International Labour Organization

Joint Statement by Trade Unions on Decent Work for Indian Health and Care Workers Migrating to Germany

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1. We, the representatives of Indian trade unions and workers organisations participating at the ILO National PDOT Workshop and Trade Union Roundtable on Promoting Decent Work for Indian Health and Care Workers Migrating to Germany held on July 22-23, 2026 in Hyderabad, reaffirm our shared commitment to promoting safe, regular and rights-based labour migration that ensures decent work and respect for the rights and dignity of all migrant health and care workers, at par with local workers in destination countries.

2. As opportunities for employment in different destination countries including Germany continue to expand, labour migration should create pathways for decent employment, professional development and shared prosperity. While equality under law is essential, migrant workers may face risks including misinformation, unethical recruitment, excessive recruitment costs, informal employment, challenges in the recognition of skills and qualifications, discrimination and barriers to Fundamental Principles and Rights at Work. **No recruitment fees for migrant workers, contract transparency, qualification recognition, freedom of association, portable and adequate social protection and joint monitoring mechanisms involving ILO constituents at origin and destination are essential. These challenges require coordinated action among ILO constituents to provide additional support to migrant health and care workers at the decision-making stage, before departure, at destination and upon return.**

3. The demand for elderly, long-term and home-based care is sharply rising and as a substantial proportion of care workers are women, **migrant care workers must be able to exercise choice and agency in decision-making on type and location of workplace as it has a direct impact on their mental and physical well-being.** Well-being, good health and access to care is a right, of care workers too. Care workers must have access to decent wages, recognition of skills and experience as well as decent working conditions at both origin and destination.

4. We call upon governments, employers, recruitment agencies and all relevant stakeholders in India and Germany to strengthen cooperation across the migration corridor by promoting gender equality, non-discrimination, fair and ethical recruitment, quality pre-departure orientation, transparent employment conditions, equal treatment, effective grievance mechanisms, access to social protection, and full respect for ILO's international labour standards and fundamental principles and rights at work.

5. While ILO's General Principles and Operational Guidelines on Fair Recruitment must guide negotiations on corridor-based agreements with origin countries, destination countries must consider the accruing benefit to them due to the considerable investment by origin countries and health and care workers on education, qualification certification, language and cultural skilling needs. Bilateral labour migration agreements must recognise this and include accountability measures towards the health systems of origin countries.

6. Additionally, all bilateral agreements must address the need for portability of rights and social security transfers to migrant health and care workers, at the destination and upon return.

7. **We recognise the important role of trade unions in both countries in supporting migrant workers through representation, social dialogue and collective action.** Towards this we demand that all bilateral labour migration agreements must be developed, finalised, implemented, and monitored with active participation of trade unions from both origin and destination countries.

8. As Indian trade unions and workers organisations, we commit to strengthening our efforts to raise awareness among prospective migrant workers on their rights and safe migration pathways, promote access to reliable information and ethical recruitment, and support migrant health and care workers throughout the migration cycle. **Together, we commit to strengthening collaboration among Indian trade unions and workers organisations to support migrant health and care workers before departure, during employment in Germany and upon return to India; to engage in sustained social dialogue with governments, employers and trade unions in both countries.**

9. We will deepen cooperation with trade unions in Germany and foster cross-border solidarity through international and regional organizations such as the International Trade Union Confederation (ITUC), the South Asian Regional Trade Union Council (SARTUC), Public Services International (PSI), and other trade union networks, while working with the International Labour Organization (ILO) and other partners to advance decent work for migrant health and care workers. **Collaboration between trade unions and workers organisations between India and Germany may serve as a model developed collectively to encourage bilateral coordination in other relevant corridors and sectors to ensure that migration is safe, fair, ethical and contributes to decent work for all.**

Endorsed by

1. Bharatiya Mazdoor Sangh (BMS)
2. United Trade Union Congress (UTUC)
3. Centre of Indian Trade Unions (CITU)
4. Indian National Trade Union Congress (INTUC)
5. Labour Progressive Federation (LPF)
6. National Front of Indian Trade Unions (NFITU)
7. All India Trade Union Congress (AITUC)
8. Self Employed Women's Association (SEWA)
9. All India United Trade Union Centre (AIUTUC)
10. All India Central Council of Trade Unions (AICCTU)
11. Hind Mazdoor Sabha (HMS)
12. National Municipal Corporation Employees Union (NMCEU)
13. United Nurses Association (UNA)
14. National Organisation of Government Employees (NOGE)
15. Karnataka State Government Employees Association (KSGEA)
16. All India Government Nurses Federation (AIGNF)
17. Maharashtra Government Nurses Federation (MGNF)
18. Delhi Nurses Union (Affiliated to AIGNF)
19. Tamil Nadu Domestic Workers Welfare Trust (TNDWWT)
20. Telangana Domestic Workers Union (TDWU)
21. Andhra Pradesh Domestic Workers Union (APDWU)
22. Public Services International (PSI)
23. International Trade Union Confederation - Asia Pacific (ITUC-AP)
24. South Asian Regional Trade Union Council (SARTUC)