems. No inside track exists. Any consultant claiming one is operating fraudulently.

TYPE 12: The Fake Overseas Job Fair

Fraudulent overseas job fairs are advertised in major Indian cities — Hyderabad, Pune, Mumbai, Bengaluru, Chandigarh, Delhi — with entry fees of ₹500 to ₹2,000. Inside, attendees find glossy brochures representing "foreign companies" that are not present and have not authorised use of their names. "Company representatives" collect registration fees of ₹15,000 to ₹50,000 for "confirmed slots." The representatives vanish. The companies never knew their names were used.

The legitimate version — genuine overseas job fairs organised by registered RAs or directly by foreign employers — does exist. The distinction: genuine job fairs are typically free to attend, the companies present have human HR representatives who can be verified, and no fee is collected at the event. Any "job fair" that charges entry and collects registration fees on the spot should be treated with immediate suspicion.

✗ MYTH	✓ FACT
Any job on a regulated platform like LinkedIn or Naukri has been verified for legitimacy.	LinkedIn, Naukri, Indeed, and Facebook are advertising platforms, not regulatory agencies. They carry legitimate and fraudulent listings simultaneously. Platform presence provides zero verification of any specific listing.
A professional office and printed brochures prove an agent is legitimate.	Fraudsters invest specifically in professional-looking offices and materials to build credibility. The single legitimate verification is eMigrate registration — not office quality.
A WhatsApp message with a company logo is official communication from that company.	WhatsApp accounts can be created with any name, logo, or photo in minutes. A WhatsApp message is never official corporate communication for employment purposes.
If I paid and got a receipt, I have legal protection.	A receipt from an unregistered agent has no legal enforceability. Only registered RAs with

government bonds offer meaningful legal recourse for their specific obligations under the Emigration Act.

? FREQUENTLY ASKED QUESTIONS

Q: How do I tell a genuine job offer from a Ghost Employer fake?

A: Apply Step A of the SAFEJOB Framework: contact the employer's HR department directly using contact details found on their official corporate website. Not the email in the offer letter. Not the WhatsApp number from the agent. The official corporate website HR contact. A genuine employer will confirm or deny in writing within 48 hours.

Q: I received a job offer in Cambodia for USD 4,000 per month in "digital customer service." I did not apply for it. What should I do?

A: Treat this as a cyber scam compound recruitment attempt. Do not respond, do not provide any personal information, and do not travel. Report the contact details to cybercrime.gov.in. If you are tempted to explore it further, read Section 4.7 of this book first.

Q: A friend says they went through this agent last year and everything was fine. Does that mean the agent is legitimate?

A: A past successful placement by the same agent does not validate a new offer from that agent. Fraudsters often make a small number of genuine placements to build social proof — the testimonials you hear are real, but they are the bait for the fraud that follows. Verify every offer independently regardless of the agent's track record.

Q: My agent says I can pay in installments so the risk is lower. Is that correct?

A: Installment payment structures do not reduce the risk of fraud — they are actually a tactic used to extract more total money from victims who would refuse a single large payment. The Zero-Fee Rule applies to installments exactly as it applies to lump-sum payments. Zero is zero.

CHAPTER 4

COUNTRY-SPECIFIC FRAUD PATTERNS AND VERIFICATION GUIDES

Every genuine migration opportunity creates a parallel fraud wave. Canada's Express Entry system is real — and so is the fake LMIA industry built around it. Germany's Skilled Immigration Act is a genuine opportunity — and so is the fake German employer sponsorship racket that emerged within months of the Act's passage. Australia's Skills in Demand visa is a legitimate pathway — and so are the fraudulent "guaranteed SID visa" packages being marketed to Indian workers. Understanding the specific fraud landscape of your target country is not optional — it is the country-specific application of the SAFEJOB Framework.

This chapter provides country-specific verification guides, 2026 fraud patterns, and the key legal updates you need to know before pursuing employment in each major destination. Read the section for your target country carefully. Then apply the SAFEJOB Framework steps with the country-specific verification tools identified here.

4.1 CANADA — LMIA Fraud, Ghost RCICs, and PNP Misrepresentation

Canada is simultaneously the most desired immigration destination for Indian skilled workers and the most fraudulent overseas job market they face. The complexity of the immigration system — Express Entry, Provincial Nominee Programs, Temporary Foreign Worker Program, LMIA process, Post-Graduate Work Permits, Spousal Open Work Permits — creates a large surface area for fraudsters to pose as specialists in any of its components.

The 2025–2026 policy context has made some frauds more dangerous. IRCC has restricted LMIA issuances in several high-wage categories in response to housing affordability pressure. This genuine restriction creates a plausibility problem: workers know LMIA exist and are required, and they know they are now harder to get — which makes a fraudster's offer of a "guaranteed LMIA" sound valuable rather than suspicious. The correct response is the opposite of what the fraudster intends: if genuine LMIA are restricted and hard to obtain, any offer of a "guaranteed LMIA for a fee" is more fraudulent than ever, not less.

Verification Step	Action Required and Resource
Verify the RCIC consultant	All licensed Canadian immigration consultants are registered at icrc-crcic.ca . Every genuine RCIC has a unique R-number. Search by name AND by R-number. If the name and number do not match, the person is unlicensed.

Verify the Canadian employer	Canadian businesses have publicly registered Business Numbers (BN). Search at canada.ca/cra-business-registry . Does the business exist, is it active, and does it match the employer named in the offer?
Verify the LMIA	Call ESDC directly: 1-800-367-5693. Every genuine LMIA has a 9-digit confirmation number. Ask ESDC to confirm the confirmation number is linked to the specific employer and occupation in the offer letter.
Verify the job offer directly	Using contact from the employer's official Canadian corporate website: email HR asking them to confirm the offer.
Suspect a ghost RCIC?	File a complaint with CICC at icrc-crcic.ca or call 1-855-282-7163. CICC actively investigates and prosecutes unlicensed practitioners.
Work permit applications	All Canadian work permit applications are submitted through the official IRCC portal (ircc.canada.ca). No legitimate agent submits through an alternative system.

The Open Work Permit for Vulnerable Workers is one of Canada's most significant protections for temporary foreign workers who discover their employment situation is exploitative after arrival. If you hold a closed work permit tied to a specific employer and that employer is not providing the terms of your LMIA, is abusing you, or is engaging in fraud, you can apply for this open permit, which allows you to work for any employer while your complaint is processed. This removes the leverage that fraudulent employers depend on.

CA CANADA 2026 ACTIVE FRAUD WATCH LIST

- Fake LMIA letters with fabricated ESDC confirmation numbers: ₹5–15 lakhs per victim
- Fake Express Entry job offers with LMIA numbers that do not verify with ESDC
- Ghost RCICs: consultants advertising with fabricated CICC registration numbers
- Fraudulent PNP nomination letters from non-existent or misrepresented provincial programs
- PGWP extension fraud: charging graduates ₹1–3 lakhs for "work permit renewal assistance" that should be straightforward

- Fake Canadian employer records: company names registered to shell entities with no real operations

"Guaranteed NOC code upgrade": agents claiming to reclassify your occupation to a higher category for a fee — not possible

4.2 UAE — Federal Decree-Law No. 33/2021 and the January 2026 Domestic Worker Changes

The United Arab Emirates is India's single largest overseas employment destination, with approximately 3.5 million Indians resident as of 2026. It is also the destination with the highest absolute volume of labour complaints from Indian workers and the most complex recent legislative history. Workers targeting UAE employment in 2026 need to understand both what the law says and the gap between legal text and enforcement reality.

The landmark Federal Decree-Law No. 33/2021 fundamentally reformed UAE labour relations. Its most significant provisions for migrant workers: employer change rights after 6 months for skilled workers (without requiring the current employer's consent), mandatory one rest day per week, mandatory electronic wage payment through the Wage Protection System, prohibition on charging workers recruitment fees, and strengthened anti-discrimination provisions. These reforms represent genuine improvements in the legal framework.

The enforcement gap remains real. Passport confiscation — illegal under Federal Law No. 6/1973 and reiterated as prohibited in the 2021 reforms — continues to be routinely practised by employers, particularly in domestic work placements. Workers who experience it must contact the Indian Embassy, as Embassy-level intervention is the primary enforcement mechanism.

January 2026 Domestic Worker Contract Registration: From January 2026, the Government of India has mandated that employment contracts for domestic workers going to Gulf countries must be registered at the Indian Embassy in India before departure. This creates a formal, government-witnessed record of the agreed contract terms that cannot be substituted on arrival. Workers should insist that their agent facilitates this registration. An agent who resists or says it is "not required" is signalling that the contract terms would not survive official scrutiny.

UAE Verification Resource	How to Use It
MOHRE Verification Portal	mohre.gov.ae — verify employer registration, job offer authenticity, and contract terms. The "Verify Job Offer" tool allows workers to check whether a specific offer has been formally registered by the employer.

Embassy Contract Registration (Jan 2026)	Indian Embassy UAE. For domestic workers, contract must be registered at Indian Embassy before departure.
Dubai Department of Economy and Tourism	invest.dubai.ae — verify if a company is a registered Dubai business
Abu Dhabi Chamber of Commerce	abudhabichamber.ae — verify Abu Dhabi businesses
MOHRE Complaint Hotline	800-60 (free within UAE) — labour complaints, wage theft, passport confiscation reports
UAE Aman Hotline (Domestic Workers)	800-2626 (free within UAE) — domestic worker abuse and emergencies

4.3 GERMANY — Skilled Immigration Act 2023 and the Opportunity Card Fraud Wave

Germany's Fachkräfteeinwanderungsgesetz (Skilled Immigration Act) 2023 created the most significant opening for Indian skilled workers in any European country in a generation. Qualified IT professionals, healthcare workers, engineers, and tradespeople with recognised qualifications now have genuine, accessible pathways to Germany — through the new Opportunity Card (Chancenkarte) as a job-seeking visa, through employer sponsorship, and through recognition of foreign qualifications at anabin.kmk.org.

This genuine opportunity has created a large and active fraud ecosystem within months of the Act's passage. The most prevalent frauds: fake German employer sponsorship letters using real company names (Siemens, SAP, Bosch, Deutsche Telekom, BMW — all have been impersonated); "Opportunity Card guarantee" services charging ₹2–4 lakhs for a visa that can be applied for directly through the German Embassy for standard application fees; fraudulent "German language course plus guaranteed job" packages; and fake qualification recognition services charging for a process that is free at anabin.kmk.org and the relevant recognition authority.

Germany Verification Step	Resource
Official German international recruitment portal	make-it-in-germany.com — the only official German government portal for international skilled worker recruitment. All information there is government-verified.

Federal Employment Agency	arbeitsagentur.de — verify employer and job posting. German employers recruiting internationally do so through the Bundesagentur für Arbeit.
Qualification recognition	anabin.kmk.org — free public database for checking equivalency of foreign qualifications in Germany.
German company registration	unternehmensregister.de — all registered German businesses appear here. A company not listed does not legally exist in Germany.
German Embassy in India	india.diplo.de — all legitimate German visa applications are processed exclusively here. No legitimate agent has an "alternative" submission system.
Opportunity Card (Chancenkarte) info	make-it-in-germany.com/en/visa-residence/types/opportunity-card — official eligibility criteria and application process. No agent required.

DE GERMANY 2026 KEY FACTS FOR WORKERS

- German statutory minimum wage: €12.82/hour (January 2025). Any offer below this is legally impossible for a registered German employer.
- make-it-in-germany.com is the ONLY official German government portal for international recruitment.
- The Opportunity Card (Chancenkarte) can be applied for directly through the German Embassy — no agent required, no special service needed.
- All German employers must process international hires through the Bundesagentur für Arbeit. Verify at arbeitsagentur.de.
- anabin.kmk.org is free. Any agent charging you to check your qualification equivalency is extracting money from a free service.
- No legitimate German employer will charge a worker any recruitment or processing fee.

4.4 AUSTRALIA — Migration Agent Fraud and Ghost Sponsorship

Australia's immigration system is one of the most heavily regulated in the world — and one of the most frequently defrauded, precisely because its regulatory structure creates the impression of safety that makes people less likely to perform independent checks. "It is regulated, so it must be safe" is the psychological environment the fraudsters exploit.

The Skills in Demand (SID) visa replaced the Temporary Skill Shortage (TSS) 482 visa in late 2024. The SID visa has three streams: Specialist Skills (for highly specialised roles), Core Skills (for a broad range of occupations), and Labour Agreement (for industry-specific arrangements). The Core Skills stream is the most broadly accessible. Fraudsters have rapidly incorporated SID visa language into fake job offers and consultancy pitches — workers need to be able to distinguish genuine SID pathway conversations from fraudulent ones.

Australia Verification Step	Resource
Verify Registered Migration Agent (RMA)	mara.gov.au — Office of the Migration Agents Registration Authority. Every registered RMA is listed with current registration status.
Verify Standard Business Sponsorship (SBS)	immi.homeaffairs.gov.au — Australian employers must hold SBS approval to sponsor skilled workers. Verifiable by calling the Department of Home Affairs.
Ghost employer check	Australian Business Register: abr.business.gov.au . Every Australian business has an ABN. A company without a listed ABN does not legally operate in Australia.
Skills assessment verification	Contact the assessing body directly — ICAS, Engineers Australia, VETASSESS, TRA. They confirm whether a specific assessment was genuinely issued.
Worker rights and wage theft	Fair Work Ombudsman: fairwork.gov.au or 13 13 94. Reports can be filed anonymously.
Australian Federal Police (trafficking)	131 AFP — for reports of trafficking, forced labour, and severe worker exploitation.

4.5 UNITED KINGDOM — Sponsor Licence Fraud and Post-Reform Exploitation

The UK Skilled Worker visa replaced the Tier 2 visa in December 2020. Its defining feature — and its key worker protection — is the public Sponsor Licence Register: every employer licensed to sponsor Skilled Worker visa holders is searchable at gov.uk/check-sponsor-licence. This public register makes employer verification faster and more definitive than in almost any other country. A 2-minute check on this register would prevent the majority of UK-targeted job placement fraud.

Despite the public nature of this check, most UK-targeted fraud victims never use it. The fraudster relies on this omission. The simple, non-negotiable rule: before accepting any

UK job offer, check the employer's Sponsor Licence status at gov.uk/check-sponsor-licence. If the employer is not listed, they cannot sponsor a Skilled Worker visa and the offer is fraudulent.

UK Verification Step	Resource
Check employer Sponsor Licence	gov.uk/check-sponsor-licence — immediate, free, definitive. Not listed = cannot sponsor you.
NHS Jobs verification	All NHS positions are listed at jobs.nhs.uk . Any NHS recruitment outside this portal is suspicious.
UKVI visa applications	All UK visa applications go through official UKVI: gov.uk/apply-to-come-to-the-uk . No legitimate agent has an alternative submission channel.
Worker exploitation reports	Gangmasters and Labour Abuse Authority (GALA): 0800 432 0804 (free in UK)
Modern Slavery Helpline	0800-0121-700 (free in UK) — for trafficking and forced labour situations

4.6 SAUDI ARABIA — Kafala Reform, Deportation Statistics, and Ongoing Vulnerabilities

Saudi Arabia deported 10,884 Indians in 2025 alone. The majority were not deported because of criminal activity — they were deported because they were victims of irregular migration: workers who arrived on visit visas under promise of employment, without proper emigration clearance, or with falsified documents. Understanding the Saudi system — and the gap between its reformed legal framework and enforcement reality — is essential for any Indian worker considering the Kingdom.

The kafala reforms of 2021 created important new rights: workers can change employers after completing one year of service without kafeel consent; the Exit Re-Entry Visa is now the worker's right rather than the kafeel's gift; the Wage Protection System mandates electronic salary payments. These reforms are genuine. The problem is implementation: domestic workers in particular continue to experience restricted access to the employer-change rights in practice, and passport confiscation remains common despite its clear illegality.

Saudi Arabia Verification Step	Resource
--------------------------------	----------

MUSANED Platform (domestic workers)	musaned.com.sa — Saudi Arabia's official platform for domestic worker contract registration. Verify any domestic work contract here.
Ministry of HR (MHRSD) complaint hotline	19911 (free within Saudi Arabia) — for labour complaints, wage theft, kafala violations
Exit visa rights	Since 2021, Saudi workers can exit without kafeel permission. If employer refuses to facilitate exit, contact Indian Embassy: +966-11-488-8000
Passport confiscation	Illegal under Saudi Labour Law. Report to MHRSD (19911) and Indian Embassy simultaneously.
Wage Protection System (WPS)	Wages must be paid electronically. Non-payment reported to MHRSD.

4.7 SOUTHEAST ASIA — The Cyber Compound Crisis Detailed

If there is one section in this chapter that warrants the most careful reading, it is this one. The cyber scam compound crisis in Southeast Asia represents a category of risk that is qualitatively different from all other overseas job fraud. In every other category, the primary risk is financial loss. Here, the risk involves loss of liberty, physical safety, psychological trauma, and criminal liability for crimes committed under coercion. Six thousand seven hundred Indians were rescued from these operations in 2024–2025. Thousands more remain.

The geographic concentration: Myawaddy and the Kayah State border zone in Myanmar; Sihanoukville and border areas in Cambodia; Mae Sot and other Thai border zones; Golden Triangle border areas in Laos. These are areas with limited effective government control and where compound operators have established operational infrastructure that local law enforcement cannot easily access. Indian Embassies in Bangkok and Phnom Penh are the primary rescue coordination points.

Any job offer that involves travel to any of these areas — or to any rural or border area of Cambodia, Myanmar, or Laos for any purpose — should trigger immediate verification through the Embassy before any response is made to the recruiter. The rescue pipeline is improving, but the preventive filter — not going in the first place — remains the most effective protection.

ALREADY IN A COMPOUND? EMERGENCY PROTOCOL

Step 1: Contact the Indian Embassy as soon as any phone or internet access is possible — even 30 seconds of access.

Step 2: Send your GPS location to a trusted family member in India. Google Maps — Share Location — Manoj Ka Ghar — Copy Link — send via any channel.

Step 3: Tell your family to call MEA Helpline 1800-11-3090 and file MADAD at madad.gov.in with all available details.

Step 4: Do NOT sign any document presented in the compound — debt agreements are used to delay rescue operations.

Step 5: Do NOT comply with demands to commit fraud — criminal liability can attach even under coercion, though coercion is a strong mitigating defence.

Indian Embassy Thailand: +66-2-258-0300 (emergency extension: ask for Consular Section)

Indian Embassy Cambodia: +855-23-210-912

Indian Embassy Myanmar: +95-1-229-714

Indian Embassy Laos: +856-21-352-300

? FREQUENTLY ASKED QUESTIONS

Q: I have a job offer from a German company but cannot find them on unternehmensregister.de. Should I proceed?

A: No. All legally registered German businesses appear in the German business register. A company with no record there does not legally exist as a German entity. The offer letter is fraudulent. Do not proceed and do not pay anything.

Q: My agent says the UAE employer has already verified my contract with MOHRE — does that protect me?

A: Employers can register contracts with MOHRE, and this is a genuine protection. However, ask to see the MOHRE contract reference number and verify it yourself at mohre.gov.ae. Do not rely on the agent's claim that verification has been done — verify the verification.

Q: Can I apply for a UK Skilled Worker visa without using an immigration agent?

A: Yes. The UK visa application is straightforward and the official guidance at gov.uk is comprehensive. You do not need to pay an agent for a standard Skilled Worker visa application. If the role is straightforward and your documentation is in order, the application process is accessible to a literate person with internet access.

Q: My Saudi employer says I cannot exit the country until my employment contract ends. Is that legal?

A: Since the 2021 Saudi kafala reforms, the Exit Re-Entry Visa is the worker's right and cannot be unilaterally blocked by the employer. If your employer is preventing your exit, contact the Indian Embassy (+966-11-488-8000) immediately — this constitutes unlawful confinement and your Embassy can intervene.

CHAPTER 5

THE AGENT VERIFICATION SYSTEM: HOW TO CHECK ANY RECRUITER

In my 25 years of practice, I have never heard a fraud victim say: "I verified the agent on eMigrate, checked their registered address, called the employer directly, confirmed zero fees, and still got defrauded." The victims who come to me — without exception — skipped at least one verification step. Usually they skipped all of them. Not because they did not know verification was possible. Because the agent was convincing, the opportunity was exciting, and the verification felt like an obstacle between them and the dream. This chapter gives you the tools to override that psychology with process.

Agent verification is not a single action. It is a layered system that catches different types of fraud at different points. The eMigrate check catches unregistered agents and copied RA numbers. The registered address match catches agents who have stolen credentials. The Agent Call Script catches agents whose story does not survive structured questioning. The 48-Hour Rule defeats urgency pressure that is designed to prevent all other checks. Together, these four layers are close to fraud-proof.

5.1 The Agent Call Script™ — Use Before Any Engagement

The Agent Call Script is a set of seven questions to ask any recruitment agent at your first substantive interaction. The questions are designed so that a legitimate agent can answer all of them immediately and without evasion, while a fraudulent agent will struggle with at least one. Use the script in your first meeting or phone call. Write down or record the responses.

Question to Ask	Acceptable Answer	Stop — This Answer Is a Red Flag
What is your RA registration number?	Gives a specific number immediately, unprompted. Verifiable at emigrate.gov.in .	"We work through multiple agents" / refuses to give / says "registration is being renewed"

Question to Ask	Acceptable Answer	Stop — This Answer Is a Red Flag
Can I verify it on eMigrate right now, in front of you?	Yes — here is the number. Please check it now.	Hesitates, says the portal is slow, suggests you check later, becomes defensive
What fees do you charge the worker for this placement?	"Zero. Our fee is paid by the employer." Full stop.	Any amount mentioned — even "just a small file fee" or "fully refundable deposit"
Can I contact the employer's HR directly to verify this offer?	Yes — here is the official HR email from their corporate website.	Employer is "too busy," only WhatsApp available, "not protocol," or long delay before answer
Can I see the full employment contract before paying anything?	Yes — I can share a draft contract for your review before any payment.	Contract only provided after initial payment is made
What is your registered office address on eMigrate?	States a specific address that matches the physical office you are in.	"We recently moved" / vague / refuses to give address / address does not match eMigrate
What is your refund policy if the job does not materialise?	Describes a specific, written refund process with timelines. Offers to put it in writing.	"No refunds after the visa is applied" / vague answer / aggressive response to the question

5.2 The 5-Component eMigrate Deep Verification

As explained in Chapter 2, the eMigrate verification has five components that together close the most common evasion techniques. Repeat them here with additional context on why each component matters:

12. Search by COMPANY NAME on emigrate.gov.in — not just by RA number. If the RA number on the letterhead belongs to a different company, searching by number alone will not reveal the fraud. Searching by name will show that this company's name does not appear — or appears with a different RA number.
13. Verify the REGISTERED ADDRESS on eMigrate matches the physical office address. This is the single most frequently skipped step and the one that catches the most common fraud technique — the copied RA number. The fraudster's office in Hyderabad cannot match a Delhi-registered RA number's address.

14. Check the LICENCE EXPIRY DATE. An expired RA licence means the agent is currently unlicensed, regardless of how long they operated legitimately before. Operating with an expired licence violates the Emigration Act 1983.
15. Look for SUSPENSION or BLACKLISTING notices. These are visible on eMigrate. An agent who was suspended for a previous fraud will have a record. Check it.
16. For Canadian immigration specifically: additionally verify the consultant's RCIC registration at icrc-crcic.ca. An RA licence covers overseas job placement — Canadian immigration advice requires a separate RCIC licence. Agents providing Canadian immigration advice without an RCIC licence are unlicensed for that specific activity.

5.3 The 48-Hour Rule: Why Urgency Is Always a Red Flag

The 48-Hour Rule is both a practical protocol and a diagnostic tool. Its practical function: it provides the minimum time needed to complete the SAFEJOB Framework verification steps properly, particularly Step A (direct employer contact and 48-hour response window). Its diagnostic function: any agent who resists, argues against, or attempts to override the 48-hour wait is demonstrating that their offer will not survive verification. Legitimate offers do not expire in 24 hours.

Common urgency arguments from fraudulent agents, and why each is false:

- "Only 2 slots left for this batch." Genuine employers with real job offers fill multiple positions over weeks or months. They do not run out of 2 slots simultaneously on the exact day you met the agent.
- "The visa submission deadline is tomorrow and we need payment to file today." No legitimate visa application requires same-day payment to an agent without prior discussion. This is manufactured urgency.
- "Another candidate will take your slot tonight." Legitimate competitive processes do not involve secret competing candidates who appear and disappear on command.
- "The price goes up by ₹25,000 if you do not pay today." Legitimate recruitment fee schedules do not include 24-hour price escalations. This is a classic retail pressure tactic transplanted into recruitment fraud.
- "I have done this for many other people from your neighbourhood — are you the only one who doesn't trust me?" Social pressure designed to make individual due diligence feel like a social transgression.

The response to all of these is the same: "I need 48 hours to complete my verification process before I can make any commitment." Say it clearly, once. If the agent continues applying pressure, treat that pressure as additional confirmation that the opportunity will not survive verification.

5.4 Red Flag Pattern Recognition at a Glance

Category	Red Flag Signal	What It Most Likely Indicates
Payment	Any fee at any stage before contract signing	Fee fraud — the job may not exist
Communication	Only WhatsApp, no official email address	Avoids paper trail; lower accountability
Urgency	Offer expires in 24 hours or "2 slots left"	Pressure designed to prevent verification
Employer access	Agent refuses or delays direct employer contact	Ghost employer — agent is playing both roles
Documentation	Cannot state RA number immediately and confidently	Likely unregistered or using a copied number
Contract	Salary or terms differ from advertisement	Contract substitution is planned
Location	Job is vaguely described as "Southeast Asia"	Possible cyber scam compound risk
Guarantees	"Guaranteed visa" or "guaranteed PR"	Prohibited claim; almost certainly fraudulent
References	Offers references but says not to contact them	References are fabricated
Pressure	Calls repeatedly, becomes aggressive when questioned	Behavioural pattern of a fraudster under scrutiny

5.5 Verifying Consultants Found Online

Online platforms — YouTube, LinkedIn, Facebook, Instagram, WhatsApp communities — have become the primary discovery channel for immigration consultants in the Indian community. This creates specific verification requirements that go beyond the standard eMigrate and CICC checks.

Online Platform or Source	Specific Verification Actions
---------------------------	-------------------------------

YouTube immigration channel	Find the RCIC number shown in videos or channel description. Verify that exact number at iccrc-crcic.ca. Confirm the physical address and phone number on the CICC registration match what the channel shows. Call the office number listed on the CICC record directly.
LinkedIn profile	Verify the RCIC R-number in the profile bio at iccrc-crcic.ca. Check the profile creation date — profiles created within the last 6 months claiming years of experience are suspicious. Confirm the listed employer matches the CICC registered firm name.
Facebook / Instagram page	Search the consultant's name at iccrc-crcic.ca independently — do not use the number shown in the social media profile, because fraudsters post fake numbers. Look for a posting history going back years with consistent content.
WhatsApp group or message	Legitimate consultants do not cold-solicit clients via WhatsApp messages or groups. Treat any WhatsApp job or immigration offer as suspicious regardless of how credible the sender appears. Verify independently before responding.
Google-sponsored ad	Paid advertising conveys no legitimacy. Verify the advertiser through CICC or eMigrate exactly as you would any other source. Bad actors run Google ads for fraudulent services routinely.
Friend referral	Ask the friend for the agent's RA or RCIC number. Verify independently on eMigrate or iccrc-crcic.ca. Even a friend's genuine positive experience does not validate a new offer from the same agent.

? FREQUENTLY ASKED QUESTIONS

Q: I found the agent on eMigrate but their address is different from where their office is. They say they "recently moved." Should I be concerned?

A: Yes. An RA is legally required to update their registered address on eMigrate when they move offices. An unupdated address is a compliance failure. More importantly, "recently moved" is the most common explanation offered when a fraudster has copied someone else's RA number. Ask to see written proof of the address change on eMigrate. If they cannot provide it, the mismatch is a fraud indicator, not an administrative oversight.

Q: Can a registered agent still commit fraud?

A: Yes. RA registration means the agent holds a government licence and bond — it does not guarantee honesty. Registered agents have committed contract substitution fraud, salary misrepresentation fraud, and ghost employer fraud. The eMigrate check is a necessary but not sufficient filter. All SAFEJOB steps are needed in combination.

Q: An agent says I can pay a "refundable security deposit" instead of a fee. Is that acceptable?

A: "Refundable security deposit" is a standard euphemism for the opening payment in a fee escalation fraud. The Emigration Act 1983 and the Zero-Fee Rule apply regardless of how the payment is described. Any pre-contract payment to a recruitment agent from a worker is a red flag, regardless of the label attached to it.

CHAPTER 6

LEGAL PROTECTIONS: YOUR RIGHTS IN EVERY MAJOR DESTINATION



AUTHOR'S LEGAL DISCLAIMER — READ BEFORE THIS CHAPTER

The author holds RCIC licence R422575 for Canadian immigration and CAPIC Fellow status R11592.

The author has passed the MIA examination (Australian migration awareness — not a registered MARA agent).

Foreign labour law summaries here are simplified for general awareness only. They may be incomplete or outdated.

Always verify current law with the relevant official government portal or a qualified local lawyer.

Nothing in this chapter is legal advice about criminal liability. Outcomes depend on specific facts and local law.

6.1 The International Framework: ILO Conventions That Apply to You

The International Labour Organization (ILO) is the United Nations agency responsible for setting international labour standards. Its conventions, when ratified by member states, create binding obligations on those states. India and most major destination countries for Indian workers have ratified several key conventions that establish baseline protections for migrant workers.

Understanding these conventions matters for two practical reasons. First, they establish the legal principle that migrant workers are entitled to the same basic protections as domestic workers — equal pay, safe working conditions, freedom from forced labour, and the right to leave employment. Second, they create an international accountability framework that Indian Embassies can invoke in negotiations with destination country authorities when individual workers' rights are violated.

ILO Convention

Core Protection Provided

Convention No. 97 — Migration for Employment (1949)	Equal treatment of migrant workers with nationals of the receiving state in employment conditions, wages, and social security. Prohibition of discrimination based on national origin. Right to transfer earned wages to home country.
Convention No. 143 — Migrant Workers Supplementary Provisions (1975)	Addresses irregular migration and migrant trafficking. Requires states to detect and suppress irregular migration and protect workers' rights regardless of their immigration status.
Convention No. 181 — Private Employment Agencies (1997)	Regulates private recruitment agencies. Specifically addresses prohibition of worker-paid fees (where ratified). Requires states to ensure agencies do not exploit workers.
Convention No. 189 — Domestic Workers (2011)	Extends core labour protections to domestic workers, who had historically been excluded from labour legislation. Includes rest periods, safe workplace requirements, privacy rights, and access to complaint mechanisms.
Protocol P029 — Forced Labour Protocol (2014)	Strengthens protections against forced labour and human trafficking. Requires victim protection measures and compensation. Covers debt bondage explicitly.

6.2 India: Your Legal Rights Before Departure

Your legal protection in overseas employment begins in India, before you board the flight. The Indian legal framework provides several enforceable protections that most workers are unaware of:

- **Emigration Act 1983:** The foundational law. Creates the RA licence requirement, the eMigrate system, and the government bond requirement for registered agents. The bond is your financial safety net if a registered agent defrauds you. The Protector of Emigrants in your state can initiate proceedings against the bond.
- **Trafficking in Persons (Prevention, Care and Rehabilitation) Act 2021:** Creates criminal liability for traffickers and labour exploiters. Penalties: up to 7 years imprisonment (10 for repeat offenders). Victim compensation mandatory from perpetrators. Coverage includes debt bondage, document confiscation, and threat-based coercion.
- **Indian Penal Code — Section 420 (cheating) and Section 406 (criminal breach of trust):** Standard criminal provisions for fraud. FIR can be filed at any police station in India. Neither requires that you have lost money in the destination country — the fraud committed in India is actionable in India.

- Consumer Protection Act 2019: For recruitment agents who took fees for services not delivered, a complaint can be filed at the National Consumer Disputes Redressal Commission (NCDRC) or the appropriate District Consumer Disputes Redressal Commission.
- Protection of Emigrants Rules: Specify mandatory contract terms for workers going to ECR countries. These rules provide a regulatory baseline against which contract quality can be assessed.

6.3 Canada: A Comprehensive Worker Rights Framework

Canada offers some of the strongest worker protections for temporary foreign workers of any country in the world. These protections apply to all workers regardless of immigration status — a temporary foreign worker has the same right to minimum wage, safe working conditions, and freedom from discrimination as a Canadian citizen.

Right / Protection	Legal Basis and Practical Application
Provincial minimum wage	Each province sets its own minimum wage. Ontario: \$17.20/hour (2025). BC: \$17.40/hour. Alberta: \$15.00/hour. Your employer cannot pay below the provincial minimum regardless of what your contract says.
LMIA-specific employment terms	IRPR Regulation 209.2 requires employers to maintain the wages, occupation, and working conditions specified in the approved LMIA. Changes require a new LMIA application.
Right to change employers if exploited	IRCC Open Work Permit for Vulnerable Workers (OWP-VW). Applicable to closed work permit holders facing abuse, exploitation, or fraudulent misrepresentation.
Right to refuse unsafe work	Canada Labour Code (federal employees) and Provincial Occupational Health and Safety Acts (provincial employees). Applicable to all workers regardless of immigration status.
Equal pay for equal work	Canadian Human Rights Act and Provincial Human Rights Codes. Migrant workers must receive the same wages as Canadian counterparts performing the same work.
Protected disclosure	IRCC has provisions protecting workers who report exploitation from automatic referral to immigration enforcement. Workers can report without fear of immediate deportation proceedings.

Union membership

Canada Labour Code Section 8. All workers, including temporary foreign workers, have the legal right to join or form a union.

6.4 UAE: Rights Under the 2021 Reform Framework

The UAE's Federal Decree-Law No. 33/2021 represents the most significant overhaul of UAE employment law since the original 1980 Labour Law. For Indian workers, understanding both what the law says and what is enforced in practice requires nuance.

- **Employer change:** Skilled workers can change employers after 6 months of service without requiring the current employer's consent. This is the most transformational provision of the reform — it removes the traditional kafala leverage over worker compliance.
- **Rest day:** Minimum one full rest day per week is mandatory. No contract provision can override this. Domestic workers under Cabinet Decision No. 1/2022 are also entitled to one day off per week.
- **Annual leave:** Minimum 30 days paid annual leave after one year of service for workers employed for 2+ years. Partial-year workers get proportional leave.
- **Wage Protection System (WPS):** All wages must be paid electronically through WPS. The system creates an automatic record. Employers failing to pay trigger automatic MOHRE penalties.
- **Recruitment fee prohibition:** No recruitment fee can be charged to workers. All recruitment costs are borne by the employer. A worker who paid fees in India cannot be asked to "recover" those fees through wage deductions.
- **Passport confiscation:** Illegal under Federal Law No. 6/1973 and reaffirmed in the 2021 reforms. Workers whose passports are confiscated can report directly to MOHRE (800-60 within UAE, free).
- **January 2026 domestic worker protection:** Contracts for domestic workers must be registered at the Indian Embassy in India before departure. This creates a government-witnessed record of agreed terms.

6.5 Saudi Arabia: Post-Kafala Reform Rights

Saudi Arabia's 2021 kafala reforms, implemented as part of the Vision 2030 labour market transformation, introduced several significant new rights. Implementation has been gradual and uneven, with domestic workers — who represent a substantial portion of Indian migrants to Saudi Arabia — benefiting less than skilled workers from the new framework.

- **Employer change:** Workers can change employers after completing one year of service without requiring kafeel consent. This right is available to most categories of workers but faces more barriers in practice for domestic workers.
- **Exit Visa:** Since 2021, the Exit Re-Entry Visa is the worker's right — not the kafeel's discretion. If your employer is blocking your exit, contact the Indian Embassy immediately.
- **Wage Protection System:** Mandatory electronic salary payments. Non-payment can be reported to MHRSD (Ministry of Human Resources and Social Development, hotline 19911).
- **Passport confiscation:** Illegal under Saudi labour regulations. Report to MHRSD and Indian Embassy simultaneously.
- **Anti-trafficking:** Saudi Anti-Human Trafficking Law provides for imprisonment up to 15 years. Victims can be protected and assisted through the government's National Committee to Combat Human Trafficking.

6.6 Germany: Rights Under the Skilled Immigration Act 2023

Worker Right	Legal Basis in German Law
Statutory minimum wage	Mindestlohngesetz: €12.82/hour as of January 2025. Applies to all workers in Germany regardless of nationality or immigration status. Cannot be contracted away.
Maximum working time	Arbeitszeitgesetz (ArbZG): Maximum 8 hours per day, 48 hours per week including overtime. Exceeded hours require compensatory rest.
Equal pay	Gesetz über Arbeitnehmerüberlassung (AÜG) for agency workers; collective agreements (Tarifverträge) for industry workers. International workers must receive the collectively agreed rate for their occupation and region.
Union rights	Grundgesetz (Basic Law) Article 9. Freedom of association and the right to join trade unions is constitutionally protected for all workers in Germany.
Family reunification	After 12 months of legal employment, workers can apply for their spouse and dependent children to join them under the Aufenthaltsgesetz (AufenthG).
Settlement permit	After 5 years (or as few as 3 years under the 2023 Act's accelerated integration provisions), workers can apply for a

	Settlement Permit (Niederlassungserlaubnis) — the German equivalent of permanent residency.
Labour court access	Arbeitsgericht system is accessible to all workers in Germany for wage claims, wrongful dismissal, and employment disputes. No immigration status requirement.

6.7 Passport Confiscation: The Law in Every Major Destination

Passport confiscation is the primary control mechanism in labour trafficking and severe worker exploitation. It removes the worker's ability to travel, to prove identity, and often to access consular services. It is illegal in every legitimate destination country. The enforcement gap — between the law and practice — is real but does not change the legal position, which is uniformly clear: your passport is your document, and no employer, agent, or anyone else has the right to hold it.

Country	Legal Position and Reporting Mechanism
UAE	Illegal under Federal Law No. 6/1973 (as amended 2021). Report to MOHRE: 800-60 (free within UAE).
Saudi Arabia	Illegal under Saudi Labour Law and kafala reform decrees 2021. Report to MHRSD: 19911 (free within Saudi Arabia).
Qatar	Illegal since 2020 labour reforms (Law No. 13/2020). Report to MADLSA: 16008 (free within Qatar).
Kuwait	Illegal. Report to Ministry of Social Affairs and Labour and Indian Embassy simultaneously.
Canada	Constitutes unlawful confinement under Criminal Code. Contact local police (911) and CBSA (1-800-461-9999).
Australia	Criminal offence under Criminal Code Act 1995 (Division 270 — trafficking provisions). Contact Australian Federal Police: 131 AFP.
Germany	Constitutes Nötigung (coercion) under Strafgesetzbuch §240. Contact local police: 110.
UK	Illegal under Modern Slavery Act 2015. Contact police (999) or Modern Slavery Helpline: 0800-0121-700 (free).

India (by agent)

File FIR immediately. MEA can apply diplomatic pressure through the destination country Embassy if the worker is abroad.

? FREQUENTLY ASKED QUESTIONS

Q: My UAE employer took my passport on Day 1 "for residence visa processing" and it has now been 3 weeks. Is this normal?

A: For the period of active visa processing — typically 2 to 4 weeks in UAE — some employers do hold passports to facilitate the administrative process. However, if processing is complete and the passport is not returned, or if the employer has given no timeline, contact the Indian Embassy or Indian Consulate Dubai immediately. The standard is that your passport is returned to you as soon as the residence visa stamp is applied.

Q: Can I access Canada's Open Work Permit for Vulnerable Workers if my employer is underpaying me?

A: Yes — wage underpayment is a form of employer non-compliance that qualifies for the OWP-VW. Document the underpayment with payslips, bank records, or any written evidence. Apply through the official IRCC portal. Simultaneously, file a complaint with your province's Employment Standards office. These are separate processes that reinforce each other.

Q: My Saudi employment contract says I can be terminated with 1 day's notice. Is that legal?

A: Saudi Labour Law requires a minimum notice period of 60 days for indefinite-term contracts and full contract completion compensation for fixed-term contracts. A contract term of "1 day's notice" that conflicts with Saudi Labour Law is not enforceable. The statutory protection applies regardless of what the contract says.

Q: Does working illegally in a destination country (wrong visa category) eliminate my worker rights?

A: No — in most destination countries, worker rights protections apply regardless of immigration status. In Canada, the principle is explicit. In Australia, Fair Work protections apply to all workers. In Germany, German employment law applies to all work performed in Germany. In UAE, MOHRE has accepted and processed complaints from workers who were technically irregular. Your immigration status affects your visa situation — it does not eliminate your fundamental employment rights.

SAFEJOB IN PRACTICE: EXTENDED CASE STUDIES AND SECTOR PROFILES

How Real Workers Applied the Framework and What They Found

The five case studies in this section are drawn from composite patterns in actual cases reviewed in my practice. Names and identifying details have been changed. Each case shows the SAFEJOB Framework applied in real conditions — imperfect information, time pressure, and the emotional pull of an exciting opportunity working against clear-eyed verification.

Case Study 1: The Construction Worker and the Phantom Canadian Employer

Harinder was a 36-year-old civil engineer from Chandigarh with 12 years of experience on infrastructure projects in India. He had been approached through a Facebook group by a recruiter claiming to represent a major construction firm in British Columbia. The offered salary was CAD 55 per hour for a bridge construction supervisor role. The offer letter looked professional. The recruiter said the LMIA had already been approved and the work permit application just needed Harinder's documents and a CAD 8,000 processing fee.

Step S: The recruiter's company name did not appear on eMigrate at all. When Harinder asked for the RA number, the recruiter said the job was "direct hire" and did not need an agent licence. This is incorrect — any placement from India requires a registered agent. Red flag 1.

Step A: Harinder found the construction company's official website. The listed careers page showed no open positions in BC. He emailed HR using the address on the official website. Response in 36 hours: the company did not work through agents, had no open bridge supervisor positions in BC, and had never issued any LMIA for this role. Red flag 2. Fraud confirmed.

Step F: The CAD 8,000 fee demand was already a clear violation of the Zero-Fee Rule. Red flag 3. Harinder had not paid. Total loss: zero.

Harinder reported the recruiter's Facebook profile to [cybercrime.gov.in](https://www.cybercrime.gov.in). The profile had been active for only 3 weeks and had targeted at least 12 other engineers in the same Facebook group.

Lesson: Three SAFEJOB checks — S, A, and F — all flagged the same fraud independently. Any single one of them would have been sufficient to prevent it. Running all three in parallel is not paranoid — it is the baseline that every worker deserves.

CASE STUDY: The Phantom BC Bridge Project — Chandigarh, 2025

Worker: Civil engineer, 12 years experience, Chandigarh

Offer: CAD 55/hr bridge supervisor, British Columbia — LMIA claimed to be already approved

Fee demanded: CAD 8,000 for "work permit processing"

SAFEJOB S result: Company not on eMigrate. Recruiter had no RA number.

SAFEJOB A result: Company HR confirmed no such position, no LMIA, no agent relationship.

SAFEJOB F result: CAD 8,000 demand violates Zero-Fee Rule absolutely.

Outcome: Harinder did not pay. Loss: zero. Fraud reported to cybercrime.gov.in.

Time to detect: Under 2 hours including 36-hour wait for employer email response.

Case Study 2: The Nurse Who Used Step J and Saved Herself

Deepa was a 34-year-old registered nurse from Kerala with 8 years of ICU experience. She received an offer from a recruitment agency in Kochi for a senior ICU nurse position at a private hospital in Dubai. The salary offered was AED 8,500 per month. The agent was registered on eMigrate. The employer verified when Deepa emailed them directly using the hospital's official website contact. Fee: zero.

By Step J, however, Deepa found her first serious concern. The contract she was given to sign before departure specified: "Salary: AED 8,500 per month during probation period of 90 days; thereafter as per hospital grade structure." The phrase "as per hospital grade structure" in the post-probation clause was vague enough to allow a significant downgrade. She asked the agent for clarification. The agent said it was "standard." Deepa asked for written confirmation of the post-probation salary. The agent deflected.

Deepa did not sign. She asked the hospital HR directly: "What is the specific salary after the 90-day probation period for a senior ICU nurse of my experience level?" The hospital's response specified AED 9,200 for her grade. Deepa asked the agent to update the contract to reflect that figure. After initial resistance, the agent produced a corrected contract specifying AED 9,200 post-probation. Deepa signed and successfully took up the role.

The lesson: Even when the agent is legitimate and the employer is real, a vague contract clause is a risk. Step J is not only about catching fraud — it is about ensuring the legitimate offer is documented specifically enough to be enforceable.

Case Study 3: The IT Professional and the German "Skills Upgrade" Scam

Vikram was a 29-year-old software developer from Hyderabad with 6 years of experience in Java and cloud platforms. He had been following updates about Germany's Skilled Immigration Act and was genuinely interested in an Opportunity Card application. A consultant found through a YouTube advertisement offered a "full Germany placement package" — Opportunity Card application support, qualification recognition assistance, job placement guarantee with three identified German tech employers, and interview preparation. Cost: ₹3.8 lakhs.

Before paying, Vikram applied the SAFEJOB Framework. The consultant's YouTube channel claimed RCIC credentials. Vikram checked icrc-crcic.ca — the consultant's name appeared but with a different R-number than what was displayed on the channel. Red flag.

Vikram then researched the "three identified German employers" independently. Two were real German IT companies. The third — and the one with the "confirmed job offer" — was listed on Germany's business register (unternehmenregister.de) as having been dissolved in 2023. A dissolved company cannot issue a job offer. Red flag.

The "qualification recognition assistance" for German Anerkennungs (recognition) process is available for free at the Make it in Germany portal and anabin.kmk.org. There was nothing in the package that could not be done independently for zero cost. Red flag on the fee structure.

Vikram did not pay. He applied for his Opportunity Card through the German Embassy directly (free application), had his Java qualifications assessed at anabin.kmk.org (free), and is currently working in Germany on a legal employment contract. Total cost to Vikram beyond normal visa application fees: zero.

Case Study 4: The Family That Activated the Blue Folder

Suresh's mother had prepared the Blue Folder before her son left for Thailand in September 2025. The offer was for a "digital marketing coordinator" role at USD 2,800 per month — above market but not outrageously so. The agent was registered on eMigrate. The employer's website existed and had an About page. Suresh had emailed HR and received a response — though in retrospect the email came from a gmail address, not a corporate domain.

On Day 2 after arrival, Suresh sent a brief message: "Arrived, settling in." On Day 4, his mother received a WhatsApp message that said simply: "Tell Grandmother I said hello" — the pre-agreed emergency signal phrase. His mother immediately called the Indian Embassy in Bangkok: +66-2-258-0300. She had the Blue Folder open in front of her: Suresh's passport number, the agent's RA details, the supposed employer's name and

address, the flight details, and the accommodation address — an address that when passed to the Embassy turned out to be in a known area of concern near the Thai-Myanmar border.

The Embassy initiated a welfare check within 4 hours of the mother's call. Suresh was located in a compound 40 kilometres from Bangkok within 36 hours. He was in a cyber scam compound. He had used the signal phrase during a brief supervised phone call. Embassy coordination with Thai authorities and the National Center for Missing & Exploited Children facilitated his extraction within 72 hours of the original call. He returned to India 9 days after departure.

What the Blue Folder made possible: the Embassy had an employer name, an accommodation address, a flight number, and a passport number — all from the mother's first call. None of it had to be gathered after the emergency signal. Every minute of information-gathering time that was saved by the Blue Folder was a minute closer to extraction.

Case Study 5: The Domestic Worker Who Used the January 2026 Embassy Registration

Lalitha was a 42-year-old domestic worker from Andhra Pradesh preparing for a housekeeping position in Oman. She was recruited through a registered agent in Hyderabad. The initial contract offered by the agent specified: salary OMR 150 per month, one rest day per week, accommodation provided, phone access permitted. Lalitha had this contract registered at the Indian Embassy before departure — a new requirement from January 2026.

On arrival in Muscat, the employer presented a revised contract: OMR 100 per month, no specific rest day, "phone usage at employer discretion." The employer said this was "the local contract" and that the India contract was "just for the Embassy." Lalitha refused to sign. She cited her Embassy-registered contract reference number and stated she was entitled to the registered terms. The employer became aggressive. Lalitha contacted the Indian Embassy in Muscat.

The Embassy intervened directly with the employer, citing the registered contract terms. The employer was informed that the registered contract was the legally binding document and that presenting a materially different contract to a newly arrived worker was a labour violation under Omani law. The employer reinstated the original terms. Lalitha worked successfully for 18 months.

The January 2026 Embassy registration requirement — insist on it if you are a domestic worker going to any Gulf state. An agent who resists it is protecting a contract that will not survive scrutiny.

SECTOR-SPECIFIC FRAUD PROFILES: HEALTHCARE, CONSTRUCTION, AND IT

The Three Most Targeted Occupational Categories in 2025–2026

While overseas job fraud targets workers across all occupational categories, three sectors account for the highest financial losses in cases involving Indian workers. Understanding the specific fraud patterns, the specific verification requirements, and the specific warning signs in each sector equips workers in those fields with targeted awareness that supplements the general SAFEJOB Framework.

Healthcare and Nursing: The Most Expensive Target Category

Healthcare workers — nurses, pharmacists, laboratory technicians, physiotherapists, radiographers — represent the highest average financial loss category in overseas job fraud targeting Indian workers. This is because the costs associated with healthcare migration are legitimately high: IELTS or OET examinations, professional registration applications, skills assessments, and where required, licensing examinations in the destination country all cost real money. Fraudsters embed their fake fees inside this legitimate cost structure, making each demand seem plausible.

The authentic pathway costs for a nurse going to the UK, for example, are substantial and real: OET examination (approximately ₹20,000), OSCE examination (part of NMC registration, approximately ₹1.8 lakhs), and IELTS if required. A fraudster who inserts an additional "pre-registration fee" or "NMC application service charge" of ₹1.5 lakhs is inserting it into a context where the nurse has already spent real money on legitimate costs and expects to spend more. The fraud is calibrated to look like just another legitimate expense.

HEALTHCARE WORKER FRAUD WATCH: SPECIFIC TO NURSES AND ALLIED HEALTH

UK: NMC (Nursing and Midwifery Council) applications are submitted directly at nmc.org.uk. No agent is needed. No fee goes to an agent for NMC registration.

UK: The OSCE (Objective Structured Clinical Examination) is booked through NMC directly. There are no "preferred training providers" that must be used.

Canada: NCLEX-RN and NCLEX-PN examinations are registered directly with NCSBN. No agent involvement required or legitimate.

Australia: AHPRA (Australian Health Practitioner Regulation Agency) registration is applied for directly at ahpra.gov.au. No agent fee.

UAE: DHA (Dubai Health Authority) and DOH (Department of Health Abu Dhabi) licensing is processed by the employing hospital, not by the worker through a third party.

Germany: Berufsanerkennung (professional recognition) for nurses uses the centralized portal anabin.kmk.org and the relevant state Landesbehoerde — both free.

Any agent charging for NMC/AHPRA/NCLEX/DHA application "assistance" that is not clearly defined as genuine consulting (document checking, application review) is extracting money from a free or employer-managed process.

The ghost hospital fraud is particularly damaging in this sector. A nurse in Chennai paid ₹9.2 lakhs for a "senior nurse" position at a named private hospital in Dubai. The hospital existed — it was real. The HR contact in the offer letter was fabricated. The recruiter had taken the hospital's name and letterhead design from publicly available materials and created a fake offer. The nurse arrived at Dubai International to find no one to meet her and a phone number that went unanswered. She spent three days at Dubai International before the Indian Consulate intervened.

Verification protocol for healthcare workers, applied in addition to the standard SAFEJOB Framework:

17. Verify the hospital or clinic's DHA/DOH licence (UAE), NHS Trust registration (UK), or AHPRA facility registration (Australia) on the relevant regulatory authority's public portal.
18. Contact the hospital's Nursing Director or Director of Medical Services — not the HR contact in the offer letter — through a number found on the hospital's official website. Ask specifically whether your position has been approved and whether your specific agent has a placement relationship with the hospital.
19. For UK NHS positions: verify the NHS Trust on the NHS England website (england.nhs.uk). All NHS positions are advertised at jobs.nhs.uk. If your position was not advertised there, ask the NHS Trust directly why.
20. For Canada: verify the healthcare employer's LMIA status and the consultant's RCIC licence as per the standard process. Additionally confirm the provincial regulatory body registration requirement for your specific profession.

Construction and General Labour: Volume Fraud with Lower Individual Loss

Construction and general labour fraud differs from healthcare fraud in its economics: the individual loss per victim is lower (₹1.5 to 3 lakhs typically), but the volume of victims is dramatically higher. A single fraudulent agent running Gulf country construction

placements can process hundreds of workers in a single year. The aggregate losses from this sector dwarf those from healthcare fraud in absolute terms.

The construction sector fraud pattern exploits the ECR passport status of most construction workers. Because ECR workers require emigration clearance and most do not fully understand the eMigrate system, fraudulent agents can charge for services that are either free or should be zero-cost to the worker (emigration clearance, agent facilitation, visa documentation) without the worker having a clear framework for evaluating whether the charges are legitimate.

The most important distinction for construction workers to understand: a registered RA does not charge workers. Period. eMigrate clearance is a government process that your RA facilitates but does not charge you for. The visa fee is paid by the employer. The medical examination fee (required in some Gulf countries) is the worker's responsibility but is typically ₹3,000 to ₹5,000 — any amount significantly above this for a "government medical" is inflated. Any other charge — "Gulf country documentation," "MOHRSD clearance," "contract attestation" — that the agent asks the worker to pay is almost certainly a fraudulent addition.

Common Charge Description by Agent	Legitimate or Fraud?
LMIA fee (Canada)	Fraud. LMIAs are employer-funded government applications. Zero cost to worker.
Visa fee	Fraud. Employer-paid in all legitimate destination countries. Zero cost to worker.
Agent's service fee	Fraud. Agents are paid exclusively by employers. Zero cost to worker.
eMigrate clearance fee	Fraud. eMigrate clearance is a government process. Zero cost to worker.
Medical examination fee (GAMCA or equivalent)	Legitimate, worker-paid. Gulf: approximately ₹3,000-5,000 at a designated medical centre.
Document attestation fee	Potentially legitimate for MEA attestation, apostille, or court affidavit. Get a receipt. Verify amount against official fee schedules.
Police clearance certificate	Legitimate government fee. Verify the official rate at your local police station or passport office.

IELTS or language examination	Legitimate, worker-paid. These are genuine examination fees. Verify the official rate directly with the examination body.
Skills training at specific centre (agent-specified)	Usually fraud. Legitimate employers accept qualifications from any accredited institution.

Information Technology: The Highest Per-Case Loss Category

Indian IT professionals — software developers, system administrators, network engineers, data analysts, cybersecurity specialists — face a fraud landscape that is qualitatively different from other sectors because it combines the highest individual loss amounts (₹5 to 15 lakhs) with the most sophisticated deception techniques. IT workers are often experienced with online research, which fraudsters compensate for by making their fraud more technically convincing rather than less.

The fabricated GitHub repository is one technique documented in 2025 cases: a fraudster creates a GitHub repository that appears to contain code from the supposed employer company, giving a technical veneer of legitimacy to a completely fraudulent job offer. The worker's technical instinct is to verify online presence — the fraudster has anticipated this and created the appearance of online presence. The SAFEJOB Framework's Step A — direct HR contact using contact details from the official corporate website — cuts through this because it requires confirmation from the company's human HR personnel, not from fabricated online artefacts.

The fake recruitment platform is the second pattern specific to IT workers: fraudulent job portals that look like legitimate tech recruitment platforms — "TechHireInternational.com," "GlobalITJobs.net" — are created specifically to funnel IT worker applications. The portal looks professional, the application process mirrors legitimate platforms, and "successful applications" are followed by offer letters and fee demands. Legitimate tech recruitment platforms do not charge applicants for successful applications. Any platform that requests payment from applicants at any stage is fraudulent.

For Indian IT professionals targeting Canada specifically: the Tech Talent stream, the CETA-facilitated ICT (Intra-Company Transfer) pathway, the Global Talent Stream, and standard Express Entry with NOC Tier 0 or 1 IT occupations are all legitimate, documented pathways. The consultant or agent advising on any of these should be an RCIC with specific Canadian IT immigration experience — verifiable at icrc-crcic.ca. No consultant can guarantee a positive outcome, fast-track a Global Talent Stream application through personal relationships, or provide a "confirmed LMIA" for a fee. Any of these claims is fraudulent.

? FREQUENTLY ASKED QUESTIONS

Q: My nurse friend says she paid ₹2 lakhs to a consultant for NMC registration assistance and it worked — she is in the UK. Does that mean paying for NMC assistance is legitimate?

A: Your friend may have genuinely paid a consultant to review her documents, check her application for errors, and advise her on the process. This is legitimate consulting and the fee could be reasonable. However, the underlying NMC application itself is submitted directly to NMC and NMC's fee goes directly to them. If your friend's ₹2 lakhs went partly to a consultant for genuine document review and partly to a fraudulent "NMC processing fee" that actually went to the consultant's pocket rather than to NMC, the arrangement was at least partially fraudulent. Get an itemised receipt for any consultant fee and verify each component against the official fee schedule.

Q: I am a construction worker. My agent says I need a "Gulf country medical clearance certificate" costing ₹15,000. Is this legitimate?

A: The GAMCA (Gulf Approved Medical Centres Association) medical examination — required for most Gulf country work visas — should cost between ₹3,000 and ₹5,000 at a designated GAMCA centre. ₹15,000 for this examination is inflated by approximately three times the legitimate rate. Either the agent is overcharging and pocketing the difference, or the "certificate" being offered is not from a genuinely designated GAMCA centre. Verify the current GAMCA fee and designated centres at gamca.net directly.

Q: I am an IT professional and the recruiter showed me a GitHub repository with the company's code to prove they are real. Is this sufficient verification?

A: No. A GitHub repository can be created by anyone in minutes. It does not verify that the company exists, employs people, or has any relationship with the recruiter. The verification standard is Step A: contact the company's HR department directly using a contact found on the official corporate website. If the company is real, they will confirm or deny the offer in writing. A GitHub repository, however convincing, is not HR verification.

UNDERSTANDING THE FRAUDSTER'S PSYCHOLOGY: HOW MANIPULATION WORKS

Why Smart, Careful People Get Defrauded — and How to Counteract It

One of the most consistent misunderstandings about overseas job fraud is that it primarily targets people who are not intelligent, not careful, or not informed. This is false in every dimension. The victims I meet in my practice are, if anything, above-average in their caution and intelligence compared to the general population. They researched the opportunity. They asked questions. They involved family. They were careful. And they were still defrauded.

This is not a paradox. It is a consequence of the specific expertise that overseas job fraudsters have developed over years of practice. They are expert manipulators. They have studied the decision patterns of their target population and built their approach specifically to neutralise the defences that careful, intelligent people naturally deploy. Understanding how they think is the first step to counteracting it.

Principle 1: Social Proof as the Foundation of Trust

The most powerful trust-building tool in the fraudster's arsenal is social proof — the testimony of other people in the victim's community who have used the same agent or taken the same route. When someone from your village tells you they got a job through this agent and everything was fine, your brain reclassifies the agent from "unknown quantity" to "socially validated." You relax your scrutiny. You assume the prior success validates the new offer.

Fraudsters invest heavily in social proof precisely because they know this psychology. The investment takes several forms. Small number of genuine placements to create real testimonials: in the early stages of a fraud operation, some workers are actually placed in genuine jobs. This creates real people with real success stories who become involuntary endorsers of a fraudulent operation. Paid referrals: some prior "clients" are paid to recommend the agent to new workers. The referral looks genuine because it comes from a real person in the community. Fabricated testimonials: photographs, videos, and stories of happy workers in their destination countries that are entirely invented — stock photos, hired actors, or workers photos stolen from social media.

The counterweight to social proof is personal verification. Your neighbour's successful placement through an agent does not mean your specific offer from the same agent is

real. Each offer must be verified independently, every time, regardless of the agent's historical track record.

Principle 2: The Commitment and Consistency Trap

Once a person has paid an initial fee — however small — their psychology changes fundamentally. The initial payment creates a sense of commitment: "I have invested in this. Pulling out now means losing that investment AND the opportunity." Fraudsters exploit this by designing fee escalation that starts small, below the threshold where careful people would refuse, and increases gradually as the victim's commitment deepens.

The ₹10,000 file registration fee that many fraudulent agents charge is not primarily a revenue source. ₹10,000 is not significant to an operation that ultimately extracts ₹5 lakhs from its victims. The ₹10,000 is a psychological anchoring device. Once paid, the victim has "committed." Each subsequent fee demand is evaluated not against zero but against the initial investment. "If I don't pay this next ₹75,000, I lose the ₹10,000 I already paid AND the opportunity." The loss-aversion calculus runs in the fraudster's favour at every step.

The counterweight is the Zero-Fee Rule applied without exception at Step 1. The rule is not "be suspicious of large fees." The rule is "zero fees." A ₹5,000 "file fee" is as clear a violation of the Zero-Fee Rule as a ₹5 lakh "LMIA fee." The amount does not matter. The charge itself is the fraud signal.

Principle 3: Urgency and Scarcity to Prevent Verification

Time is the enemy of overseas job fraud. Given enough time, verification will expose the fraud. The solution the fraudster employs is to eliminate time. Every urgency mechanism serves the same purpose: compress the decision window below the minimum time required to complete the SAFEJOB Framework. "Only 2 slots left in this batch." "Visa submission deadline is tomorrow." "The company will give this position to another candidate if you don't confirm by tonight."

These urgency claims are almost never true. A real employer filling a genuine vacancy does not lose a qualified candidate because that candidate asked for 48 hours to verify the offer. The urgency is manufactured — a psychological pressure mechanism. The 48-Hour Rule in the SAFEJOB Framework is the structural counterweight: whatever the agent says about deadlines, you have 48 hours to verify before you commit. A legitimate offer survives 48 hours. A fraudulent one cannot.

Principle 4: Authority and Legitimacy Through Appearance

Overseas job fraud operations invest specifically in the appearance of legitimacy. Professional offices in commercial districts rather than residential areas. Printed

brochures with real company names. Official-looking letterheads with real registration numbers copied from elsewhere. Staff in professional attire. LinkedIn profiles with impressive credentials. YouTube channels with educational content. These investments are calculated returns — every ₹50,000 spent on office infrastructure generates multiples in victim fees.

The insight that breaks this pattern: appearance and legitimacy are not the same thing. Every single element of appearance listed above can be fabricated in less than a week for under ₹2 lakhs. An eMigrate registration cannot be fabricated. A legitimate LMIA confirmation from ESDC cannot be fabricated. A response to your email from the employer's official corporate domain cannot be fabricated without the employer's knowledge.

The SAFEJOB Framework bypasses appearance entirely. It does not ask "does the office look professional?" It asks "is the agent's RA number registered on eMigrate under this company name at this address?" One question that cannot be answered by any amount of office decoration.

Principle 5: Emotion Management — Hope, Fear, and Shame

Effective fraud leverages three emotional states in sequence. Hope is cultivated first — the opportunity is exciting, the salary is transformative, the future looks different. The fraudster is expert at amplifying hope through vivid descriptions of life in the destination country, stories of previous workers who now have permanent residency, and promises of career advancement.

Fear is introduced when verification attempts are made. "If you contact the Embassy about this, it will complicate the visa process." "The company is nervous about applications that create extra scrutiny." "Your neighbour's application was delayed because he asked too many questions." These fear claims serve to suppress exactly the protective behaviours that would expose the fraud.

Shame is used retrospectively, after the fraud is discovered. Workers who have been defrauded fear the social judgment of their community. "I should have known better." "My family will be embarrassed." "I cannot tell anyone I was stupid enough to fall for this." This shame suppresses complaint filing and prevents the fraud pattern from being publicly exposed — which protects the fraudster's ability to continue operating.

The counterweight to all three emotional levers is process. The SAFEJOB Framework is a process, not an emotion. Running Step A does not require you to feel suspicious of an exciting opportunity. It requires you to send an email. Running Step S does not require you to believe the agent is dishonest. It requires you to open a browser and search a database. Process-based verification does not fight hope — it operates alongside hope, verifying the underlying reality while allowing the emotional excitement to exist.

THE FRAUD IMMUNE MINDSET — 5 PRINCIPLES TO PROTECT YOURSELF

1. Verification is not distrust. It is due diligence that any legitimate employer welcomes.
2. Social proof from one person does not validate a specific new offer. Verify each offer independently.
3. Any fee demand — at any stage, for any amount — stops the process. Zero is zero.
4. Urgency is a fraud signal. Legitimate opportunities do not expire in 24 hours.
5. Appearance proves nothing. Only official registry checks and direct employer contact prove anything.

? FREQUENTLY ASKED QUESTIONS

Q: The fraudster knew exactly which questions to answer convincingly. How do I protect myself against a very sophisticated fraud?

A: The SAFEJOB Framework is specifically designed to be fraud-resistant against sophisticated operators because its verification steps go outside the fraudster's control. A fraudster can prepare convincing answers for any question you ask them. They cannot prepare a convincing HR confirmation email from a corporate domain they do not control. They cannot make their RA number appear in eMigrate under their company name if it is not registered there. The framework's power is that it bypasses the fraudster entirely — you are verifying with third parties (eMigrate, the employer's HR, ESDC) who have no reason to lie and no incentive to participate in the fraud.

Q: I feel embarrassed to admit I paid a fraudulent agent. Should I still report it?

A: Yes. Filing a complaint — FIR at the police station, eMigrate complaint against the agent's bond, MADAD complaint, consumer forum complaint — is not about admitting embarrassment. It is about creating the legal record that enables recovery of money, prosecution of the agent, and protection of the next person who encounters the same operator. Shame is what keeps fraud operations running. Every complaint filed reduces that protection. You are not the first person this agent has defrauded and you will not be the last — unless enough complaints are filed to shut the operation down.

Q: My agent became aggressive and threatening when I asked for a refund. What can I do?

A: An agent who becomes threatening when asked for a refund has acknowledged, through their response, that they have no legitimate grounds to retain the money. Document the threat (screenshot messages, note the date and content of any phone threat). File an FIR immediately

at your local police station including the threat as additional evidence of criminal behaviour. The Emigration Act 1983 provides specific remedies against registered agents who fail to provide agreed services. An unregistered agent who threatens you should be reported to the Superintendent of Police for both the original fraud and the threatening behaviour.

SPECIAL POPULATIONS: STUDENTS, FIRST-TIME MIGRANTS, AND RETURNEES

Specific Risks and Protections for Vulnerable Groups

Three groups of Indian workers face elevated fraud risk compared to the general overseas job seeker population. Each faces specific vulnerabilities that standard fraud prevention knowledge does not fully address. This chapter provides supplementary guidance for these three groups.

International Students: The Post-Study Work Permit Fraud

Indian students in Canada, Australia, the UK, Germany, and Ireland who are approaching the end of their studies are specifically targeted by a fraud category that exploits the PGWP (Post-Graduate Work Permit) in Canada, the Graduate Visa in the UK, the Temporary Graduate visa (subclass 485) in Australia, and equivalent post-study work pathways elsewhere.

The fraud pattern: students who have invested years and significant money in international education are under intense pressure to convert their studies into long-term work status. As graduation approaches, fraudulent "immigration consultants" contact them through Facebook groups, WhatsApp communities, and Instagram advertisements promising guaranteed job offers, guaranteed work permits, and a fast-track to permanent residency. Students who are anxious about their post-study status are psychologically primed to pay for certainty.

The specific fraud takes two forms. In the first, the student pays for a "guaranteed employer sponsorship" that does not exist — a fabricated job offer from a company that never agreed to employ them, with the PGWP or Graduate Visa application then submitted with fraudulent documents, creating misrepresentation liability that can bar the student from all future applications. In the second form, the student pays for genuine application assistance at fees that are dramatically above what a legitimate RCIC or immigration lawyer would charge, for work the student could have done themselves through IRCC or the relevant government portal.

Protection: PGWP applications are submitted directly through IRCC's MyCIC portal by the student. They do not require agent involvement. A student who graduates from a PGWP-eligible Canadian institution with a full-time programme of at least 8 months automatically qualifies. Application: ircc.canada.ca. No agent fee is required or appropriate for the PGWP application itself.

STUDENT FRAUD WATCH: POST-STUDY WORK PATHWAYS

Canada PGWP: Apply directly through MyCIC at ircc.canada.ca after graduation. No agent required.

UK Graduate Visa: Apply directly through UK Visas and Immigration at gov.uk. No agent required.

Australia Subclass 485: Apply through immi.homeaffairs.gov.au. No employer sponsorship required.

Any consultant offering "guaranteed employer sponsorship" for post-study work is almost certainly offering a fabricated offer letter.

Any fee above approximately ₹30,000 for genuine PGWP/Graduate Visa application review is disproportionate.

Misrepresentation in a Canadian immigration application: 5-year bar from all applications. Australian equivalent: potentially permanent inadmissibility. Never use fabricated documents.

First-Time Migrants: The Specific Vulnerabilities of No Prior Reference Point

First-time overseas workers face a specific vulnerability that experienced migrants do not: they have no personal reference point for what a genuine recruitment process, a genuine offer letter, or a genuine overseas workplace looks like. Everything the agent shows them is the first example of its category they have seen. They cannot say "this contract is unusual" because they have no other contracts to compare it to. They cannot say "this office is not how legitimate agencies operate" because they have not visited legitimate agencies.

Fraudsters are specifically aware of this vulnerability and calibrate their pitch to exploit it. The more elaborate the presentation — the more professional the office, the more impressive the brochure, the more enthusiastic the referrals — the less scrutiny the first-time migrant applies. Sophistication replaces scepticism.

The protection for first-time migrants is specifically the SAFEJOB Framework's reliance on official databases rather than personal judgement. You do not need to know what a legitimate office looks like if you are checking emigrate.gov.in. You do not need to have seen a real offer letter before to know that the employer's HR confirmation will come from a corporate email domain. The framework replaces experiential knowledge with systematic process. This is precisely why it was designed for workers at every level of experience — not just for those who have been abroad before.

Additional recommendation for first-time migrants: before any meeting with a recruitment agent, visit the eMigrate portal at emigrate.gov.in and spend 30 minutes reading the "For Emigrant Workers" section. Understand what a genuine RA number looks like, what the eMigrate clearance process involves, and what the protected countries list includes. This 30-minute investment gives you a reference point that makes the agent's claims checkable against official information.

Return Migrants: The Recycled Fraud and Reputation Exploitation

Workers who have successfully completed one or more overseas work assignments face a distinct and less discussed fraud risk: they are specifically valuable targets because their successful history makes them confident and because their community status as "experienced overseas workers" creates a social dynamic in which asking "basic" verification questions feels beneath them.

Return migrants are also targeted by the "recycled fraud" — a fraud operation that approaches workers who were previously victimised in a different fraud, posing as a "recovery service" that can help them recover their lost money in exchange for an upfront fee. Workers who lost ₹5 lakhs in a fraudulent Canada job placement scheme are contacted by "legal representatives" or "government liaison officers" who offer to recover the money for a processing fee of ₹50,000. No such recovery service exists. No government programme facilitates private fund recovery through third-party agents. This is a second fraud targeting the same victim.

If you have been defrauded and are approached by someone offering to help you recover the lost funds in exchange for a fee: this is fraud. The only legitimate recovery pathways are the eMigrate bond claim process (for registered agents), the police FIR complaint process, and the consumer forum process. None of these require you to pay a third party to initiate.

? FREQUENTLY ASKED QUESTIONS

Q: I am a student finishing my Master's in Canada and a consultant has offered me a "guaranteed CEC (Canadian Experience Class) pathway" in exchange for ₹80,000. Is this legitimate?

A: The Canadian Experience Class is a self-submission pathway through Express Entry — you create your own profile, calculate your CRS score, and if you receive an ITA (Invitation to Apply), submit your own PR application. A consultant can legitimately assist with document organisation and review, but they cannot "guarantee" a CEC pathway — the outcome depends on your CRS score and IRCC draw thresholds, which no consultant controls. ₹80,000 for general guidance is high. Verify the consultant at icrc-crcic.ca. Ask for an itemised breakdown of what the fee covers.

Q: I went abroad successfully on a work permit 5 years ago. Does my prior experience mean I do not need to run the SAFEJOB Framework on my next offer?

A: No. Fraud patterns change every year. The cyber scam compound, the AI deepfake interview, the voice clone HR call — none of these existed as significant threat categories five years ago. Your prior experience is valuable for general orientation but it does not protect you against fraud techniques that emerged after your last assignment. Run the SAFEJOB Framework every time. It takes under 2 hours and it catches 2025–2026 fraud patterns regardless of your experience level.

AFTER THE FRAUD: REBUILDING AND COMMUNITY-LEVEL PREVENTION

Financial Recovery, Psychological Healing, and Protecting Your Community

The practical work of this book is done. You understand the fraud patterns. You have the SAFEJOB Framework. You know your legal rights and your emergency options. This final content chapter addresses what comes after — both for individuals who have been defrauded and for communities that want to reduce fraud exposure for their members.

Financial Recovery: A Realistic Assessment

I want to be direct with you about financial recovery, because false expectations about recovery can compound the damage of the original fraud. Recovery of money lost to overseas job fraud is possible but is far from certain. The probability of recovery depends on several factors: whether the agent was registered on eMigrate (registered agents have government bonds that can be claimed against), whether the agent operated from a fixed, known address in India (which determines police traceability), how quickly the FIR was filed, and whether the fraud operation is still active or has been wound up.

The realistic recovery scenarios, in order of probability:

21. eMigrate bond claim against a registered agent: The most reliable recovery pathway. Registered agents post government bonds as a condition of licence. Claims can be made through the Protector of Emigrants. The process takes 3 to 18 months depending on the office and the complexity of the case. Recovery is partial in most cases — bonds are not unlimited and may be claimed by multiple victims simultaneously. But this pathway produces real, documented recovery outcomes.
22. Police FIR and criminal prosecution: Files an FIR under IPC 420 and Emigration Act violations. The Economic Offences Wing of the police has dedicated capacity for organised fraud. If the agent is identifiable and traceable, prosecution is possible. Asset recovery through court order is possible if the agent still holds funds. Probability of conviction depends on evidence quality and court timelines. Average duration to conviction: 3 to 7 years. Average financial recovery through criminal proceedings: low to moderate. But the prosecution serves the community by disabling the fraudster.

23. Consumer forum complaint: For fraud amounts below ₹20 lakhs, the District Consumer Disputes Redressal Commission provides a faster, lower-cost alternative to civil court. Successful complaints can result in refund orders plus compensation. Compliance with commission orders is variable — some agents pay, others disappear.
24. Civil suit for recovery: The most expensive and slowest pathway. Appropriate only for high-value losses where the fraudster is identifiable and has attachable assets. Duration: 5 to 15 years. Generally not recommended for losses below ₹10 lakhs given the cost-benefit ratio.

Psychological Recovery: What Fraud Victims Actually Need

The psychological impact of overseas job fraud is consistently underestimated by everyone except the victims themselves. The loss is not only financial. It is the loss of a specific future — the imagined life in the destination country that the victim was investing towards. It is the loss of the social standing that a successful overseas placement was supposed to provide. It is the experience of having been expertly deceived by someone who studied your hopes and used them against you.

The shame response — "I should have known better," "I was stupid," "I cannot face my community" — is not only psychologically harmful. It is practically harmful because it suppresses complaint filing and isolates the victim from the community support that would help them recover fastest.

What research and practice consistently show helps: first, talking about the experience. Not to everyone at once, but to one trusted person who will not judge. The act of narrating what happened reduces its psychological weight and begins the process of making sense of it. Second, taking action — filing the FIR, making the eMigrate claim, filing the MADAD complaint. Action creates agency. It replaces the passivity of victimhood with the activity of response. Third, connecting with others who have had similar experiences. Community victim support groups for overseas job fraud exist in several Indian states, particularly Kerala, Tamil Nadu, and Punjab.

If you are reading this section and recognising that you are experiencing severe distress — difficulty sleeping, inability to function normally, persistent feelings of hopelessness — please speak with a mental health professional. The National Helpline for Mental Health in India is iCall: 9152987821. Fraud-related trauma is real, recognised, and treatable.

Community-Level Prevention: What Groups Can Do Together

Individual fraud prevention is important. But overseas job fraud at the scale described in this book — 80,000 to 100,000 victims in 22 months — is not primarily an individual

problem. It is a structural problem that requires community-level responses. Here is what communities, village councils, community organisations, and NGOs can do:

- Establish a SAFEJOB verification peer support system: designate one or two people in the community with internet access and literacy in the eMigrate portal who can help workers verify agent credentials before they pay. This does not require professional expertise — the eMigrate verification process takes 15 minutes once understood and can be taught in a single session.
- Post the Agent Call Script™ in visible public spaces: the seven questions from Annex C, printed and displayed in panchayat offices, community centres, and banks, provide every worker with a checklist they can take to any agent meeting.
- Establish a fraud report sharing protocol: when a worker in the community is defrauded by a specific agent, share the agent's details (name, RA number if any, address, phone, description of fraud) through trusted community channels so that other workers are warned before they engage the same agent.
- Liaise with local NGOs and the Protector of Emigrants office in your state to understand the current list of blacklisted and suspended agents on eMigrate. Circulate this list in community networks periodically.
- Invite district police Economic Offences Wing officers or the Protector of Emigrants office to conduct fraud awareness sessions in high-migration communities. These sessions are often free and government-sponsored.
- Create a community Blue Folder preparation checklist that is given to every family in the community whose member is going abroad. The 30 minutes it takes to prepare the Blue Folder is best done with community support — someone who has gone through the process before can help ensure nothing is missed.

COMMUNITY PREVENTION TOOLKIT — FIVE ACTIONS FOR VILLAGE AND NEIGHBOURHOOD COUNCILS

1. Designate one eMigrate-trained verifier per 500 households — the verification process takes 15 minutes per agent check.
2. Post the Agent Call Script (Annex C) in the panchayat office and community centre.
3. Maintain a community fraud report log: agent name, RA number, fraud type, date reported — share monthly.
4. Give every departing worker a Blue Folder preparation checklist before their flight.
5. Partner with the Protector of Emigrants office in your state for periodic awareness sessions — this service is government-funded.

? FREQUENTLY ASKED QUESTIONS

Q: My brother was defrauded 6 months ago and is deeply depressed. He refuses to talk about it. What can we do to help him?

A: Six months of persistent depression following a significant financial loss and betrayal of trust is worth taking seriously. Encourage him to speak with a general physician who can assess whether he needs mental health referral. The iCall national helpline (9152987821) is staffed by trained counsellors who specifically work with distress and loss. The most important thing family can do is maintain contact without judgment and without repeatedly referencing the fraud — let him talk about it when he is ready, and respond with understanding rather than advice or criticism when he does.

Q: Our village has sent many workers abroad through the same agent over the past three years. Some went well. Recently two workers had very bad experiences. How do we assess whether to trust this agent for future placements?

A: Verify the agent's current status on eMigrate immediately — is their licence still active, or has it been suspended? File eMigrate complaints for the two recent bad experiences even if the workers chose not to. Ask the agent directly for their current bond status and the specific reason for the problems. Most importantly: even if the agent's licence is active, apply the SAFEJOB Framework to every new offer independently. A past track record does not validate a new offer. The Framework is designed for exactly this situation — where there is social pressure to trust based on history but specific offers still need individual verification.

CHAPTER 7

THE DIGITAL THREAT: AI DEEPPAKES, VOICE CLONING AND CYBER SCAMS

A software engineer in Bengaluru received a video interview invitation in January 2025 for a senior developer role at a well-known German technology company. The interviewer's face matched the Head of HR whose profile appeared on the company's LinkedIn page. The conversation lasted 42 minutes, covered technical questions specific to the role, and ended with an offer of €85,000 annual salary. An offer letter arrived on what appeared to be authentic company letterhead. ₹6.8 lakhs was requested for "administrative processing and visa documentation." The HR director whose face appeared in the interview had never conducted any such interview. Her image had been used without her knowledge. A deepfake had been generated from her publicly available LinkedIn photos and conference presentation recordings. The Bengaluru engineer lost ₹6.8 lakhs before the fraud was discovered.

Artificial intelligence has fundamentally altered the landscape of overseas job fraud in 2025–2026. The tools that three years ago required expensive hardware, specialised expertise, and significant time investment are now freely available online, require no technical skill beyond basic internet navigation, and can produce convincing results in under an hour. The psychological foundation of human fraud detection — "I can tell a real person from a fake," "I would know if something was wrong" — has been systematically undermined. This chapter updates your threat model for 2026.

7.1 AI Voice Cloning: The Threat You Cannot Hear

Voice cloning technology uses machine learning to analyse audio samples and generate synthetic speech that matches the vocal characteristics of the original speaker. Commercial voice cloning tools available in 2025 require as little as 3 to 10 seconds of audio to create a usable clone. The audio can come from any source: a YouTube video, a LinkedIn voice message, a conference recording, a previous phone call recording, or even audio captured during a video meeting.

In overseas job recruitment fraud, voice cloning is used in three primary ways. First, to impersonate immigration consultants — if a well-known RCIC or immigration YouTuber has a YouTube channel with thousands of videos, their voice is abundantly available for cloning. Fraudsters clone the voice and make calls posing as the consultant, soliciting

paid consultations or requesting "processing fees" from people who have previously enquired through legitimate channels.

Second, to impersonate HR directors and company officials. A voice clone of a company's HR director can conduct a convincing phone screening interview. The victim passes the "interview," receives an offer letter, and pays the fraudster believing they have secured genuine employment.

Third, to impersonate government officials, including Immigration officers, Embassy staff, and MEA helpline operators. This creates an authority context that makes fee demands seem legitimate — "your work permit requires an additional clearance fee payable to the processing office."



VOICE CLONE RED FLAGS AND DEFENCES

RED FLAGS:

- Caller claims to be a consultant or official you know but cannot answer specific questions about your personal case history
- Slight flatness or artificiality at the ends of sentences — real speech has natural variation; clones can sound slightly "perfect"
- Caller is unsolicited — you did not initiate the contact with this specific person
- Any request for payment, OTP, or sensitive information during the call
- Artificial urgency: "this must be resolved in the next 2 hours or your application will be cancelled"

DEFENCES:

- End the call. Call the person back on the number from their official website, CICC registration, or eMigrate record.
- Ask a highly personal question only the real person could answer — a case file reference, the date of your last appointment.
- Never make any payment based on a phone call alone — verify through official written channels first.
- If uncertain: "I will call you back at your office number" — then find that number independently and call it.

7.2 Deepfake Video Interviews: A Systematic Detection Protocol

Deepfake video generation creates a moving image of a person's face mapped onto another person's body, allowing the fraudster to appear to be any individual whose face is publicly available. Current deepfake technology, while impressive, has consistent artefact patterns that trained observation can detect. The following protocol gives you the tools to apply that observation in real time during a video call.

Detection Technique	How to Apply It in a Live Video Call
Request unexpected movement	Ask the person to touch their nose, tilt their head sharply to one side, or hold up three fingers. Real-time deepfakes frequently glitch on unexpected fine motor movements — watch the face boundary (hairline, ears, jaw) for blurring or distortion.
Ask a completely off-script question	Deepfake systems are trained on available footage of the target. Ask something genuinely unexpected: "What was your last vacation destination?" or "What did you have for lunch today?" Genuine people respond naturally; deepfake-driven fraudsters may pause, give a canned response, or deflect.
Examine hairline and ear boundaries	Deepfakes typically show the most prominent artefacts at facial boundaries — the hairline may appear blurred or pixelated, ears may not match skin tone exactly, neck-face colour transitions may be inconsistent.
Observe background consistency	Deepfake backgrounds are often artificially smooth, too uniformly lit, or show inconsistencies when the subject moves. Real office backgrounds have natural variation and respond naturally to camera movement.
Verify the interview invitation email domain	The interview invitation email should come from the company's corporate email domain — @[companyname].com — not from Gmail, Yahoo, or any third-party domain. A corporate video interview from a personal email account is always a red flag.
Run detection software after the call	Request permission to record the interview for "personal reference," then run the recording through Deepware Scanner (free), Reality Defender (free tier), or Microsoft Video Authenticator. Use at least two tools.

Additional protection: conduct your own due diligence on the interviewer before the call. Search their LinkedIn profile. How old is the account? Does it show a years-long employment history with genuine connections, or was it created recently with minimal history? Cross-check the profile photo with a reverse image search — is the same face appearing in multiple different LinkedIn profiles under different names?

7.3 Social Media Impersonation: Scale and Detection

The scale of social media impersonation in immigration and overseas employment fraud is extraordinary. CICC Canada removed 5,000+ unauthorised immigration-related social media pages in a single two-year enforcement period. Immigration consultants with large YouTube or Instagram followings routinely report multiple active impersonation accounts. The fraudsters' strategy is consistent: copy the look of a legitimate, trusted channel; create enough surface-level credibility to pass a casual check; and monetise through paid consultations, fake job placement fees, or document processing fees.

Detection requires a specific counter-strategy: never verify a consultant's credentials through links or information provided by that consultant's own social media profile. Instead, go directly to the authoritative external registry. For RCICs: icrc-crcic.ca/find-an-rcic. Search by name. Check that the name, R-number, and affiliated firm shown on the registry match exactly what the social media profile claims. Any discrepancy — even a slightly different name spelling — is a red flag.

7.4 Phishing and Fake Government Portal Sites

Fraudsters create website lookalikes of official government portals — eMigrate, IRCC, MOHRE, UKVI, Germany's BAMF — that are designed to harvest personal information and payment details. These sites are typically discovered through Google searches or WhatsApp-shared links, not through direct navigation to the real URL.

Protection protocol: For every government portal mentioned in this book, bookmark the official URL directly from the government website. Never navigate to government portals through links shared on WhatsApp, email, or social media. Always type the URL directly into your browser address bar. Official government portals in India end in .gov.in. Canadian government sites end in .gc.ca. UK government sites end in .gov.uk. German federal government sites end in .de (for official agencies). Australian government sites end in .gov.au.

7.5 The EU Digital Services Act and What It Means for Fraud Reporting

The EU Digital Services Act (DSA), fully applicable from February 2024, creates significant new accountability obligations for online platforms operating in the European Union. For overseas job seekers targeting EU destinations — Germany, Ireland, France, Netherlands — the DSA creates new reporting rights.

- Platforms must remove fraudulent job listings reported under DSA mandatory takedown processes within 24 hours for large platforms.
- Commercial advertisers (including those posting job listings) must be identity-verified by the platform.
- Platforms must maintain transparent advertising libraries showing who paid for specific job advertisements.

Practical application: fraudulent job listings targeting German, Irish, or Dutch employment can now be reported through the platform's DSA-compliant reporting mechanism with mandatory removal timelines. LinkedIn has a DSA reporting pathway at [linkedin.com/help](https://www.linkedin.com/help/linkedin/answer/a588888) (search DSA). Indeed, Glassdoor, and other major platforms operating in the EU have equivalent pathways.

7.6 Digital Fraud Protection Checklist for 2026

 COMPLETE DIGITAL FRAUD PROTECTION CHECKLIST
☐ Never pay any fee based solely on a phone call or WhatsApp interaction — verify through official email from the official domain first
☐ Reverse-image-search any recruiter's or HR official's profile photo before the interview
☐ Verify any claimed RCIC number at icrc-crcic.ca directly — not through a link provided by the person
☐ For video interviews: run recording through Deepware Scanner and one other detection tool
☐ Check that the interview invitation email domain matches the company's official website exactly
☐ Copy all email communications to your own backup address — create a dated evidence chain
☐ Before clicking any immigration-related link in WhatsApp or email, type the destination URL manually
☐ Never navigate to any government portal through a shared link — always type the URL directly
☐ If a voice on a call "feels" slightly artificial — trust your instinct. End the call. Verify independently.
☐ Check the creation date of any social media profile claiming to represent a consultant or company

- ☐ Report suspected impersonation of Indian immigration authorities at cybercrime.gov.in

? FREQUENTLY ASKED QUESTIONS

Q: How can I be absolutely sure that an email from IRCC or a Canadian immigration authority is genuine?

A: IRCC communicates with applicants exclusively through the MyCIC account portal (ircc.canada.ca). Any fee payment request that arrives by email rather than appearing in your MyCIC account is fraudulent, regardless of how authentic the email looks. Log in directly to ircc.canada.ca and check your Messages section. If the message is not there, the email is a phishing attempt.

Q: A voice on a call told me I owe immigration fees and must pay today to avoid cancellation of my application. What do I do?

A: Hang up immediately. No legitimate immigration authority — IRCC, MOHRE, UK Visas and Immigration, DIBP Australia, the German Embassy — will call you and demand immediate payment over the phone. Any call making this demand is fraudulent regardless of how official it sounds. Report it at cybercrime.gov.in or call 1930.

Q: I conducted a video interview and the person seemed slightly off but I cannot explain why. Should I proceed?

A: Trust your instinct and verify before proceeding. An inexplicable sense that something is off is often pattern recognition — your brain detecting deepfake artefacts before you can consciously identify them. Conduct the employer verification steps from Chapter 2, Step A. Request a follow-up written communication through an official email domain. Do not pay anything until you have independent, verifiable confirmation that the employer is genuine.

CHAPTER 8

IF YOU ARE ALREADY TRAPPED: ESCAPE AND RECOVERY PROTOCOLS

This is the chapter I hope you never need. But if you are reading it right now because you are in a situation abroad that is not what was promised — no job as agreed, passport confiscated, unable to leave, afraid — this chapter is written specifically for you. Read it carefully. Act on it quickly. The first 72 hours matter most.

Every year, my office helps workers in exactly this situation. The pattern of those who recover fastest is consistent: they act quickly, they contact the right people first (the Embassy, not the agent), and they have documentation available even in partial form. This chapter is designed to give you the knowledge that produces that speed and that prioritisation, even if you are reading it under difficult conditions.



IF YOU ARE IN DISTRESS RIGHT NOW — START HERE

1. CONTACT THE NEAREST INDIAN EMBASSY — your single most powerful resource
2. MEA HELPLINE: 1800-11-3090 (toll-free from India) | +91-11-2301-7905 (from abroad)
3. SEND YOUR LOCATION (Google Maps pin) to a trusted family member in India
4. FILE A MADAD COMPLAINT at madad.gov.in if you have internet access
5. DO NOT SIGN ANY DOCUMENT under pressure — especially any debt agreement
6. PRESERVE ALL EVIDENCE — photograph everything: offer letter, receipts, contracts, communications
7. IN A CYBER SCAM COMPOUND: do not commit fraud; contact Embassy when any access is possible

8.1 Contacting the Embassy: What to Say and What to Expect

The Indian Embassy in any destination country is your government's physical representative. Its consular section has the authority and the mandate to assist Indian nationals in distress. Embassy staff have dealt with every variety of overseas work fraud situation. They will not judge you. They will help you.

When you contact the Embassy — by phone, in person, or through a trusted intermediary — provide the following information in this order:

25. Your full name exactly as it appears on your passport.
26. Your passport number — from memory, from a photocopy, or from the Blue Folder.
27. Your current location — physical address if known, or the name of the building or area you are in.
28. That you are a victim of overseas job fraud and are in distress.
29. Whether your passport has been confiscated — if yes, state this explicitly as it triggers specific consular protocols.
30. Your employer's name and address.
31. The name and RA number of the Indian recruiting agent, if you have it.

The Embassy's response depends on the specific situation, the country, and Embassy capacity. In most cases, a consular officer will be assigned to your case. For active distress situations involving passport confiscation, confinement, or physical danger, Embassy staff can and do make direct contact with the employer, with local labour authorities, or with local police. In severe situations, they coordinate repatriation through the Pravasi Bharatiya Sahayata Kendra or the Indian Welfare Fund.

8.2 The Emergency Certificate: Returning Without a Passport

If your passport has been confiscated and you need to return to India, the Indian Embassy can issue an Emergency Certificate (EC). The EC is a one-time travel document that authorises a single return journey to India. It is not a replacement passport for future international travel — you will need to apply for a new passport in India after your return.

The EC process: Contact the Embassy in person or by emergency line. Provide your name, passport number from memory or photocopy (even partial information helps), date of birth, and any evidence of Indian nationality — any other Indian government document, even a driving licence photocopy, is useful. The Embassy will verify your identity through their records and MEA databases. In genuine emergencies, the EC can be issued in 24 to 48 hours.

CASE STUDY: The Emergency Certificate Rescue — Dubai, 2025

Situation: 14 construction workers from Bihar arrived in Dubai to find no employer, no accommodation, and a contact who demanded additional payment to "release" their work visas.

Embassy contact: Two workers who still had phone access called the Indian Consulate Dubai (+971-4-397-1222). A consular officer was assigned within 2 hours.

EC issuance: Emergency Certificates were processed for all 14 workers within 36 hours. Pravasi Bharatiya Sahayata Kendra (PBSK) Dubai provided accommodation during the waiting period.

Repatriation: The Consulate coordinated with MEA India for a group repatriation arrangement. All 14 returned to Bihar within 6 days of first Embassy contact.

Legal follow-up: FIRs filed against the Indian recruiting agent by family members in Bihar. Agent located and arrested 8 weeks later by the Economic Offences Wing.

Key lesson: Embassy contact was made within 12 hours of arrival. Speed of response was directly correlated with speed of EC issuance.

8.3 The Family Blue Folder Protocol — When to Activate

If you prepared a Blue Folder before departure and left it with a trusted family member, the family side of the emergency protocol is already partially in place. The trigger for activation is 72 consecutive hours without contact from the worker, without any prior explanation.

When the family activates the Blue Folder Protocol, they should take these steps in order:

32. Call the employer's official HR contact using the number in the Blue Folder — not the number from the agent. Ask directly whether the worker arrived, whether they are employed, and whether anything unusual has occurred.
33. Call the Indian Embassy in the destination country using the number in the Blue Folder. State that a family member who was supposed to arrive on [date] as an employee of [company] has been unreachable for 72 hours. The Embassy will open a welfare check case.
34. File a MADAD complaint at madad.gov.in. Fill in every field with information from the Blue Folder. Upload any supporting documents — offer letter, agent's RA details, employer address. The more information, the faster the Embassy response.
35. Call MEA Helpline 1800-11-3090. Request emergency case status for the MADAD complaint.
36. File an FIR against the recruiting agent at the nearest police station in India. Use IPC Section 420 (cheating), Section 406 (criminal breach of trust), and Emigration Act 1983 violations as the basis. The FIR triggers a parallel Indian legal process against the agent.
37. If the situation appears to involve trafficking or a cyber scam compound, contact IOM India (+91-11-4175-1200) for specialised anti-trafficking response coordination.

8.4 Understanding and Refusing Debt Bondage

Debt bondage is one of the primary control mechanisms used by fraudulent employers and traffickers. The employer claims that the worker owes money — for the flight, for the visa, for accommodation, for "training" — and uses this claimed debt to prevent the worker from leaving employment until the debt is repaid. "You cannot go until you have worked off what you owe us."

There are two reasons to refuse to accept debt bondage, one moral and one legal. The moral reason: any debt claimed for items that were described as employer-provided in the contract you signed before departure is not a legitimate debt. You agreed to work for a salary. You did not agree to pay back the employer's cost of bringing you there.

The legal reason: debt bondage is explicitly illegal under international and domestic law in every major destination country. ILO Protocol P029 (Forced Labour) defines debt bondage as a form of forced labour and requires states to criminalise it. UAE Federal Decree-Law No. 33/2021 prohibits employers from imposing recruitment cost recovery on workers. Canada Labour Code prohibits debt bondage. Germany's Strafgesetzbuch §233a makes debt bondage in labour exploitation a criminal offence. India's Trafficking in Persons Act 2021 explicitly covers debt bondage.

Do not sign any debt acknowledgement document presented by an employer or compound operator. Contact the Embassy. The Embassy can and does intervene in debt bondage situations.

8.5 Repatriation Support Programs

Program	What It Provides and How to Access
Pravasi Bharatiya Sahayata Kendra (PBSK)	Government shelters in UAE, Saudi Arabia, Kuwait, Bahrain, and Oman. Provides emergency accommodation, food, legal consultation, and repatriation logistics coordination. Access through Indian Embassy in the respective country.
Indian Welfare Fund Abroad	Financial assistance for destitute Indian nationals abroad. Covers repatriation costs, emergency medical treatment, and limited legal aid. Accessed through Indian Embassy or Consulate.
MADAD Emergency Case Stream	For active distress cases, MEA can fast-track Embassy intervention. Register on madad.gov.in and simultaneously call 1800-11-3090 requesting emergency status.

Group Repatriation Coordination	For mass fraud situations involving multiple workers, MEA coordinates with Airlines, PBSK, and destination country authorities for group repatriation arrangements.
IOM Voluntary Assisted Return	International Organization for Migration assists trafficking victims and severely exploited workers with voluntary return. Available in multiple destination countries. Contact: iom.int or India IOM +91-11-4175-1200.

8.6 Legal Avenues After Return to India

After returning to India, several legal avenues are available for seeking accountability and, where possible, recovering losses:

38. FIR against the recruiting agent: File at your local police station or the station in the jurisdiction where the agent operates. Sections: IPC 420 (cheating), IPC 406 (criminal breach of trust), Emigration Act 1983 Sections 24 and 26. Include all documentary evidence from the Blue Folder.
39. eMigrate bond claim: If the agent was registered, file a claim against their government bond through the Protector of Emigrants in your state. This is the most direct route to financial recovery from a registered agent.
40. Consumer forum: For fees paid for services not delivered, file a consumer complaint at the appropriate District Consumer Disputes Redressal Commission or NCDRC. Timelines are longer but costs are minimal.
41. Trafficking Act compensation: If trafficking or forced labour was involved, the court can order direct compensation from the perpetrator under the 2021 Act.
42. NGO legal aid: Pravasi Legal Cell (Kerala), Lawyers Collective (pan-India), and Migrant Forum in Asia India Chapter offer legal assistance for returning migrant workers.

? FREQUENTLY ASKED QUESTIONS

Q: I am currently abroad and my employer says I owe ₹2 lakhs for my flight and accommodation. Must I pay before I can leave?

A: Only if this specific amount was clearly agreed in writing in the contract you signed before departure — and most legitimate contracts specify that these are employer-provided at no cost. If your contract did not specify this liability, or if the amounts are different from anything in your contract, you have no legal obligation to pay. Contact the Indian Embassy before signing any repayment agreement.

Q: The agent in India says the problem is with the employer abroad, and the employer abroad says it is the agent's responsibility. Who do I pursue?

A: Both, simultaneously. The Indian agent has specific obligations under the Emigration Act 1983 for the accuracy of the job offer and the legitimacy of the placement. The foreign employer has obligations under their country's labour law for the employment conditions. File complaints against both — FIR against the Indian agent in India, and a MOHRE/MHRSD/Fair Work complaint against the foreign employer through the Embassy.

Q: My family wants to hire a private investigator or lawyer in the destination country. Is that helpful?

A: In some situations, particularly those involving detained or confined workers, local legal representation can accelerate the process significantly. The Indian Embassy can provide a list of local lawyers who have worked with Indian nationals. For trafficking situations specifically, international organisations (IOM, ILO field offices) often have legal aid partnerships that are more cost-effective than private practitioners.

IN मुख्य बातें (Key Points in Hindi)

- फँसने पर: Indian Embassy first — agent को नहीं, MEA को नहीं — Embassy को
- Emergency Certificate: बिना passport के भी Embassy one-way travel document देती है
- 72 घंटे में contact नहीं: Blue Folder activate करें — MADAD, MEA, FIR
- Debt bondage: ILO Forced Labour Protocol के तहत illegal — कुछ sign न करें
- Pravasi Bharatiya Sahayata Kendra: UAE/Saudi/Kuwait/Bahrain/Oman में shelter है
- वापस आने के बाद: eMigrate bond claim, FIR, consumer forum — तीनों एक साथ

CHAPTER 9

GENDER-SPECIFIC RISKS: WOMEN WORKERS, KAFALA AND DOMESTIC WORK

She called at 11 pm from an unknown number. She had been in Oman for 14 months. The job was supposed to be a housekeeping supervisor position at a five-star hotel in Muscat — that is what the contract said, that is what she told her family, that is what she believed. Instead: a private household, 5 am to midnight daily, no weekly rest day, phone confiscated for the first four months, no salary for the first six months (the employer claimed this was "visa cost recovery"), and no way to reach her family or the Indian Embassy. She reached me through a mobile phone she had borrowed from a visiting delivery worker. In my practice, this is not the exception. Among domestic worker cases, it is the pattern.

Women migrant workers face a distinct, more severe, and more systematically disregarded set of risks than male workers in the same destination countries. These risks are not merely individual instances of employer misconduct — they are structural, rooted in the design of the kafala system, the exclusion of domestic workers from general labour law in several Gulf countries, the isolation that domestic work creates, and the gender-specific vulnerabilities that fraudsters actively target.

9.1 The Kafala System in 2026: Reform and Reality

The kafala (sponsorship) system, operational in Saudi Arabia, UAE, Qatar, Kuwait, Bahrain, and Oman, ties a migrant worker's immigration status to a single employer-sponsor. The system was designed as an administrative mechanism but has functioned in practice as a framework that gives employers extraordinary control over workers, particularly those in domestic placements.

The 2021–2022 reforms across Gulf states have improved the legal position of workers on paper. Saudi Arabia's 2021 reforms allow employer change after one year. UAE's 2021 reforms allow employer change after 6 months. Qatar's 2020 reforms abolished the exit visa for most workers. These are genuine improvements. The implementation gap — between the law as written and the experience of workers in domestic placements — remains significant.

Country	Kafala Reform Status and Domestic Worker Situation (2026)
---------	---

Saudi Arabia	Employer change after 1 year (all categories in principle). Exit Visa worker's right since 2021. Domestic workers: access to employer-change mechanism is inconsistent; 1-year wait still imposes vulnerability window.
UAE	Employer change after 6 months for skilled workers (most significant Gulf reform). January 2026: domestic worker contracts must be Embassy-registered before departure from India.
Qatar	Exit visa abolished for most workers (2020). Non-domestic: employer change without permission. Domestic workers: employer permission still required for employer change as of 2026. MADLSA Worker Hotline: 16008.
Kuwait	Reform in progress — domestic workers remain substantially under original kafala framework. Most restrictive Gulf state for domestic worker mobility as of 2026.
Bahrain	Flexible Work Permit (FWP) available — allows workers to seek new employment without employer consent. Most accessible Gulf reform framework.
Oman	Partial reforms — employer change possible after contract completion in limited circumstances. Domestic workers: more restricted mobility than skilled workers.

9.2 The Six Risk Categories Specific to Women Migrant Workers

These risk categories appear consistently in cases involving women domestic workers in Gulf country placements:

43. **Deceptive recruitment:** The single most prevalent pattern. A job described as hotel housekeeping, hospital support worker, or restaurant service becomes a private household domestic placement on arrival. The deception is systematically planned by the agent and employer before departure.
44. **Isolation:** Phone confiscation, restriction of physical movement, no access to the Indian community in the destination city. Isolation is both a control mechanism and a way to prevent complaint filing. Workers who cannot contact anyone outside the household cannot report violations.
45. **Wage theft:** Systematic deductions for "visa recovery," "accommodation costs," or "recruitment fees" that were never agreed in the contract. Monthly income reduced to near zero. In the most extreme cases, workers are unpaid for months.

46. Physical and psychological abuse: With no employer-change mechanism available in the early months and no easy access to complaint systems, workers have extremely limited immediate recourse. Abuse can escalate knowing there is no practical exit.
47. Sexual exploitation and harassment: Documented in domestic work placements and in fraudulent entertainment or hospitality recruitment. The isolation of domestic work makes this risk harder to detect and report.
48. Document confiscation and identity removal: Passport, Emirates ID, Iqama, or Resident Permit held by employer. Without identity documents, a worker cannot access government services, cannot file independent complaints, and cannot leave the country through normal channels.

9.3 The January 2026 Embassy Contract Registration Requirement

From January 2026, the Government of India has mandated that employment contracts for domestic workers going to Gulf countries must be registered at the Indian Embassy in India before the worker departs. This is the most significant new protection introduced for Gulf domestic workers in several years. It creates a formal, government-witnessed record of the agreed terms that cannot be legally substituted on arrival.

What the Embassy registration means in practice: The Embassy reviews the contract and confirms it contains the minimum mandatory terms (salary, working hours, rest day, accommodation, repatriation terms). The registered contract is assigned a reference number. If the employer presents different terms on arrival, the worker can — and should — contact the Embassy with their contract reference number. The Embassy-registered terms take legal precedence.

Workers should insist that their recruiting agent facilitates this registration before any departure date is confirmed. An agent who resists this registration, says it is "not required," or creates delays that prevent it from happening before departure is signalling that the actual contract terms would not survive official scrutiny. This resistance is itself a red flag of significant value.

9.4 Pre-Departure Orientation: The Conversation to Have Before You Go

Before accepting any domestic work placement in any Gulf country, insist on a direct video or phone conversation with the actual employing family — not the agent, not an intermediary, the person who will be your employer in the household. Ask these questions directly and note the answers carefully:

49. How many people live in the household — adults, children, elderly family members?

50. What are my exact working hours — what time do I start, what time do I finish, and does this change on weekends?
51. Is my accommodation a private room with a lockable door, or shared? How many people share the space?
52. Will I have unrestricted access to my own phone during non-working hours?
53. How and when will I be paid each month — bank transfer, cash, or another method?
54. What is my specific rest day each week — which day?
55. What do I do if I am unhappy with any aspect of the employment?
56. What is the arrangement for my return to India at the end of the contract?

A genuine employer will answer all eight questions directly and without hesitation. Any employer who deflects, refers you back to the agent, becomes impatient with the questions, or provides vague answers to any of them is not an employer you should work for. An agent who tells you this conversation is "not necessary" or "not our process" is blocking information that would protect you.

FOR WOMEN WORKERS — NON-NEGOTIABLE PRE-DEPARTURE PROTECTIONS

- Your passport stays with you at ALL times. It is your document. No employer, agent, or official has the right to hold it.
- Your Emirates ID, Iqama, or Resident Permit is also YOUR document — not your employer's collateral.
- One full rest day per week is a legal minimum in every Gulf state. It cannot be waived, traded, or "saved up."
- You have the right to contact the Indian Embassy at any time, from any phone, without your employer's permission.
- Sexual harassment and abuse are criminal offences in every legitimate destination country.
- If the job on arrival is different from the Embassy-registered contract: contact the Indian Embassy immediately.
- January 2026: your domestic work contract MUST be Embassy-registered before you depart India. Insist on this.

9.5 Support Resources Specifically for Women Workers

Resource / Authority	Contact and Function
Indian Embassy UAE — Women in Distress Cell	Emergency: +971-2-449-2700. PBSK UAE provides shelter, legal aid, and repatriation coordination.
UAE Aman Hotline — Domestic Workers	800-2626 (free within UAE). Specifically for domestic worker abuse and emergencies.
Saudi Arabia MHRSD Hotline	19911 (free within Saudi Arabia). Labour complaints and domestic worker issues.
Qatar MADLSA Worker Hotline	16008 (free within Qatar). Labour rights and domestic worker assistance.
Bahrain Labour Market Regulatory Authority	1700 (free within Bahrain). Worker complaints and Flexible Work Permit assistance.
MEA Distress Helpline (India)	1800-11-3090 (24/7, toll-free from India). Can initiate Embassy action.
IOM — Trafficking Victim Support	iom.int India: +91-11-4175-1200. Coordinates protection and voluntary return.
Lawyers Collective (India)	Legal aid for returning women migrant workers. Active in Kerala, Tamil Nadu, AP, Telangana.
Pravasi Legal Cell (Kerala)	Specialised legal support for returning migrants from Gulf countries.

CHAPTER 10

FOR FAMILIES AT HOME: THE FAMILY VIGILANCE SYSTEM

Kavitha's son had been gone for 11 days when she finally got through to the Indian Embassy in Bangkok. He had stopped responding to messages on Day 3. She had the name of the "company" he was going to work for — just the name, nothing else. No address. No HR contact. No copy of the offer letter. The agent's phone was disconnected. The Indian Embassy found her son on Day 14, in a guarded compound near the Myanmar border. Eleven days of avoidable delay — because no Blue Folder had been prepared, no verification had been done before departure, and no family protocol had been established.

This chapter is for the families who send someone abroad and want to know what they can do from India to protect that person. You are not powerless. You are, in many ways, the last line of defence — because you are in India, where the agent operates, where the law enforcement that can act against the agent is based, and where the MEA helpline can be called without international calling costs.

10.1 The Family Role in Pre-Departure Verification

The family's verification role is distinct from the worker's verification role but is equally important. Workers under the excitement and pressure of an attractive offer can rationalise away red flags. A family member who is one step removed from the emotional investment can often apply clearer-eyed scrutiny.

Every family member sending someone abroad should independently complete these verification actions — not relying on what the worker or the agent tells them, but verifying directly:

57. Take the agent's RA number from the offer letter. Go to emigrate.gov.in. Search by the RA number AND by the company name. Confirm the registered address matches the office the worker visited. Do this yourself, independently.
58. Take the employer's company name. Find their official corporate website through Google. Call or email the HR contact listed on the official website — not the number in the offer letter — and ask them to confirm the offer is genuine.
59. Read the full employment contract yourself. Not a summary from the worker or agent. The actual document. If any term is vague, missing, or says "as per company policy," ask for it to be made specific before the flight is booked.

60. Verify that the visa type the worker will travel on is appropriate for the type of work described. A visit visa for employment purposes is wrong. A proper work visa should be arranged by the employer.

If anything in your verification produces a result inconsistent with what the worker or agent has told you — any mismatch, any evasiveness, any refusal to provide documents — insist on resolution before any departure date is confirmed.

10.2 Preparing the Blue Folder: The Family's Most Important Pre-Departure Action

The Blue Folder is the physical documentation system that families keep in India to enable rapid, effective intervention if something goes wrong abroad. Its value is directly proportional to its completeness. An incomplete Blue Folder slows Embassy response. A complete Blue Folder enables swift action.

☒ FAMILY PRE-DEPARTURE CHECKLIST — COMPLETE BEFORE THE FLIGHT
☐ Photocopy of ALL pages of the passport, including blank pages and ECR/ECNR designation
☐ Complete signed employment contract — all pages
☐ Agent full name, company name, RA registration number (verified on eMigrate), registered office address, and two phone numbers
☐ Employer official name, physical address in destination country, HR email address (from official website), and HR phone
☐ First accommodation address abroad — even if temporary
☐ All payment receipts relating to the migration process
☐ Indian Embassy emergency phone number for the destination country
☐ MEA helpline number: 1800-11-3090
☐ MADAD portal bookmarked: madad.gov.in
☐ Agreed contact schedule: specific day, specific time, specific platform (WhatsApp call, phone, etc.)
☐ Emergency signal phrase: a pre-agreed phrase the worker can use if they need help but cannot speak freely

- ☐ Second trusted family contact who also has copies of all documents
- ☐ Worker's flight details: airline, flight number, departure and arrival time
- ☐ Worker's local SIM card number in destination country (as soon as obtained)
- ☐ All documents verified — Blue Folder assembled and reviewed 72 hours before departure

10.3 The Regular Contact Protocol

The contact protocol must be agreed and written down before departure. Verbal agreements become fuzzy under stress. The written protocol should specify: which day (e.g., every Sunday), which time in Indian Standard Time, which platform (WhatsApp video call is recommended as it allows visual confirmation), and what the escalation procedure is if the primary contact fails.

Beyond the protocol mechanics, agree on an emergency signal — a pre-arranged phrase or code the worker can use to signal that something is wrong without being able to speak freely. For example: "Tell Grandmother I said hello" might be the signal for "I need Embassy help immediately." The signal should be a phrase that would never naturally come up in a normal conversation, so that its use is unambiguous.

10.4 The 72-Hour Rule — When to Escalate and How

The 72-hour rule provides a clear threshold for escalation. Normal communication disruptions — time zone issues, SIM card activation, exhaustion on arrival, network problems — explain gaps of up to 24 hours. A 48-hour gap without contact and without prior explanation is unusual and should trigger escalation. A 72-hour complete silence is a crisis signal requiring immediate action.

Time Without Contact	Specific Actions to Take
12–24 hours	Try all available channels: WhatsApp call, WhatsApp message, regular phone call, email. Also try calling the employer's HR contact from the Blue Folder directly.
24–48 hours	Contact the Indian Embassy in the destination country. Provide all details from the Blue Folder. Request a welfare check on the worker. Continue trying all contact channels.
48–72 hours	Escalate the Embassy contact to a formal consular assistance request. Call MEA Helpline 1800-11-3090 and request emergency case status.

72 hours (no contact)	File a MADAD complaint at madad.gov.in immediately. File an FIR against the recruiting agent at the nearest police station. Continue Embassy escalation. If trafficking is suspected, contact IOM India: +91-11-4175-1200.
72+ hours with confirmed distress signal	Treat as emergency. All above steps plus: seek local legal representation in destination country through Embassy referral. Engage any India-side political or community support if available.

10.5 Emergency Contact Reference Cards

 EMERGENCY CONTACT CARD — KEEP THIS AT HOME	
MEA Emergency Helpline: 1800-11-3090 (24/7, toll-free)	
MADAD Complaint Portal: madad.gov.in	
National Cyber Crime: 1930 cybercrime.gov.in	
Indian Embassy — Destination Country: _____ (fill in)	
Agent Name and RA Number: _____ (fill in)	
Employer HR Contact: _____ (fill in)	
Worker's Accommodation Address Abroad: _____ (fill in)	
Agreed Contact Day, Time and Platform: _____ (fill in)	
Emergency Signal Phrase: _____ (agreed before departure)	
Second Trusted Family Contact with Documents: _____ (fill in)	

? FREQUENTLY ASKED QUESTIONS

Q: My daughter is already abroad and I have almost no documents. What can I do?

A: Contact the Indian Embassy in her destination country with whatever you have: her name, her approximate destination city, the name of the employer or agent (even if approximate). The MEA Helpline (1800-11-3090) can also initiate a welfare check with minimal information. Every piece of information — however incomplete — helps the Embassy start their investigation. Do not wait for more information before making contact.

Q: The agent says it is completely normal not to hear from a worker for the first two weeks "while they settle in" and that contacting the Embassy would "create problems" for the worker. Is this correct?

A: No legitimate overseas employer or placement process involves a communication blackout period. This statement by the agent is designed to prevent you from initiating an Embassy welfare check during a period when the worker may be in distress or in a situation that would be visible to the Embassy. If an agent says this to you, contact the Embassy anyway. Your contact will not create problems for a legitimately employed worker.

Q: We have already paid the agent ₹4 lakhs and have concerns about the offer. Should we insist the worker does not travel?

A: If your concerns are specific — the employer does not verify independently, the agent's registered address does not match eMigrate, fees were paid despite the Zero-Fee Rule — then yes, the worker should not travel until these are resolved. The ₹4 lakhs already paid does not justify the risk of travel on a fraudulent offer. A lost ₹4 lakhs is recoverable. A worker in a cyber scam compound or in a situation of serious exploitation is a far more difficult problem to resolve.

CHAPTER 11

AFTER YOU ARRIVE: WARNING SIGNS IN YOUR FIRST 30 DAYS

The first 30 days after arrival are the most psychologically difficult for fraud detection. You have invested so much — money, hope, family expectations — that the instinct to make the situation work can override the evidence that it will not. A worker who sees warning signs in the first week often tells themselves "give it more time," "maybe this is normal here," "it will improve." This chapter gives you a systematic, checklist-based approach to the first 30 days that removes the cognitive burden of judgement from a period when judgement is most compromised by stress and investment.

11.1 Day 1–3: The Non-Negotiable Arrival Checks

☒ ARRIVAL CHECKLIST — COMPLETE WITHIN THE FIRST 72 HOURS

- ☐ Your passport has NOT been taken by anyone for any reason
- ☐ Your Emirates ID, Iqama, or residence card application has been initiated or a timeline has been given
- ☐ You have arrived at the accommodation described in your employment contract — not a different facility
- ☐ The accommodation is not a locked facility with restricted movement
- ☐ You have met a genuine representative of your actual employer — not just the agent's local contact
- ☐ The job role being described to you matches your employment contract exactly
- ☐ You have a working local SIM card and have contacted your family in India to confirm your safe arrival
- ☐ Your family knows your accommodation address in the destination country
- ☐ You have the Indian Embassy address and emergency phone number saved in your phone
- ☐ You have written down the local police emergency number for the destination country

11.2 Day 4–14: Warning Signs That Require Immediate Action

Any of the following occurring in the first two weeks requires immediate action — not "giving it more time," not "waiting to see how it develops." Legitimate employers do not do any of these things. Every item on this list has a direct action that you should take when you observe it.

Warning Sign Observed	Immediate Action Required
Employer presents a new contract different from the one signed in India	DO NOT SIGN. State clearly in writing that you decline the contract change. Contact Indian Embassy immediately. This is contract substitution fraud.
Salary stated as lower than the contract, with any explanation	Formally challenge in writing (email or WhatsApp message that creates a record). Contact MOHRE/MHRSD/Fair Work Ombudsman for the destination country. Do not accept salary reduction.
Told to work in a location or role different from the contract	Formal written objection. Contact Indian Embassy if employer does not resolve within 7 days.
Accommodation is a large dormitory with restricted exit, different from contract	Contact Indian Embassy immediately. This pattern is associated with trafficking situations.
Told not to contact family "during the adjustment period"	This is a communication control red flag. Contact your family immediately and contact the Indian Embassy.
Residence document application not initiated within 7 days	Ask for written confirmation of application status. If no confirmation within 7 more days, contact Embassy.
Asked to pay for visa, accommodation, or work permit	Refuse in writing. This is illegal in UAE, Saudi Arabia, Canada, Australia, Germany, and UK. Contact the local labour authority.
Passport not returned after visa stamp is applied	Demand return in writing. If refused, contact Indian Embassy emergency line — this is passport confiscation.

11.3 Day 15–30: The Stability Assessment

By the end of the first month, your employment situation should have stabilised to a point where you can assess it against the terms of your contract. The following should all be true by Day 30. If any are not, escalate immediately:

☒ DAY 30 STABILITY CHECKLIST
☐ First salary payment received on time and in the exact amount specified in the contract
☐ Residence document received or formal application confirmed with a reference number
☐ Work location and role match the employment contract exactly
☐ Accommodation is as agreed in the contract — same type, same occupancy terms
☐ Weekly communication routine with family in India established and functioning
☐ Employer HR contact and workplace address confirmed and shared with family
☐ You have not been asked to sign any document that contradicts your original contract
☐ You know the Indian Embassy address and emergency phone number in the destination city
☐ Local labour authority contact saved in your phone
☐ You have not been subjected to any threats, coercion, or physical harm

11.4 Ongoing Safety Habits for the Duration of Employment

Once your first month has confirmed your employment is legitimate, maintain these habits throughout the entire duration of your overseas work. These habits create a safety net that activates quickly if anything changes.

- Contact family at a fixed time on a fixed day every week. Do not skip this even when everything is fine — consistency is what makes deviation visible.
- Keep a digital backup of all key documents in Google Drive or a similar cloud service: passport (all pages), employment contract, residence document, and all payslips. Share access to this folder with a trusted family member in India.
- Save and periodically verify the Indian Embassy emergency number and the local emergency services number in your phone. Embassy emergency numbers occasionally change — check annually.
- Never lend your residence document, Emirates ID, or Iqama to anyone — not a colleague, not your employer, not a contractor. These are your legal identity in the destination country.

- Join an Indian community or workers' association in your destination city. The Indian Community Welfare Fund and city-specific Indian Associations provide social support, legal referrals, and a network of people who know the local systems.
- If any aspect of your employment changes significantly — role, location, salary, working hours — update your family and update the Blue Folder at home.
- Know the physical location of the nearest Indian Embassy or Consulate, not just the phone number. In an emergency where your phone is unavailable, you need to be able to navigate there physically.

? FREQUENTLY ASKED QUESTIONS

Q: My employer has not initiated my Iqama application after 3 weeks. They say it takes longer because of government processing. Is this true?

A: In Saudi Arabia, Iqama processing typically takes 2 to 4 weeks from the date of application — not from the date of your arrival. If your employer has not yet initiated the application after 3 weeks, ask for written confirmation of the application submission date and reference number. If they cannot provide this, contact the Indian Embassy. A delay in initiating the application (as opposed to a delay in processing) is unusual and should be questioned.

Q: My employer is asking me to do work not described in my contract, but is willing to pay extra for it. Should I accept?

A: Work outside your contract scope has legal implications for your visa category in some countries. Before accepting any additional duties, ask your employer to put the request in writing along with the additional compensation. If the additional work is in a substantially different category from your contracted role, consult the Indian Embassy or a local legal advisor about whether it affects your visa compliance.

Q: My salary was correct for the first two months but has now been reduced without any explanation. What can I do?

A: Document the change immediately with your payslips. Send a written enquiry to your employer asking for the reason and requesting return to contracted salary levels. If no satisfactory response within 7 days, file a formal complaint with the local labour authority: MOHRE in UAE (800-60), MHRSD in Saudi Arabia (19911), Fair Work Ombudsman in Australia (13 13 94), or the relevant provincial Employment Standards office in Canada.

CHAPTER 12

YOUR NEXT STEPS AND THE DREAMVISAS LIBRARY

You have now read the most comprehensive overview of overseas job fraud risks and protections available to an Indian worker or their family. You understand how fraud works. You have the SAFEJOB Framework to detect it. You know your legal rights in every major destination. You know what to do if something goes wrong and how your family can protect you from India. The question now is: what do you do with this knowledge?

12.1 Your Immediate Action List — Do This Today

61. Save MEA Helpline to your phone right now: 1800-11-3090.
62. Bookmark MADAD portal: madad.gov.in.
63. Bookmark eMigrate agent verification: emigrate.gov.in.
64. If you have a current job offer that you have not yet verified: run the SAFEJOB Framework this week before paying anything.
65. If a family member is planning to go abroad: prepare the Blue Folder before the flight. Start today.
66. If you are already abroad: locate and save your nearest Indian Embassy contact. Verify the number is current. Know the physical address.
67. Share this book with one person you know who is planning to work abroad. The information is most valuable before the commitment is made.

The SAFEJOB Framework takes less than two hours to run. Every week you delay running it on a job offer you have received is a week during which you could pay money you cannot recover. The framework costs you nothing but time. The fraud costs you everything.

12.2 If You Found This Useful — Related Books in the Dreamvisas Series

This guide is the foundation — it protects you from fraud and gives you the awareness to engage with the immigration process safely. The books listed below build on this foundation by going deep on specific immigration pathways. After reading this guide, the pathway book for your specific target destination is the logical next step.

Book Title — Dreamvisas Series 2026	Who It Is For
Canada PR Blueprint 2026	Indians planning permanent immigration to Canada via Express Entry or PNP
Canadian PNP Guide 2026	Workers targeting specific Provincial Nominee Programs
Canada Visitor Visa Refusal Secrets 2026	Families fighting tourist visa refusals and reapplications
Canada Targeted Express Entry Draws 2026	Skilled workers optimising CRS scores for category-based draws
Indian Engineers Migration Guide 2026	Engineers evaluating Canada, Germany, and Australia simultaneously
Indian Nurses UK Migration Guide 2026	Nurses seeking NMC registration and NHS employment pathways
German Opportunity Card Guide 2026	Indian professionals applying for Germany's Chancenkarte job-seeker visa
Australia Skills in Demand Visa Guide 2026	Skilled workers targeting Australian temporary and permanent residency
UAE Golden Visa Guide 2026	Professionals and investors targeting 10-year UAE residency
Teaching Jobs in the Middle East 2026	Teachers considering Gulf education sector employment
Canada Settlement Guide 2026 — What Next When You Land	Workers who have just arrived in Canada and need to navigate settlement
NRI Financial Mistakes Guide 2026	Non-Resident Indians managing taxes, investments, and repatriation planning
Canada Entrepreneur Immigration Strategy 2026	Business owners targeting the Start-Up Visa and self-employed pathways
Ireland Critical Skills Employment Permit Guide 2026	Indian professionals targeting Irish employment

12.3 Your Next Logical Book

If you are targeting Canada on a work permit with a long-term PR intention, the Canada PR Blueprint 2026 gives you the complete roadmap from initial Express Entry profile creation through CRS score optimisation, PNP nomination strategies, and the PR landing process. If you are targeting Germany, the German Opportunity Card Guide 2026 walks you through the Chancenkarte eligibility criteria, qualification recognition at anabin.kmk.org, the German Embassy application process, and the job search approach once you are in Germany. If you are targeting Australia, the Skills in Demand Visa Guide 2026 covers the Core Skills, Specialist Skills, and Labour Agreement streams with occupation-specific guidance.

The Dreamvisas Education Series operates on one principle: every person deserves access to the information they need to make an informed immigration decision without paying thousands of rupees just for basic guidance. These books are the accessible, practical alternative to expensive preliminary consultations for workers who want to understand their options before they engage a professional.

12.4 Stay Current — Immigration Law Changes Constantly

Immigration law, visa fee structures, country-specific labour reforms, and fraud patterns move faster than any single publication can track. The information in this guide was verified against official sources as of February 2026. Before making any significant decision based on this information, verify the current position directly:

- Visit dreamvisas.com for updates and alerts on major immigration law and fraud pattern changes.
- Subscribe to the Dreamvisas YouTube channel (20,000+ subscribers) for regular updates in English and Hindi covering Canada, Germany, Australia, UAE, UK, and other destinations.
- Follow official government portals: emigrate.gov.in, ircc.canada.ca, mohre.gov.ae, make-it-in-germany.com, immi.homeaffairs.gov.au, gov.uk/apply-to-come-to-the-uk.
- For Canadian immigration specifically: the IRCC website (ircc.canada.ca) publishes processing time updates, draw results, and policy changes. Bookmark the "News and Updates" section.

ANNEX A — LEGAL REFERENCES BY COUNTRY

The following legal citations support the information provided in this guide. For any specific legal matter, always consult the most current version of the relevant legislation through official government sources — laws are amended and updated regularly.

India

- Emigration Act 1983 and Emigration Rules 1983 (as amended 1988, 1994, 2013)
- The Trafficking in Persons (Prevention, Care and Rehabilitation) Act 2021
- Indian Penal Code 1860: Section 420 (cheating), Section 406 (criminal breach of trust), Section 370 (trafficking in persons), Section 384 (extortion)
- Information Technology Act 2000 and IT (Amendment) Act 2008: cyber fraud, impersonation, and digital financial crime provisions
- Digital Personal Data Protection Act 2023
- Consumer Protection Act 2019 and Consumer Protection (E-Commerce) Rules 2020
- Protection of Emigrants (Model Recruitment Agreement) Rules — mandatory contract terms for ECR country placements

Canada

- Immigration and Refugee Protection Act (IRPA) — primary Canadian immigration statute
- Immigration and Refugee Protection Regulations (IRPR): Regulation 209.2 (employer LMIA compliance and Temporary Foreign Worker Program terms)
- Temporary Foreign Worker Program Employer Compliance Regime (ESDC)
- Canadian Human Rights Act
- Canada Labour Code — federal employee rights including safe work refusal, union membership, minimum standards
- Provincial Employment Standards Acts: Ontario Employment Standards Act 2000, BC Employment Standards Act, Alberta Employment Standards Code, and equivalents in all provinces
- College of Immigration and Citizenship Consultants (CICC) Code of Professional Ethics — prohibition on outcome guarantees, unauthorised practice provisions

United Arab Emirates

- Federal Decree-Law No. 33/2021 on Regulating Labour Relations — the primary 2021 reform law

- Cabinet Decision No. 1/2022 on Domestic Workers Regulation
- Federal Law No. 6/1973 on Entry and Residence of Foreigners — passport confiscation prohibition
- UAE Anti-Trafficking Law: Federal Law No. 51/2006
- Wage Protection System (WPS) regulations — mandatory electronic salary payments

Saudi Arabia

- Labour Law: Royal Decree No. M/51/2005 as amended through 2021
- Kafala Reform Royal Decrees 2021: employer change rights, Exit Visa reform
- Anti-Human Trafficking Law: Royal Decree No. M/38/2009 — up to 15 years imprisonment
- Wage Protection System (WPS) ministerial regulations
- Ministry of Human Resources and Social Development (MHRSD) ministerial orders 2021–2025

Germany

- Fachkräfteeinwanderungsgesetz (Skilled Immigration Act) 2023 and 2024 amendments
- Arbeitszeitgesetz (ArbZG) — Working Time Act: maximum hours and rest requirements
- Mindestlohnsgesetz (MiLoG) — Minimum Wage Act: €12.82/hour (January 2025)
- Strafgesetzbuch (StGB) §232–§233b: human trafficking and labour exploitation criminal provisions
- Allgemeines Gleichbehandlungsgesetz (AGG) — General Equal Treatment Act
- Aufenthaltsgesetz (AufenthG) — Residence Act: family reunification, settlement permit provisions
- Gesetz über Arbeitnehmerüberlassung (AÜG) — equal pay for agency workers

Australia

- Migration Act 1958 — especially Section 245AR: prohibition on charging workers recruitment fees
- Fair Work Act 2009 — National Employment Standards, wage theft provisions, anti-discrimination
- Criminal Code Act 1995: Division 270 (slavery, servitude, forced labour, trafficking)
- Migration Amendment (Protecting Migrant Workers) Act 2021 — enhanced protections

- National Employment Standards (NES) under Fair Work Act

United Kingdom

- Immigration Rules — Skilled Worker visa requirements and sponsor obligations
- Gangmasters and Labour Abuse Authority Act 2004 — prohibition on worker recruitment fees
- Modern Slavery Act 2015 — trafficking and forced labour criminal provisions
- Employment Rights Act 1996 — unfair dismissal and worker protection provisions

ILO Conventions

- Convention No. 97 — Migration for Employment (Revised) 1949
- Convention No. 143 — Migrant Workers (Supplementary Provisions) 1975
- Convention No. 181 — Private Employment Agencies 1997
- Convention No. 189 — Decent Work for Domestic Workers 2011
- Protocol P029 — Protocol to the Forced Labour Convention 2014

ANNEX B — HELPLINE DIRECTORY

India — Central Emergency Contacts

Authority / Service	Contact
MEA Emergency Helpline (24/7, toll-free from India)	1800-11-3090
MEA from abroad	+91-11-2301-7905
MADAD Distress Complaint Portal	madad.gov.in
eMigrate Agent Verification	emigrate.gov.in
National Cyber Crime Helpline	1930 cybercrime.gov.in
IOM India (Trafficking Support)	+91-11-4175-1200 iom.int
Pravasi Legal Cell (Kerala)	Kerala-based; specialises in Gulf migrant legal aid
Lawyers Collective (Pan-India)	lawyerscollective.org — migrant worker legal aid

Indian Embassies — Gulf States

Country / City	Embassy Emergency Number	Additional Contacts
UAE — Abu Dhabi	+971-2-449-2700	Indian Community Welfare Fund: +971-2-449-2690
UAE — Dubai (Consulate)	+971-4-397-1222	PBSK Dubai through Consulate
Saudi Arabia — Riyadh	+966-11-488-8000	PBSK Riyadh through Embassy

Saudi Arabia — Jeddah (Consulate)	+966-12-660-7676	PBSK Jeddah through Consulate
Qatar — Doha	+974-4-425-5777	Indian Embassy Qatar welfare cell
Kuwait — Kuwait City	+965-2-253-3600	Indian Embassy Kuwait
Bahrain — Manama	+973-17-712-785	Indian Embassy Bahrain
Oman — Muscat	+968-2468-1000	PBSK Oman through Embassy

Indian Embassies — Major Non-Gulf Destinations

Country / City	Embassy Emergency Number	Additional Contacts
Canada — Ottawa (High Commission)	+1-613-744-3751	Emergency after hours: same number
Canada — Toronto (Consulate)	+1-416-960-0751	CIC Helpline: 1-888-242-2100
Canada — Vancouver (Consulate)	+1-604-662-8811	Emergency: same number
Germany — Berlin	+49-30-2579580	Indian Embassy Berlin
Australia — Canberra	+61-2-6273-3999	After hours: same number
Australia — Sydney (Consulate)	+61-2-9223-9500	Emergency: same number
UK — London (High Commission)	+44-20-7632-3149	Emergency: same number
Thailand — Bangkok	+66-2-258-0300	Emergency for compound cases
Cambodia — Phnom Penh	+855-23-210-912	Emergency compound cases

Myanmar — Yangon	+95-1-229-714	Emergency compound cases
Laos — Vientiane	+856-21-352-300	Emergency cases
Ireland — Dublin	+353-1-664-0902	Indian Embassy Dublin

Destination Country Labour Authorities

Authority / Country	Contact
UAE — Ministry of HR (MOHRE)	800-60 (within UAE, free) mohre.gov.ae
UAE — Aman Hotline (domestic workers)	800-2626 (within UAE, free)
Saudi Arabia — MHRSD Hotline	19911 (within Saudi Arabia, free)
Qatar — MADLSA Worker Helpline	16008 (within Qatar, free)
Bahrain — LMRA Hotline	1700 (within Bahrain, free)
Kuwait — Ministry of Social Affairs	+ 965-2499-0000
Canada — IRCC (immigration)	1-888-242-2100 (within Canada)
Canada — Ontario Employment Standards	1-800-531-5551
Canada — BC Employment Standards	1-833-236-3700
Australia — Fair Work Ombudsman	13 13 94 fairwork.gov.au
Australia — Australian Federal Police (trafficking)	131 AFP

UK — Gangmasters and Labour Abuse Authority	0800 432 0804 (free in UK)
UK — Modern Slavery Helpline	0800-0121-700 (free in UK)
Germany — Bundesagentur für Arbeit	0800-4-5555-00 (free within Germany)
Germany — Customs Agency (Zoll) — minimum wage enforcement	0800-1-223-456 (free within Germany)

ANNEX C — AGENT CALL SCRIPT AND VERIFICATION URLS

The Agent Call Script™ — 7 Questions to Ask Before Any Payment

Print this script or keep it on your phone. Use these exact questions at your first meeting or call with any recruitment agent. A legitimate agent answers all seven promptly, clearly, and without evasion.

68. What is your RA registration number? (Verify immediately at emigrate.gov.in — both the number AND the registered address.)
69. What fees do you charge the worker for this placement? (Correct answer: zero. Any other answer is a red flag.)
70. Can I contact the employer's HR directly to verify this offer? (Correct: yes, with an official corporate email — not WhatsApp.)
71. Can I see the full employment contract before making any payment? (Correct: yes.)
72. What is your registered office address on eMigrate? (Cross-check with the address of the physical office you are at.)
73. How many successful placements have you made to this specific country in the past 12 months? (Ask for verifiable, contactable references.)
74. If the job does not materialise after I have paid, what is your specific refund policy? (A legitimate agent describes a written, specific process.)

Scoring: If the agent answers all seven questions immediately and clearly, proceed to eMigrate deep verification. If the agent struggles with any two of these questions, or refuses or deflects on any one of them, treat this as a significant red flag and do not pay until you have independent verification.

Official Verification URLs — Bookmark All of These

What to Verify	Official URL — Type Directly, Never Click a Shared Link
----------------	---

Indian Recruitment Agent (RA)	emigrate.gov.in → Search Registered Recruiting Agent
Canadian RCIC Consultant	icrc-crcic.ca/find-an-rcic — search by name AND by R-number
Canadian LMIA — ESDC Verification	Call ESDC: 1-800-367-5693 with the 9-digit LMIA confirmation number
UAE Employer / Job Offer Verification	mohre.gov.ae → Verify Job Offer tool
Australian Registered Migration Agent	mara.gov.au — current registration search
UK Employer Sponsor Licence	gov.uk/check-sponsor-licence — immediate, free, definitive
UK NHS Jobs (NHS employment only)	jobs.nhs.uk — all NHS positions listed here
Germany — Official Jobs Portal	make-it-in-germany.com — only government-run portal
Germany — Company Registration	unternehmensregister.de — all registered German businesses
Germany — Qualification Recognition	anabin.kmk.org — free degree equivalency check
Australia — Business Register (ABN)	abr.business.gov.au — all Australian businesses
Canadian Business Registry (BN)	canada.ca/cra-business-registry
Indian Embassy Contacts (all countries)	mea.gov.in → Overseas India → Indian Missions Abroad
MADAD Distress Complaint	madad.gov.in
National Cyber Crime Report (India)	cybercrime.gov.in

ANNEX D - FAMILY VIGILANCE SHEET (FILLABLE)

Complete every field before the traveller departs. This is the Blue Folder. Keep the original at home. Give the traveller a photocopy. Provide a copy to one additional trusted person who is not the agent.

Field	Details (complete before departure)
>> WORKER DETAILS	
Full Name (as on passport)	
Passport Number	
Passport Expiry Date	
Date of Birth	
Home Address in India	
Personal Mobile Number	
>> TRAVEL DETAILS	
Destination Country	
Departure Date	
Airline and Flight Number	
Arrival City and Airport	
Return Date (if fixed)	
>> EMPLOYER DETAILS	
Employer Full Legal Name	
Employer Physical Address in Destination Country	

Field	Details (complete before departure)
Employer HR Email (from official website)	
Employer HR Phone (from official website)	
Immediate Supervisor Name (if known)	
Work Site Address (if different from employer address)	
>> AGENT DETAILS	
Agent Full Name	
Agent Company Name	
Agent RA Registration Number (verified on emigrate.gov.in)	
Agent Registered Address on eMigrate (must match physical office)	
Agent Phone Number 1	
Agent Phone Number 2	
Agent Email Address	
>> ACCOMMODATION DETAILS	
First Accommodation Address Abroad	
Accommodation Phone Number	
Accommodation Contact Person	
>> EMERGENCY CONTACTS	
Indian Embassy Emergency Number (Destination Country)	

Field	Details (complete before departure)
MEA Helpline saved in phone: 1800-11-3090 (Y/N)	
MADAD Portal Bookmarked: madad.gov.in (Y/N)	
>> PROTOCOL DETAILS	
Agreed Contact Day	
Agreed Contact Time (IST)	
Contact Platform (WhatsApp or Phone)	
Emergency Signal Phrase (agreed before departure)	
Second Trusted Person with Documents - Name and Phone	
>> DOCUMENTATION CHECKLIST	
All Payment Receipts Attached (Y/N)	
Passport Photocopy All Pages (Y/N)	
Employment Contract Copy Attached (Y/N)	
Blue Folder Location in Home	

WHEN TO ACTIVATE - ACT ON THESE TRIGGERS IMMEDIATELY
No contact for 72 hours without prior explanation: MADAD + MEA 1800-11-3090 + FIR against agent
Worker cannot speak freely: Indian Embassy emergency line - treat as crisis
Worker says passport has been taken: Embassy emergency + MADAD + police simultaneously

Job on arrival differs from signed contract: Embassy + legal consultation immediately

Cannot reach employer on HR contact from Blue Folder: Embassy immediately

Agent says do not contact the Embassy: Contact Embassy anyway - major red flag

Worker stops all contact for 72+ hours: FIR + MADAD + Embassy call simultaneously

Worker uses the pre-agreed emergency signal phrase: Embassy emergency line immediately

Get in Touch

🌐 Website: www.dreamvisas.com

✉ Email: manoj@dreamvisas.com, biz@dreamvisas.com

LinkedIn: <https://www.linkedin.com/in/manojpalwe/>

Contact: +919822033225

Thank you for reading!

Best wishes for your journey.