

# DATA PRIVACY POLICY

*(International Job Fair – Overseas Employment)*

## Introduction

This Data Privacy Policy outlines how we collect, use, store, and protect personal and organizational information submitted through our website for participation in International Job Fair, including registrations by **Foreign Employers, Recruitment Agencies, and Candidates seeking overseas employment opportunities.**

We are committed to safeguarding data in compliance with applicable Indian laws, including the **Emigration Act, 1983, Information Technology Act, 2000**, and related rules, and in alignment with the principles governing the **eMigrate system** of the Government of India.

## Information We Collect

### a) From Candidates:

- Full name, date of birth, gender
- Contact details (email, phone, address)
- Educational qualifications and employment history
- Passport details (where applicable)
- Skill sets and job preferences
- Any other information required for state government data policies & overseas employment processing

### b) From Employers / Agencies:

- Organization name, registration details
- Authorized representative details
- Contact information
- Job requirements and role descriptions
- Compliance declarations as required by Indian regulations

## Purpose of Data Collection

Collected information is used strictly for:

- Facilitating registration and participation in International Job Fairs
- Matching candidates with potential overseas employers
- Verification and compliance checks as mandated by law
- Coordination with authorized government systems including **eMigrate**, where applicable
- Communication related to job fairs, interviews, and recruitment processes

## Data Sharing & Disclosure

**We do not sell or trade personal data.**

Information may be shared only with:

- Authorized employers participating in the job fair
- Government authorities or systems (e.g., eMigrate, Protector of Emigrants) as required by law
- Service providers engaged for technical or administrative support under confidentiality obligations

Data is shared strictly on a **need-to-know and compliance basis.**

## Data Storage & Security

- Data is stored in secure systems with appropriate access controls
- Reasonable technical and organizational measures are implemented to prevent unauthorized access, loss, or misuse
- Access to personal data is limited to authorized personnel only

## **Data Retention**

Information is retained only for as long as necessary to:

- Fulfill the purpose of the job fair and recruitment process there after
- Meet statutory and regulatory requirements

After this period, data is managed as per internal retention policies.

## **User Rights**

Registered users may:

- Request access to their submitted information
- Request correction of inaccurate data
- Withdraw consent, subject to legal and regulatory constraints

Requests may be submitted through official communication channels provided on the website.

## **Consent**

By registering on this website, users explicitly consent to the collection, processing, and sharing of information as described in this policy.

## **Policy Updates**

This policy may be updated periodically to reflect regulatory or operational changes. Updates will be published on the website.