

► Proposed Recommendations (TBD April 21)

► Strengthen Migration Data Systems to be Care Inclusive

- Capture stock and flows for migrant care workers from India; digitization of data on verification and good standing certificates can help ascertain demand by nurses, large sample surveys can provide reliable estimates of different care workers, including domestic workers and their migration patterns
- Develop gender disaggregated international data on caregivers and domestic workers, include data sharing in government-to-government agreements
- NORKA ID card can capture occupation data, routinely updated during renewal every 3 years
- Capture occupational mobility and downgrading; record both source and destination care work categories
- Integrate student-to-work transitions into migration statistics
- Create a unified labour mobility intelligence approach that tracks:
 - flows by occupation and corridor
 - recruiter performance,
 - complaints/resolution,
 - major policy changes in destination countries that affect regular pathways.
 - protects privacy and data of migrant workers

► Shift from Restrictive Protectionism to Regulated Facilitation

- Promote mandatory orientation and active monitoring—in place of restrictive bans which end up amplifying irregular routes
- Replace blanket restrictions on migration for domestic work with risk-based regulation that expands safe, regular channels (public and private) while targeting known risk points (high-fee corridors, household placements, contract substitution).
- Strengthen bilateral enforcement mechanisms, build worker protection into G2G MoUs
- Establish dedicated labour attaché and diaspora support for care workers in GCC destinations

► Support Pre-Departure and Post Arrival Awareness

- Awareness and information to promote choice for migrant workers
- Information on different requirements in different regions/provinces within destination countries

- Develop pre-decision and pre departure orientation trainings that are corridor and occupation specific
- Link source and destination TUs for support at origin and post arrival
- Information on accessing social protection schemes at origin and destination

► Facilitate Skill Progression Opportunities

- Recognise care work as skilled work with progression ladders for different types of care workers
- Build structured pathways for caregivers similar to those for nurses (standard contracts, verified employers, monitored placement)
- Develop aptitude-based assessment
- Provide scholarships for potential care workers from marginalised communities
- Provide partial subsidies for language training at recognised institutes
- Promote language certification with occupational focus – involve returnees in conversation practice
- create avenues for credential recognition and prior experience certification
- Improve licensing support and bridging: helplines for exam preparation and counselling/supervised practice pathways to reduce prolonged periods where nurses work as aides.

► Fair recruitment and cost transparency

- Enforce the “no worker-pays” principle in practice (not only in law), including full disclosure of costs including skilling costs, prohibitions on hidden fees, and sanctions for violations.
- Ratings of language training institutes, more exam centres, exam dates to save costs and access authenticated training courses
- Incentivise fair recruitment - establish recruiter accreditation and grading (public scorecards, compliance audits, worker feedback ratings for RAs) to differentiate credible ethical recruiters from exploitative intermediaries.
- Regulate and monitor sub-agents through registration, traceability requirements, and joint liability mechanisms for licensed agencies that use them.

► Employment standards, contracts, and portability of protections

- Promote bilateral templates with enforceable minimums: hours of work, weekly rest, overtime compensation, leave entitlements, accommodation standards, health coverage, and grievance access
- Special provisions for household settings for monitoring care worker welfare
- Strengthen portability mechanisms (social security coordination, recognition of contribution periods, clear end-of-service benefits)