

Promoting decent work for international migrant care workers from Kerala

State-level Stakeholder Dialogue

Co-organised by

ILO's Migrant Care Project and NORKA Roots, Kerala

April 21, 2026

10:00 AM - 4 PM IST

Thiruvananthapuram, Kerala

► **Background and Objectives**

The care economy is central to labour markets worldwide and is increasingly reliant on migrant workers, especially women, to meet the growing demand for paid direct and indirect care services. Kerala has been a significant state of origin for Indian migrant workers and workers from the state form a significant portion of care infrastructures globally. Yet, they risk unsafe migration pathways, under-regulated employment conditions, and high recruitment costs with limited access to grievance redressal and social protection at the destination.

Recognizing these challenges and guided by the International Labour Organization (ILO)'s international labour standards, ILO in India is implementing the [Migrant Care project](#) to promote decent work for migrant care workers from India with support from GIZ's Shaping Development-Oriented Migration (MEG) programme. Under the aegis of the Migrant Care project, a national-level research and policy study to map trends, patterns and contours of migration for care work from India was conducted in late 2025, to understand and analyse migration flows from India across specific care related sectors— nursing, care assistance and domestic work—and across major destinations in Europe, West Asia, North America, Africa, and Asia.

As a leading state of origin for migrant care workers and based on discussions between NORKA and ILO, a focused study on Migrant Care Workers from Kerala: Trends, Patterns, Recruitment Dynamics and Access to Decent Work was commissioned to CDS Trivandrum in January 2026. Reflecting together on recommendations drawing upon important study findings on data gaps, variegated recruitment pathways, skilling and recognition needs, employment conditions and decent work deficits will promote policy effectiveness at the state and national level and build social dialogue between ILO constituents to contribute to achieving SDG goals gender equality and non-discrimination of migrant workers from India, especially women care workers from Kerala.

To facilitate collaborative policy action and strengthen institutional frameworks to promote decent work for migrant care workers from India, a **State Stakeholder Dialogue** in being convened at Thiruvananthapuram **on April 21, 2026**.

The main objectives are:

1. Present and contextualize findings of the Kerala specific study, including mapping of migrant care workers from Kerala to various destinations, recruitment dynamics, decent work gaps, and policy implications.
2. Validate and refine the study's recommendations through multi-stakeholder inputs to ensure they are actionable, evidence-based, and aligned with current policy needs.
3. Facilitate dialogue among government, employers representatives, workers' organizations, researchers, and civil society to build shared understanding and momentum for strengthening systemic reform.

► Participants

The hybrid state stakeholder dialogue will bring together representatives from:

- 1) **Government:** Relevant state departments and POE officers in Kerala
- 2) **Workers' Organizations:** trade unions, domestic worker collectives, nurses' associations, returnee networks
- 3) **Civil Society & Academia:** migrant support organizations, researchers, think tanks
- 4) **International Organizations:** ILO technical experts and project partner

► Agenda

Registration begins at 10 AM.

Time (IST)	Segment	Speaker
10:15 – 11:15	Session1: Inaugural Session	• Welcome Remarks by Mr. Ajith Kolassery, CEO, NORKA-Roots • Inaugural Address by Ms.Tinku Biswal IAS, Principal Secretary, NORKA Department • Keynote Address by Ms. Michiko Miyamoto, Director, ILO India and Decent Work Team for South Asia • Presidential Address: Mr. P Sreeramakrishnan, Resident Vice-Chairman, NORKA-Roots Opening Remarks by • Mr. Asif K Yusuf IAS, Director, Loka Kerala Sabha • Major Shashank Tripathi, POE, Thiruvananthapuram

		• Mr. Prashob Revi, POE, Kochi • Mrs. Sindhu S, Additional Secretary, NORKA Department • Introduction to the State Stakeholder Dialogue and ILO's Migrant Care Project by Dr. Neha Wadhawan, National Project Coordinator, ILO Delhi • Vote of Thanks: Prakas P Joseph, Recruitment Manager, NORKA-Roots
11:15 - 11:30	Tea Break	
11:30 – 13:00	Session 2: Presentation led Discussion on Trends, Destination Patterns, Recruitment Dynamics and Access to Decent Work for Migrant Care Workers from Kerala followed by Q&A (15 minutes)	Moderator: Dr C Veeramani, Director, Centre for Development Studies Prof. Praveena Kodoth (Principal Investigator, CDS Trivandrum) and Dr. V.J. Varghese (Co-Principal Investigator, Univ. of Hyderabad): Presentation on findings of the Kerala study (40 minutes) Discussants (5 mins each): ▪ Dr. Viswanathan K V, Director, Medical Education ▪ Dr. Asha S Kumar, Director, State Institute of Medical Education and Technology (SI-MET) ▪ Mr. Prakas P Joseph, Recruitment Manager, NORKA-Roots ▪ Mr. Liju George (Triple Win, GIZ) ▪ Trade Union Representative Reflections by registered private recruitment agencies and recommendations from the Floor (20 minutes)
13:00 – 14:00	Lunch	
14:00 – 14:50	Session 3: Multi-Stakeholder Panel Discussion on Skill Development, Fair Recruitment and Migration Governance for Care Workers at the State Level	Moderator: Dr. Ravi Raman, Planning Board Member (In-charge of NORKA / Labour) Framing remarks (5 min) Panellists (5 mins each): ▪ Dr Usha Titus, Chairperson and MD, ASAP Kerala ▪ Mr. Sufiyan Ahmed IAS, MD, KASE and ODEPEC ▪ Dr. Syed Ibrahim, Director, Goethe Institute Trivandrum ▪ Mr. Ajith Kolassery, CEO, NORKA-Roots ▪ Dr. Sona P S, Registrar, Kerala Nursing Council Q&A and Recommendations from the Floor (20 minutes)
14:50 – 15:40	Session 4: Multi-Stakeholder Panel Discussion	Moderator: Dr Mini Sukumar, Kerala Planning Board Member Framing remarks (5 min)

	on Strengthening Access to Workers Rights and Social Protection for Migrant Care Workers from Kerala	Panellists: ▪ Ms. Bindu V C, Managing Director, Kerala State Women's Development Corporation Ltd (KSWDC) ▪ Mr. Binod Hariharan, Palliam India ▪ Mr. C S Akhil, Program & Research Lead, Loka Kerala Sabha Secretariat ▪ Mr. Suresh Kumar, Envertiz ▪ Mr. Kurien Jacob, Kairali UK (Diaspora representative) Q&A and Recommendations from the Floor (20 minutes)
15:40 - 15:45	Short Break	
15:45 – 16:00	Session 5: Concluding Remarks and Way Forward	Summary of key insights from the day by NPC, ILO India NORKA's Commitments going forward & Closing Remarks by CEO, NORKA Roots