

National Training Workshop on Pre-departure Orientation (PDO) of Indian Health and Care Workers migrating to Germany

ILO's Migrant Care Project

Mayfair Hall at The Golkonda Hotel,
Masab Tank, Banjara Hills, Hyderabad

July 22-23, 2026
9:00 am - 5:30 pm IST

► **Background**

The care economy is increasingly reliant on migrant workers, especially women, to meet the growing demand for paid direct and indirect care services. Indian migrant workers form a significant portion of care infrastructures globally, yet they risk unsafe migration pathways, under-regulated employment conditions, and limited access to grievance redressal and social protection.

Despite the existence of MoUs and bilateral mobility agreements between governments and businesses direct involvement in recruitment, many health and care workers migrate into insecure, precarious work, including in home-based care. The presence of irregular channels and lack of information increase the risks of care workers being trafficked and ending up in forced labour conditions. Lack of information on destination's immigration and labour related rules and regulations, may further disadvantage migrant workers who are more vulnerable to exploitative working conditions.

While country-specific long-term care, professionalisation and migration policies significantly influence migrant workers in the destination, factors such as work organisation, cultural differences, language difficulties and prejudice may play an important role in structuring inequalities in care work. Migrant care workers have also reported facing additional challenges linked to the recognition of training, skills and prior experience. Hence understanding the risks and benefits of choosing specific destinations and under regulated workplaces is imperative to protect migrant workers.

Trade unions can play a critical role in supporting migrant care workers at origin and at the destination. At the trade union consultation held in October 2025, central trade unions agreed to the need to spread awareness through pre-decision and pre-departure outreach and work towards building collaboration with destination trade unions to support migrant care workers throughout the migration cycle.

In 2015, ILO in collaboration with PSI, produced several pre-decision, pre-departure, and return migration guides for healthcare workers. These manuals cover various aspects of the migration

process, including, customs of the countries of destination, practical matters such as housing, banking, taxation, opportunities for professional growth, as well as return and reintegration. The manuals also provide a catalogue of contacts, including emergency numbers, a directory of trade unions at origin and destination, and a list of immigrant networks to seek support and protection. Since Germany is an important destination for migrant care workers from India, the [predeparture manual for health workers migrating to Germany](#) prepared in 2015, a key resource for accessing updated information on safe and regular migration to Germany needed urgent updation as immigration regulations and job requirements have substantially changed over the past decade.

Objectives

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. Aimed at strengthening capacity to promote decent work for migrant care workers, through the ILO's Migrant Care project, PSI and ILO have updated the predeparture manual to continue to provide relevant, updated information for migrant health workers from India. In addition to legal and safe migration pathways, it also provides information on working conditions, social security measures, checklists and useful tips on ensuring migrant care workers' well-being, safety and dignity.

Through a training of trainers and validation workshop, the ILO with support from PSI will bring together central trade unions, different PSI affiliates and trade unions in India and Germany as well as state-run recruitment actors from select states in India with the following objectives:

- a) build capacity on challenges faced by migrant care workers in accessing decent work
- b) build networks to support migrant workers throughout the migration lifecycle.

As PSI works closely with trade union affiliates in important origin and destination countries, such as Philippines and Germany, the National Workshop will provide a unique opportunity to promote engagement between different Indian trade unions to coordinate efforts to promote decent work for migrant and local care workers in the future and raise collectively, concerns regarding migrant care workers' rights and decent working conditions at the destination.

Participants

Government: Relevant central ministries, state departments and state-run recruitment agencies in select states of Kerala, Tamil Nadu, Telangana, Andhra Pradesh and Karnataka

Workers' Organizations: regional and central trade union representatives, PSI affiliates supporting care workers, nurses' associations, returnee networks

Civil Society & Academia: researchers, expert trainers

► **Agenda for the National Training Workshop**

DAY 1 (July 22, 2026, Wednesday)

Registration begins at 9:00 am

Time (IST)	Segment	Speaker
09:45-10:15	Welcome Address and Inaugural Remarks	Ms. Michiko Miyamoto, Director, ILO India & DWT South Asia Ms. Meike Jaeger, Counsellor, Head of Labour & Social Affairs, German Embassy New Delhi Mr. Anand Devulapally, Protector of Emigrants, Hyderabad Mr. Anil Dhumane, All India National Secretary, Bharatiya Mazdoor Sangh Mr. Praveen Kumar, Implementation Manager, GIZ MEG India
10:15-10:35	Introduction to ILO's Migrant Care project, PSI and the PDOT Training	Dr. Neha Wadhawan National Project Coordinator, Migrant Care project, ILO New Delhi Mr. Kannan Raman, Sub-regional Secretary, PSI South Asia Ms. Ananya Basu, Regional Health Coordinator, PSI Asia Pacific
10:35-11:15	Session 1: Setting the Context: Challenges and Concerns for Migrant Health and Care Workers in the India-Germany Corridor	Moderator: Dr. Neha Wadhawan, National Project Coordinator, Migrant Care project, ILO New Delhi Presentation on Migration for Care work in the India-Germany Corridor: Context, Challenges and Opportunities Dr. V.J. Varghese, Associate Professor, Central University, Hyderabad Interventions: Dr. Sonia George, National Vice President, SEWA, India Mr. Jasminsha, President, United Nurses Association, India
11:15 – 11:30	Tea Break	
11:30 – 12:30	Session 2: Fair Recruitment for Migration for Care work with a focus on the India-Germany Corridor	Moderator: Ms Catherine Laws, Labour Migration Specialist, DWT South Asia Mr. Prakash Joseph, General Manager, NORKA Roots, Kerala Mr. Avinash Kumar, General Manager, IMC Karnataka Ms. Nagabharathi General Manager, TOMCOM, Telangana Mr. Satish Babu, HR Manager, OMCAP, Andhra Pradesh Mr. Liju George, Programme Component Manager, Triple Win and Global Skills Partnership, India

		Sharing of experience and remarks by: Mr. Goutam Sharma, Protector of Emigrants, Bengaluru Ms. Raavi Deepthi Raj, Protector of Emigrants, Vijayawada Maj. Tripathi, Protector of Emigrants, Thiruvananthapuram Protector of Emigrants from other states attending online and Q&A (15 minutes)
12:30 – 13:15	Session 3: Introducing the PDOT Manual for Migrant Health and Care Workers from India	Opening Remarks and Moderator: Ms. Yuki Otsuji, ACTRAV Specialist, ILO Decent Work Team South Asia Presentation by Ms. Ananya Basu, Regional Health Coordinator, Public Services International Asia-Pacific Mr. C.S. Akhil, Migration Expert and PSI Consultant Q&A (15 minutes)
13:15 – 14:15	Lunch	
14:15 – 15:00	Session 4: PDOT Manual for Migrant Health and Care Workers from India (continued)	Moderator: Dr. Neha Wadhawan, National Project Coordinator, Migrant Care project, ILO New Delhi Presentation by Ms. Ananya Basu, Regional Health Coordinator, Public Services International, Asia Pacific and Mr. C.S. Akhil, Migration Expert and PSI Consultant Response from Trade Unions, State-run Recruitment Agencies, POEs followed by Q&A (15 minutes)
15:00 – 15:45	Session 5: Social Dialogue and Labour Migration Governance: Trade Union Interventions in Countries of Origin	Moderator: Ms. Yuki Otsuji, Workers' Activities Specialist, ILO Decent Work Team, South Asia Presentation on how trade unions successfully negotiated migrant workers' priorities in Philippines: Ms. Jillian Roque, Assistant General Secretary, PSLINK Philippines and Mr. Marcelino Deceno, NCR Sectoral Chair for Education, PSLINK Philippines Discussants: Ms. Catherine Laws, Labour Migration Specialist, ILO Decent Work Team, South Asia (5 mins) Dr. Sonia George, National Vice President, SEWA (5 mins) Responses from Trade Unions and Q&A (10 minutes)
15:45 – 16:00	Tea Break	
16:00 – 17:30	Session 6: Group Work on support to	Introduction to scenario-based group work, facilitated by PSI and ILO (7 mins)

	Migrant Care Workers in India	Group work to discuss one scenario/ case study to propose short term and long-term interventions, drawing from PDOT manual guidance (30 mins) Presentation and discussion
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DAY 2 (July 23, 2026, Thursday)

Registration begins at 9:00 am

Time (IST)	Segment	Speaker
09:15 - 09:30	Recap of Day 1	Nominated TU representative and State-run RA
09:30 – 09:45	Session 7: Essential Aspects of Integration and Transition management in Germany	Presentation on <i>Mein Weg nach Deutschland</i> project by Dr. Alexandra Mittler, Director Language Programs South Asia and Deputy Executive Director, Goethe-Institut, New Delhi
09:45-11:00	Session 8: PDOT Manual for Indian Migrant Health and Care Workers Arriving in Germany	Moderator: Ms. Yuki Otsuji, ACTRAV Specialist, DWT South Asia Presentation by Mr. C.S. Akhil, Migration Expert and PSI Consultant and Ms. Ananya Basu, Regional Health Coordinator, Public Services International Asia Pacific Q&A (15 minutes)
11:00 – 11:15	Tea Break	
11:15 – 12:30	Session 9: Social Protection and Grievance Redressal Mechanisms in Germany	Moderator: Mr. Praveen Kumar, GIZ MEG programme, India Presentation by Mr. C.S. Akhil, Migration Expert and PSI Consultant Ms. Jillian Roque, Assistant General Secretary, PSLINK Philippines Q&A (15 minutes)
12:30 – 13:30	Session 10: Organising Care Workers Migrating to and in Germany	Moderator: Mr. Raman Kannan, Sub-regional Secretary, PSI South Asia Presentation by Mr. Robin Huwald, Union Secretary for Health Policy, Ver.di Germany

		Mr. Jasminsha, President, United Nurses Association Dr. Sonia George, National Vice President, SEWA Q&A (15 minutes)
13:30 – 14:30	Lunch	
14:30 – 15:00	Session 11: Regional initiatives to support MCWs	Moderator: Ms Catherine Laws, Labour Migration Specialist, ILO Decent Work Team, South Asia Dr. S M Fahimuddin Pasha, Director – Workers Rights, ITUC Asia-Pacific on ITUC's Model Agreement and following initiatives (10 mins) Mr. Laxman Basnet, General Secretary SARTUC (online) on South Asian engagement (10 mins) Q&A (10 minutes)
15:00 – 15:15	Tea Break	
15:15 – 16:20	Session 12: Group Work on supporting Migrant Care Workers in Germany	Introduction to migrant care worker scenario in Germany -group work, facilitated by PSI staff and ILO (7 mins) Group work to discuss one scenario/ case study to propose short term and long-term interventions, drawing from PDOT manual guidance (30 mins) Presentation and discussion
16:20 – 16:50	Session 13: Feedback on PDOT Manual and Way Forward	Moderator: Ms. Yuki Otsuji, ACTRAV Specialist, ILO Decent Work Team, South Asia Participants will reflect on improvements/ additions required in the PDOT Manual, brainstorm on using the PDOT Manual and way forward to support Migrant Care Workers in India and Germany
16:50 – 17:00	Vote of Thanks	Mr. Praveen Kumar, Implementation Manager, GIZ MEG programme, India Dr. Neha Wadhawan, National Project Coordinator, Migrant Care Project, ILO