



Cooperation and Dialogue on  
Migration and Mobility (Phase II)



# ▶ INDIA – GERMANY Migration Corridor Analysis: Trends and Opportunities



International  
Labour  
Organization



**ICMPD**  
International Centre for  
Migration Policy Development



Indian Council  
of World Affairs

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Cooperation and Dialogue on  
Migration and Mobility (Phase II)



# ▶ INDIA-GERMANY Migration Corridor Analysis: Trends and Opportunities





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## ► Abbreviations

<b>AHK</b>	German Chambers of Commerce Abroad
<b>AISA</b>	Association of Indian Students in Aachen
<b>ANPti</b>	A New Passage to India
<b>APAL</b>	Training Partnerships in Latin America
<b>BA</b>	Federal Employment Agency
<b>BAMF</b>	Federal Office for Migration and Refugees
<b>BayIND</b>	Bavarian-Indian Centre for Business and University Cooperation
<b>BIBB</b>	Federal Institute for Vocational Education and Training
<b>BMAS</b>	Federal Ministry of Labour and Social Affairs
<b>BMFTR</b>	Federal Ministry of Research, Technology and Space
<b>BMG</b>	Federal Ministry of Health
<b>BMWE</b>	Federal Ministry of Economic Affairs and Energy
<b>BMZ</b>	Federal Ministry for Economic Cooperation and Development
<b>CIM</b>	Centre for International Migration and Development
<b>CNC</b>	Computer Numerical Control
<b>CSR</b>	Corporate Social Responsibility
<b>DAAD</b>	German Academic Exchange Service
<b>DIG</b>	German-Indian Society
<b>DVET</b>	Dual Vocational Education and Training
<b>EEA</b>	European Economic Area
<b>ERRIN</b>	European Return and Reintegration Network
<b>EU</b>	European Union
<b>EURES</b>	European Employment Services
<b>FEG</b>	Skilled Immigration Act
<b>FIT</b>	Promotion of International Talent for Integration into Studies and the Labour Market
<b>GINSEP</b>	German-Indian Startup Exchange Programme
<b>GIZ</b>	Deutsche Gesellschaft für Internationale Zusammenarbeit
<b>GSP</b>	Global Skills Partnership

<b>HGV</b>	Heavy Goods Vehicle
<b>IGC</b>	Inter-Governmental Consultations
<b>IGD</b>	Indische Gemeinde Düsseldorf
<b>IGVET</b>	Indo-German Vocational Education Training
<b>ISA</b>	Indian Student Associations
<b>ISG</b>	Indian Students Germany
<b>IT</b>	Information Technology
<b>IW</b>	Institut der deutschen Wirtschaft (German Economic Institute)
<b>JDI</b>	Joint Declaration of Intent
<b>MEA</b>	Ministry of External Affairs
<b>MMPA</b>	Migration and Mobility Partnership Agreement
<b>MSDE</b>	Ministry of Skill Development and Entrepreneurship
<b>PAD</b>	Pädagogischer Austauschdienst
<b>R&amp;D</b>	Research and Development
<b>RKI</b>	Robert Koch Institute
<b>SME</b>	Small and Medium-sized Enterprises
<b>TUD</b>	Dresden University of Technology
<b>TVET</b>	Technical and Vocational Education and Training
<b>ZAV</b>	International Placement Services
<b>ZSBA</b>	Service Centre for Professional Recognition

## ► Acknowledgements

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We wish to acknowledge the valuable inputs of the Indian, German and EU government representatives, policymakers, and officials who provided guidance and perspectives during the development of this study. Their engagement and feedback contributed to strengthening the quality of the analysis presented.

We also recognize the contributions of stakeholders engaged in advancing the fair migration agenda, whose participation and insights were helpful in shaping relevant and practical outcomes.

## ► Executive summary

The India–Germany migration corridor has evolved into a significant pathway for the movement of skilled workers, students, and professionals, supported by structured bilateral cooperation, driven by complementary demographic and economic imperatives. For Germany, addressing acute labour shortages – estimated to reach 7 million by 2035—has become a national priority.<sup>1</sup> With a shrinking working-age population and sectoral gaps in healthcare, engineering, IT, and construction, Germany is prioritizing increased labour migration to address workforce shortages. India, with its demographic dividend and diverse skilled workforce, is a natural partner in Germany’s reimagined migration strategy.

The signing of the comprehensive Migration and Mobility Partnership Agreement (MMPA) in 2022 reflects this strategic alignment. It provides a comprehensive basis for safe, orderly and skilled migration, student mobility, mutual recognition of qualifications, and pathways for circular migration. This agreement positions India among a small group of priority countries<sup>2</sup> for long-term German engagement under the reformed Skilled Immigration Act and related legislative innovations such as the Opportunity Card (Chancenkarte). It aims to strengthen pre-departure preparation, qualification recognition, ethical recruitment, and reintegration processes, with reciprocal provisions for both Indian and German nationals.

This country brief maps existing migration and mobility pathways in the corridor for different categories of migrants. It outlines sector-specific demand in Germany and the potential role of Indian migrants in meeting this demand. Integration mechanisms such as language support, social security coverage, employment assistance, and access to public services are explored alongside key programmes which illustrate good practices in ethical recruitment and skill matching. It maps key institutional actors involved in facilitating migration, including public agencies, diaspora organizations, job placement agencies, and industry bodies. It highlights ongoing reintegration efforts for returning migrants, supported through bilateral and international cooperation, including recognition of skills acquired abroad and support for entrepreneurship and employment. The brief highlights challenges such as limited recognition of qualifications, high pre-migration costs, and unequal access to reliable information, and provides insight into opportunities that may be explored to facilitate migration flow and reduce risks to migrants’ welfare in the corridor.

For both India and Germany, a successful mobility partnership can serve as a model for equitable and development-sensitive migration governance. However, its success will depend on targeted investments in ethical recruitment systems, language training, mutual skill recognition frameworks, skill development partnerships, and multilevel institutional engagement focused on fair and ethical migration pathways to realise the full potential of this corridor.

1. <https://www.swp-berlin.org/10.18449/2023RP03/>

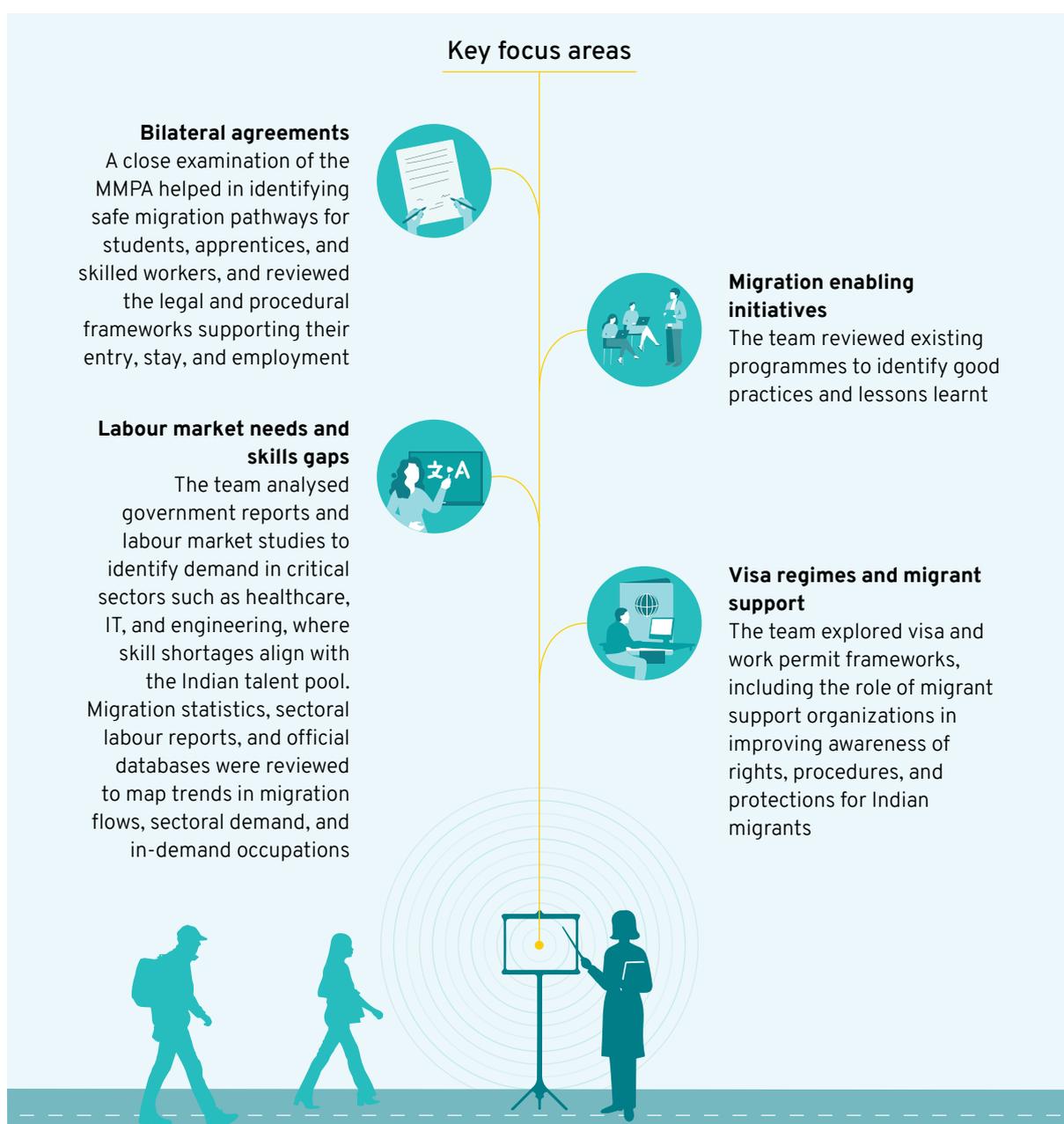
2. <https://www.swp-berlin.org/10.18449/2024C47/>

## ► Methodology

The analysis of the India–Germany migration corridor followed a two-pronged approach – comprehensive desk research, including policy review and data analysis, followed by structured stakeholder consultations.

### Desk research and policy review

The project team undertook a detailed desk review to map the key provisions, policy frameworks, and mobility pathways under the Migration and Mobility Partnership Agreements (MMPAs) between India and Germany.



## Structured stakeholder consultations

Insights from desk research, stakeholder dialogues, and data analysis were consolidated into draft study briefs, which were shared during roundtable consultations. These sessions brought together representatives from government, industry bodies, language institutes and skilling organizations, and helped in ensuring that the corridor brief reflected ground realities.

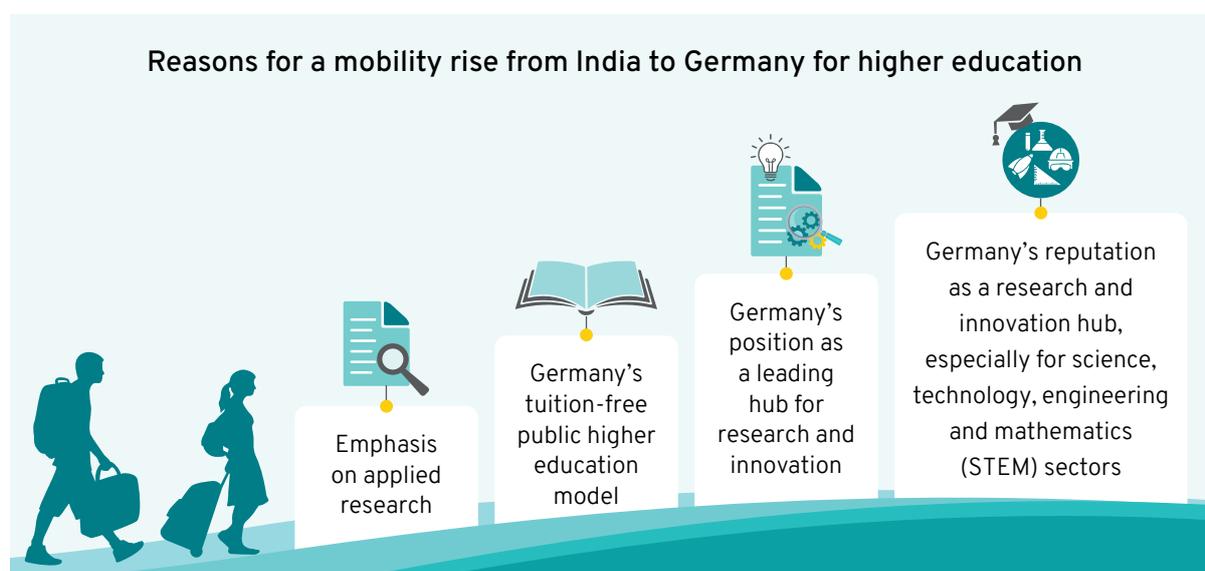
- ▶ **Government agencies:** Virtual consultations were held with German and Indian authorities, including the Federal Employment Agency (BA) and Ministry of External Affairs (MEA), Indian Council of World Affairs (ICWA) facilitated by the project team, to assess implementation challenges and opportunities.
- ▶ **Skilling agencies:** Engagements with Indian sector-specific skilling and employment agencies helped identify existing gaps in overseas hiring processes and the relevance of training systems.
- ▶ **Training and language institutions:** Interactions with training providers offered insights into the role of vocational and language training in supporting migrant integration, with a focus on barriers such as qualification recognition and sector-specific language proficiency.

## ► Overview of the India–Germany migration corridor

The migration partnership between India and Germany over the years has been shaped by mutual understanding and collaboration in economic, political, and cultural spheres.

Diplomatic relations between the two countries date back to 1951, evolving into a strategic partnership in 2000.<sup>i</sup> Over the years, both nations have recognized the benefits of facilitating structured migration pathways, particularly in response to Germany’s demand for skilled professionals and India’s expanding talent pool. This partnership has been further reinforced through agreements, such as the **Migration and Mobility Partnership Agreement (MMPA)**, signed in December 2022, which aims to promote fair and regulated mobility between the two countries. A detailed analysis of the MMPA is provided in Chapter Two.

Germany’s increasing demand for skilled professionals aligns with India’s demographic dividend and growing pool of highly trained workers. To support this mobility, both countries have introduced bilateral agreements and institutional frameworks that promote fair migration while addressing labour market gaps. Additionally, the number of Indian students enrolling in German universities has more than doubled over the past five years,<sup>3</sup> reflecting the deepening educational and professional ties.



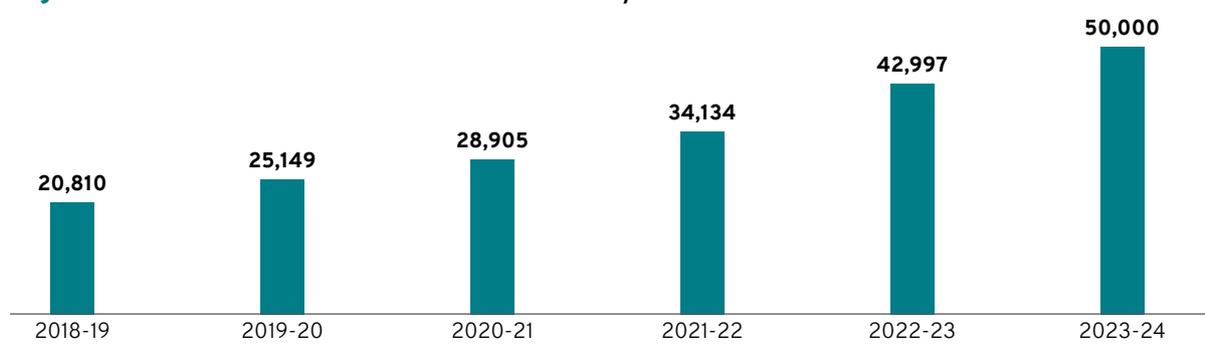
3. [https://www.daad.in/files/2024/09/Indian-student-numbers-in-Germany.pdf?utm\\_](https://www.daad.in/files/2024/09/Indian-student-numbers-in-Germany.pdf?utm_)

To facilitate this growing partnership that facilitates student and skilled mobility, both countries have agreements/initiatives.



In addition, the Indo-German Partnerships in Higher Education (IGP/GIANT) programme, implemented by the German Academic Exchange Service (DAAD) and funded jointly by both governments, promotes academic exchange, joint research, and institutional collaborations between Indian and German universities, supporting the higher education dimension of this corridor.<sup>4</sup>

**Figure 3: Number of Indian students in Germany**

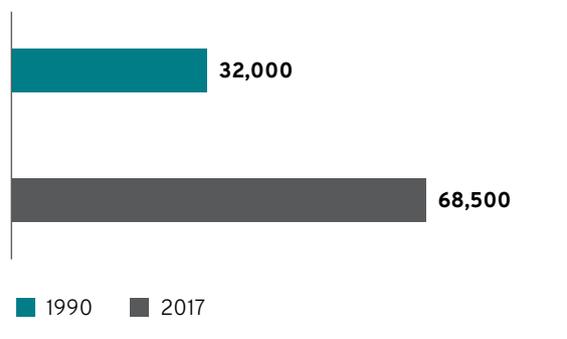


Source: DAAD. Indian Student Numbers Touch a Record High in Germany. 11 August 2023. Available at: <https://www.daad.in/en/2023/08/11/indian-student-numbers-touch-a-record-high-in-germany/>

4. <https://www.daad.in/en/cooperation-programmes-and-funding/>

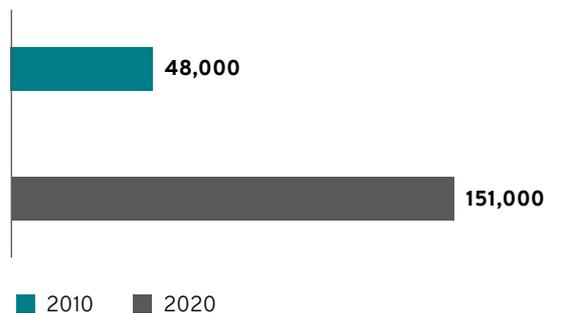
## 1.1 Indian emigration to Germany over the years

**Figure 1: Number of Indian migrants in Germany before and after the German liberalization policy of 2000**



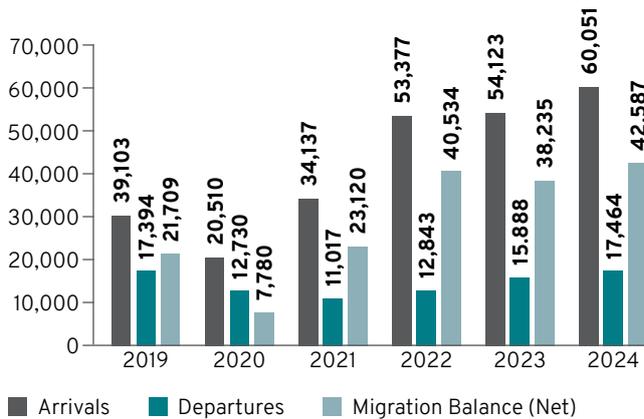
Source: Indian Diaspora in Germany, ICMPD

**Figure 2: Increase in Indian nationals in Germany**



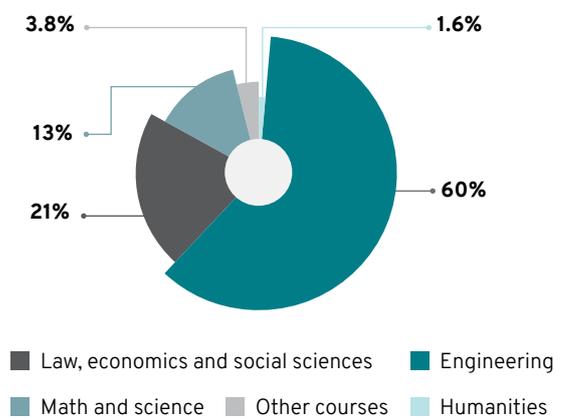
Source: German Economic Institute, 2022

**Figure 4: Inflow, outflow, and net migration of Indian citizens to Germany**



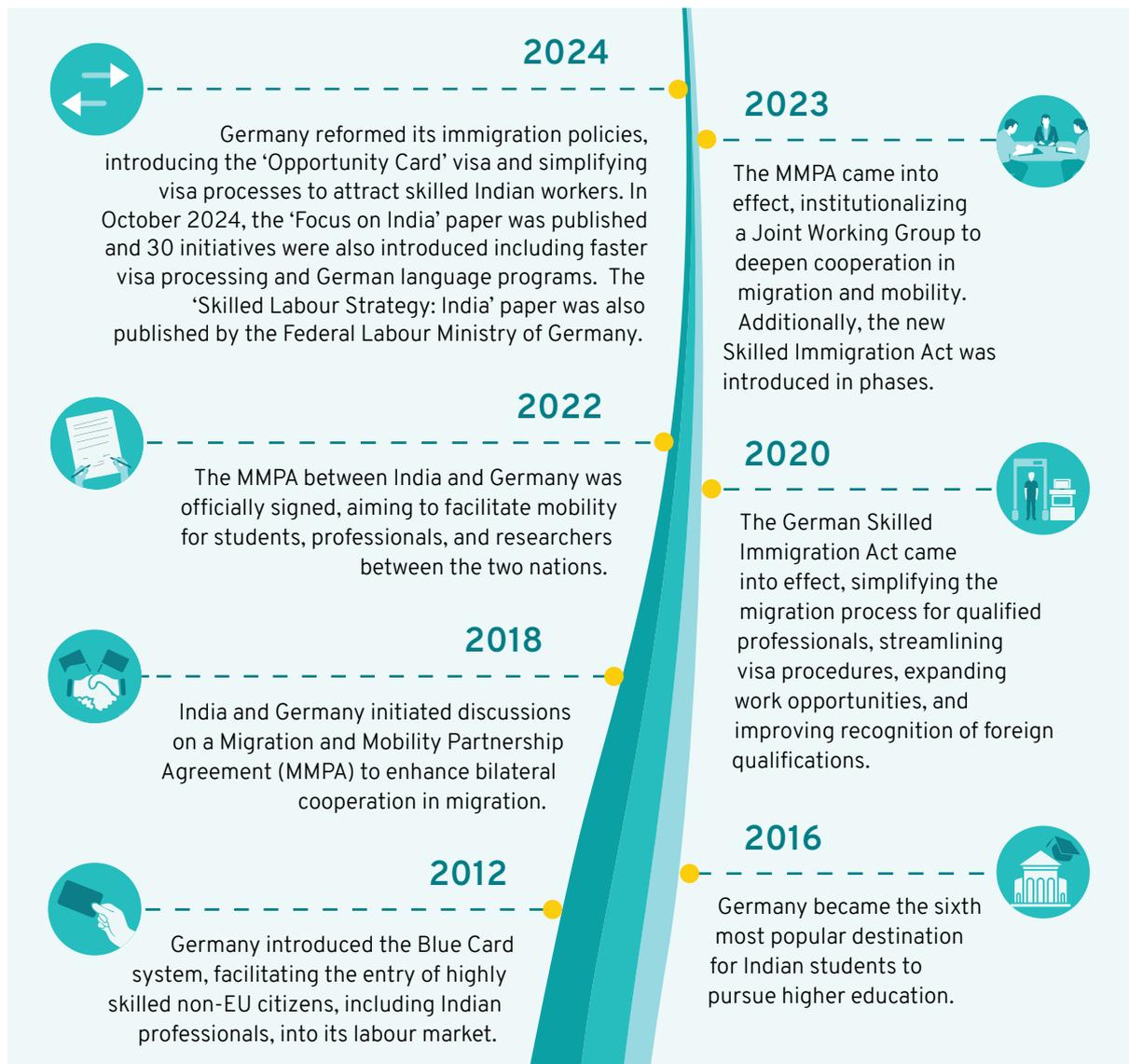
Source: German statistical office <https://www.genesis.destatis.de/datenbank/> online Data Code- 12711-0007

**Figure 5: Indian students in Germany by subject studied**



Source: Skilled Labour Strategy: India, 2024

## 1.2 Trends in skilled migration and employment





### Here is my call to all highly skilled Indians.

Germany stands out with its stable migration policies, and with great job opportunities for Indians in IT, management, science and tech.

Find your way to Germany to boost your career! ”

– Excerpt: X post of Hon'ble Ambassador of Germany to India, Mr. Philipp Ackermann, on 23 September 2025<sup>5</sup>



## 1.3 Indian diaspora in Germany<sup>ii</sup>

The Indian diaspora in Germany has grown significantly, constituting over 287,000 individuals.<sup>6</sup> According to 2024 estimates, there were 155,000 Indian nationals employed in Germany across various sectors, including IT, healthcare, academia, and engineering.<sup>7</sup> Additionally, over 60,000<sup>8</sup> Indian students are enrolled in German universities, contributing to education and research.<sup>iii</sup> In the winter semester of 2023/2024, around 50,000 Indian students were enrolled at German higher education institutions.<sup>9</sup>

• **A significant portion of the Indian diaspora in Germany includes students and young professionals**

A significant portion of the Indian diaspora in Germany includes students and young professionals. Beyond their professional and academic contributions in sectors such as IT and IT-enabled services (ITES), healthcare, academia, and engineering, the Indian diaspora plays a vital role in strengthening India-Germany ties through knowledge exchange, entrepreneurship, and cultural engagement. Moreover, these diaspora organizations play a crucial role in supporting Indian migrants to settle and integrate within the German society. Their remittances and sectoral expertise also hold potential for contributing to India's development. A distinction also needs to be drawn between Indian citizens living in Germany and Indian-origin German citizens from the perspective of their association with both India and Germany. This distinction is needed for effective and targeted policy formulation.

5. <https://x.com/AmbAckermann/status/1970450472642482473>

6. <https://www.destatis.de/DE/Themen/Gesellschaft-Umwelt/Bevoelkerung/Migration-Integration/Tabellen/einwanderungsgeschichte-staatsangehoerigkeit-staaten.html>

7. <https://www.imove-germany.de/en/news/New-opportunities-for-Indian-skilled-workers.htm#:~:text=In%20February%202024%2C%20137%2C000%20Indians,especially%20in%20information%20and%20communication.>

8. Source: [https://www.mea.gov.in/media-briefings.htm?dtl/40092/Transcript\\_of\\_EAMs\\_press\\_interaction\\_along\\_with\\_Foreign\\_Minister\\_Johann\\_Wadepful\\_of\\_Germany\\_September\\_03\\_2025](https://www.mea.gov.in/media-briefings.htm?dtl/40092/Transcript_of_EAMs_press_interaction_along_with_Foreign_Minister_Johann_Wadepful_of_Germany_September_03_2025)

9. [https://static.daad.de/media/daad\\_de/pdfs\\_nicht\\_barrierefrei/infos-services-fuer-hochschulen/kompetenzzentrum/dokumente/daad\\_perspectives\\_india\\_engl\\_barrierefrei.pdf](https://static.daad.de/media/daad_de/pdfs_nicht_barrierefrei/infos-services-fuer-hochschulen/kompetenzzentrum/dokumente/daad_perspectives_india_engl_barrierefrei.pdf)

## ► Analysis of institutional frameworks/initiatives that support migration and mobility in the corridor

The German Skilled Immigration Act<sup>iv</sup> marked a significant shift by easing the entry of qualified professionals from non-European Union (non-EU) countries.

The signing of the MMPA formalized the shared commitment of India and Germany to fair, safe, and regulated migration. It complements Germany's broader strategy to attract talent by creating enabling conditions for student, professional, and academic mobility from India.

Notably, Germany's 'Skilled Labour Strategy: India' published in October 2024 focuses on leveraging India's large talent base, promoting green and digital skills, and encouraging greater participation of women in mobility pathways.<sup>v</sup>

for pre-departure orientation, labour market integration, and ethical recruitment, aiming to ensure fair treatment and protection for migrant workers. Importantly, the agreement reflects Germany's strategic interest in attracting skilled professionals and international students – not only for temporary mobility but also for long-term settlement – particularly in sectors facing acute labour shortages. By formalizing cooperation across these areas, the MMPA seeks to address irregular migration while creating mutually beneficial, rights-based, and sustainable mobility pathways between India and Germany.

### 2.1 The MMPA: Key agreement between India and Germany

The MMPA supports both short-term and long-term mobility, with a strong focus on vocational training, skills development, and qualification recognition. It includes provisions

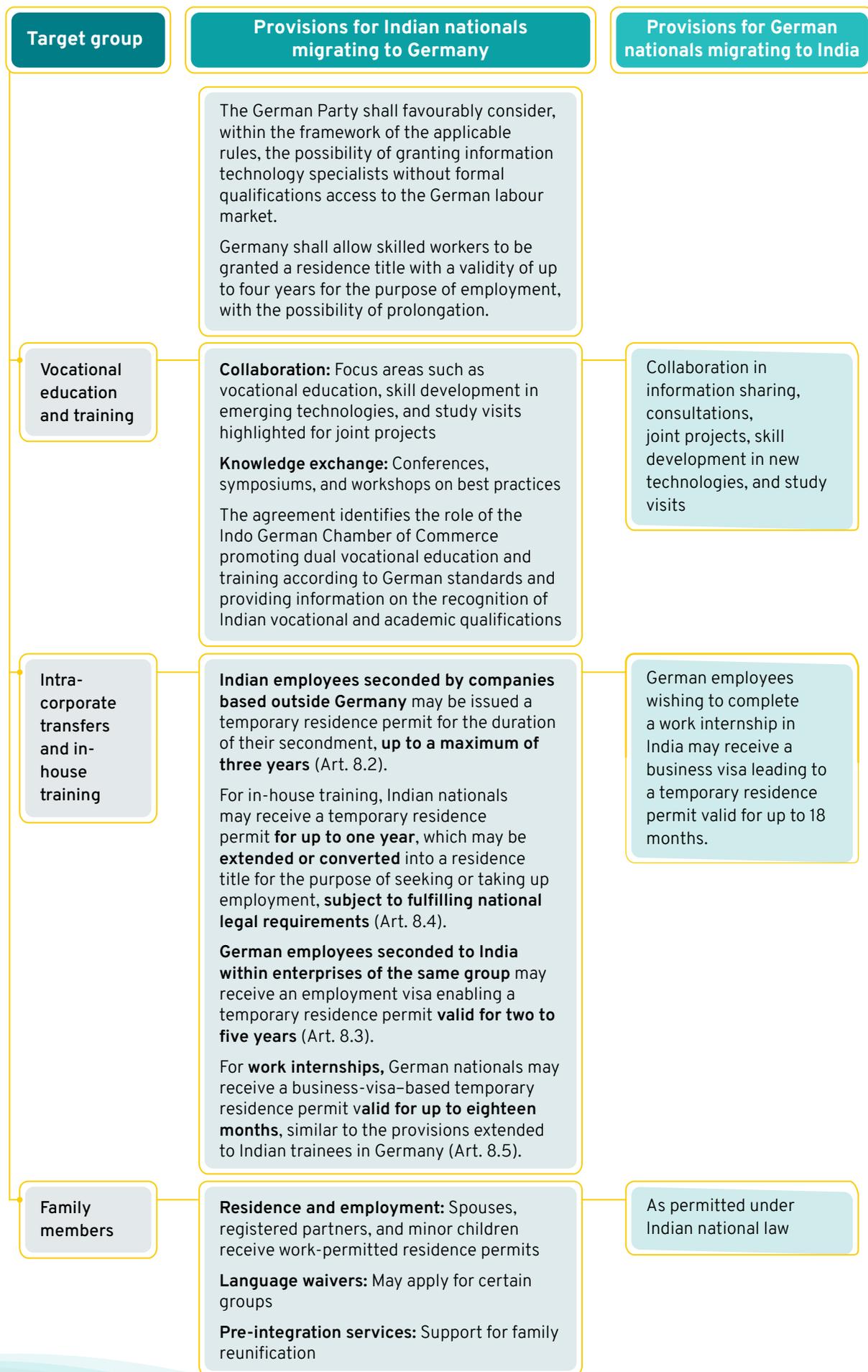
• The signing of the MMPA formalized the shared commitment of India and Germany to fair, safe, and regulated migration.

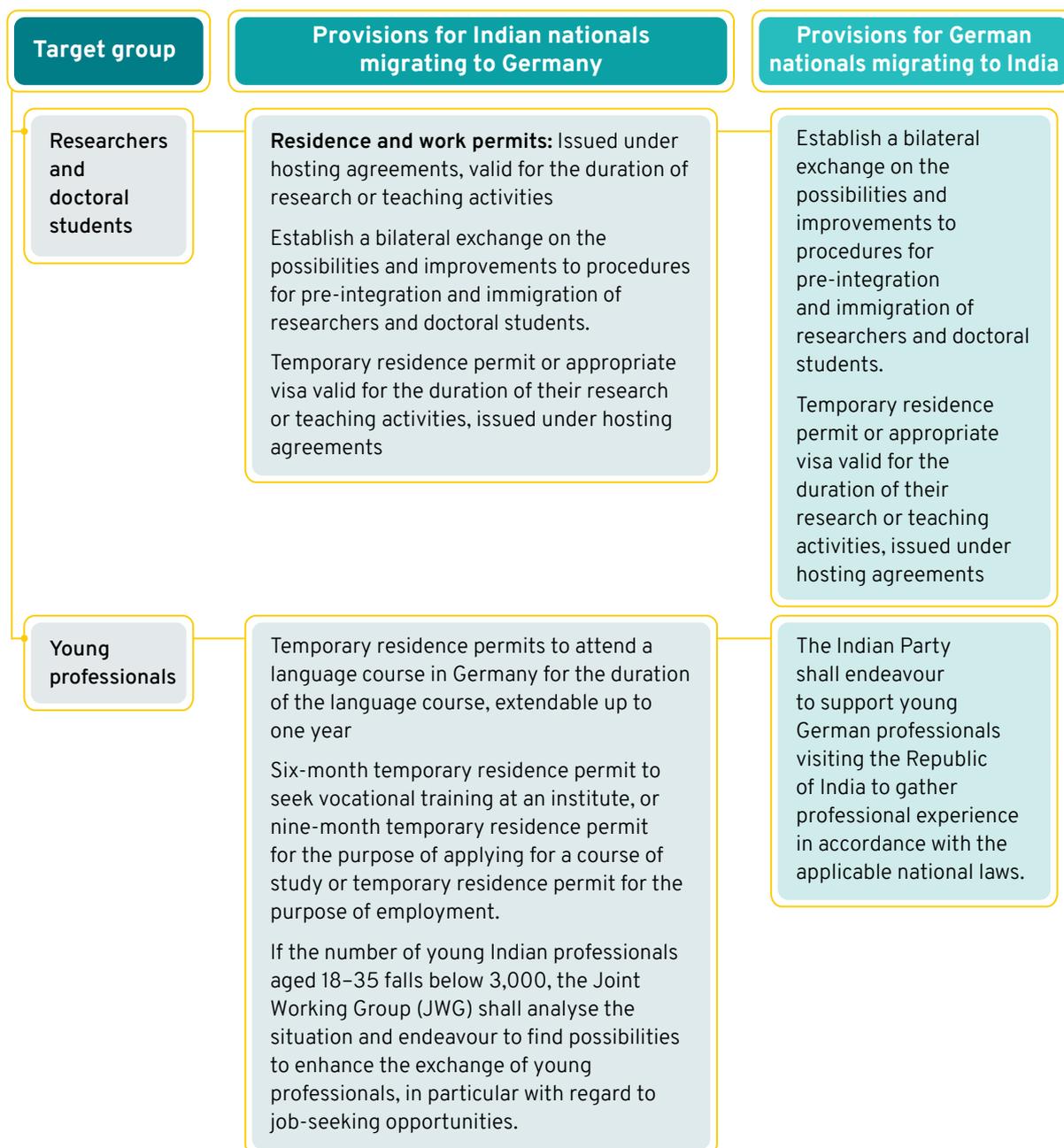
• The seventh meeting of the India–Germany Inter-Governmental Consultations (IGC) under the motto 'Growing Together with Innovation, Mobility and Sustainability' particularly emphasized technology and innovation, labour and talent, migration and mobility, climate action, green and sustainable development, as well as economic, defence and strategic cooperation.

## 2.1.1 Key provisions in the MMPA that facilitate legal migration

**Table 1: Key provisions in the Migration and Mobility Partnership Agreement (MMPA)**

Target group	Provisions for Indian nationals migrating to Germany	Provisions for German nationals migrating to India
<p><b>Students and apprentices</b></p>	<p><b>Application process:</b> The Academic Evaluation Centre simplifies procedures; DAAD provides support for scholarships and programme selection.</p> <p><b>Skill development:</b> Internships, cultural exposure, and pre-integration guidance</p> <p><b>Visa facilitation:</b> On the expiry of the long-stay visa, Indian nationals may receive a temporary residence permit for study purposes in Germany for up to two years, which may be extended to cover the duration of their studies, or a temporary residence permit for the purpose of vocational training to cover the duration of the training.</p> <p>Four-year residence title after successful search for employment, which may be prolonged indefinitely, provided proof of adequate employment can be furnished.</p> <p>A residence title for a student or work internship or for voluntary service may be issued upon presentation of an agreement with a host institution on participation in the internship or in the voluntary service scheme.</p>	<p><b>Internships:</b> S-6 visa (3–12 months) for German students in India.</p> <p>Shall favourably consider issuing visas to students, apprentices or volunteers for temporary longer stays for an internship</p>
<p><b>Skilled workers</b></p>	<p><b>Pre-integration support:</b> ‘Make it in Germany’ portal with job listings and guidance</p> <p><b>Sectoral focus:</b> Focus areas such as healthcare, hospitality and technical trades highlighted for increased and enhanced cooperation between the government and partner agencies, especially on the issue of recruitment</p> <p><b>Workplace rights:</b> Equal treatment as accorded to host state nationals within the Agreement of 12 October 2011 between the Federal Republic of Germany and the Republic of India on Social Security</p> <p>Germany shall favourably consider, at the individual's request, the possibility of seeking employment without the need for an employment contract, as well as the possibility of prolonging granted temporary residence permits for skilled workers for continued stay, provided that they obtain an employment contract that is accepted by the host state's competent authority.</p>	<p>Explore the possibility of bilateral placement agreements at the state or national level with German counterparts in high-demand sectors such as healthcare, hospitality and technical trades.</p> <p><b>Workplace rights:</b> Equal treatment as accorded to host state nationals within the Agreement of 12 October 2011 between the Federal Republic of Germany and the Republic of India on Social Security.</p>





We have seen good progress in education and mobility. I believe that the largest number of foreign students in Germany are now from India... The Skilled Labour Strategy released by the German government offers a very good framework for mutual benefit. We have also agreed on gratis visas for short-term school and college visits to further promote student exchanges. ”

– Excerpt: Remarks of Hon'ble Minister of External Affairs, Mr. Jaishankar, during a press interaction along with Hon'ble Foreign Minister of Germany, Mr. Johann Wadepful, on 3 September 2025<sup>10</sup>

10. <https://www.mea.gov.in/Speeches-Statements.htm?dtl/40088/EAMs+remarks+during+press+interaction+along+with+FM+Johann+Wadepful+of+Germany+September+03+2025>

## 2.1.2 Key provisions in the MMPA that address return and reintegration

The provisions in the MMPA regarding return and reintegration focus on streamlining processes for individuals from both countries who violate immigration or residence laws in the destination country. Both countries implement conclusive nationality verification before facilitating returns, using passports or other valid documents. When unavailable, biometric identification and interviews provide additional support for verification. The agreement outlines procedures and processes for voluntary return,

including financial assistance, reintegration programmes, and capacity-building projects, while ensuring that forced returns follow national and international laws. Cooperation involves addressing irregular migration, human trafficking, and document fraud through the exchange of expertise, training, and information.

## 2.1.3 Building on the MMPA: Opportunities and challenges

For effective realization and implementation of the agreement, key stakeholders along the migration cycle may benefit from the following additional insights.

**Table 2: Contextualizing the MMPA along current migration trends**

Category	Key insights
Fair mobility	<p>The agreement provides an opportunity to introduce safeguards and align with global standards of 'fair mobility'. It also provides a framework under which greater cooperation on establishing more robust mechanisms for providing pre-departure and post-arrival support could be encouraged.</p>
Irregular migration and human trafficking	<p>Increase visibility of initiatives to protect vulnerable migrants, including, but not limited to, measures taken by both India and Germany in:</p> <ul style="list-style-type: none"> <li>▶ Repatriation support for exploited migrants</li> <li>▶ Strengthening access to legal aid</li> <li>▶ Establishing migrant help desks, including counselling, training, etc.</li> </ul>
Joint Working Group (JWG) and Sub-Committee on Labour Migration (SubC)	<p>The JWG provides a critical instrument to assess implementation of the agreement and can include:</p> <ul style="list-style-type: none"> <li>▶ Sharing of migration trends</li> <li>▶ Facilitating real-time exchange of data, including on fraudulent practices, bottleneck jobs and labour migration flows</li> <li>▶ Inclusion of additional stakeholder groups like chambers of commerce, workers' and employers' organizations, and skilling agencies for policy inclusivity</li> <li>▶ Exploration of the expansion of tools in increasing access to information, migration advice, integration policies, and sharing the latest policy updates</li> <li>▶ Exploration of possible avenues of collaboration in domains that support migration flows, including skills and education</li> </ul>

Category	Key insights
Ethical and fair recruitment	<ul style="list-style-type: none"> <li>▶ Where state-led recruitment programmes are involved, such as Germany's Triple Win and APAL, principles aligned with international labour standards. These programmes incorporate safeguards, such as Employers' Pay Principles and legally binding employment contracts, prior to departure, helping to prevent exploitation and ensure ethical recruitment.</li> <li>▶ Beyond such programmes, India and Germany can strengthen cooperation by sharing national measures to improve recruitment integrity. Partner countries can also share information on the database of verified agents and measures adopted for blacklisting of fraudulent agents. The Overseas Employment and Protector General of Emigrants (OE &amp; PGE) Division of the Ministry of External Affairs (MEA) is committed to providing safe, legal, and orderly migration and manages the eMigrate Portal. This contactless and end-to-end repository facilitates B2B processes in a seamless manner. The portal has a database of verified recruiting agencies.</li> <li>▶ The agreement also emphasizes the importance of establishing linkages between workers' and employers' organizations to enhance fair access to employment opportunities. Both parties recognize the value of involving public institutions or government-funded organizations in facilitating the recruitment of qualified professionals such as healthcare staff, hospitality workers, car mechanics, and electricians. Building on successful models, there is scope to expand these efforts to additional sectors and regions.</li> </ul>
Social protection measures	<p>The existing Social Security Agreement (SVA ) between Germany and India already provides robust protection for migrants in terms of pension rights, including the totalization of insurance periods and export of benefits. Building on this foundation, the MMPA can further expand cooperation in other areas of migrant welfare, such as:</p> <ul style="list-style-type: none"> <li>▶ Transitional support (unemployment aid, job placements, reintegration)</li> <li>▶ Dispute resolution frameworks for wage claims and contract violations</li> </ul>
Qualification recognition and skills harmonization	<p>Building on the MMPA and the existing Skill Development and Vocational Education and Training agreement between Germany and India, both countries can also work towards:</p> <ul style="list-style-type: none"> <li>▶ Mutual recognition frameworks for degrees and certifications</li> <li>▶ Establishment of joint accreditation bodies to bridge gaps in educational standards. Apprenticeships can be leveraged in developing these accreditations.</li> <li>▶ Qualification assessment and credential verification services pre-departure and post-arrival</li> <li>▶ Cross-border recognition of vocational training certifications</li> </ul>

Category	Key insights
	<p>The MMPA states the positive intent of both countries to carry out joint projects in the field of vocational education and training, with a focus on the dual system of vocational education and training, as well as skill development in new, innovative, and sustainable technologies.</p> <p>Additionally, the MMPA identifies the role of the Indo-German Chamber of Commerce Abroad (MMPA Article 7, Clause 3) in promoting dual vocational education, thereby facilitating the mobility of skilled workers.</p>
Language proficiency and training capacity	<p>Under the aegis of the MMPA, Germany and India can explore industry-led initiatives for language programmes that focus on business and industry-specific terminology and are certified to ensure quality and scalability. This includes exploring the possibility of certified e-learning platforms and blended learning models to enhance language training.</p>
Administrative procedures and mobility facilitation	<p>Agencies/industries/institutions that may want to leverage specific mobility-enabling provisions in both countries can benefit from detailed Standard Operating Procedures (SOPs) outlining timelines, documentation, and compliance processes. The MMPA, through its Joint Working Group and designated subcommittees, offers a structured mechanism to develop and institutionalize such SOPs and ensure they are readily accessible.</p>
Curriculum standardization and quality assurance	<p>The MMPA also presents an opportunity for Indian vocational curricula to learn from Germany's dual training system and sectoral qualifications frameworks. This can be facilitated through joint conferences, symposiums, workshops, study visits and faculty exchange programmes to provide support on pedagogy, industry trends, and compliance standards.</p>
Recognition of labour market demands	<p>The MMPA presents an opportunity for both sides to understand the trends, skills and opportunities for workers and students in both India and Germany. Based on this understanding, both countries may expand sectors of mutual interest through dialogue and discussion.</p>

## 2.2 Good practices: Key programmes/initiatives

India and Germany have been collaborating on vocational education and skills development through various agreements, facilitating the mobility of skilled workers. This part highlights select good practices such as IGVET, Triple Win, and 'The LÄND' campaign.<sup>vi</sup>

### 2.2.1 Indo-German Vocational Education Training (IGVET)<sup>vii</sup>

**Measures:** The IGVET combines theoretical knowledge with practical skill training in industries and has worked towards ensuring that trainees are job-ready upon completion. The role of industries in the training process has been crucial. Companies like Siemens, Bosch and BMW partnered with IGVET to provide training and certification, ensuring that trainees acquired skills relevant to their respective industries.<sup>viii</sup>



**Case Example:** In 2016, as part of an IGVET's initiative,<sup>x</sup> ZwickRoell AG, a global leader in materials testing systems, partnered with Don Bosco Tech Campus in Chennai to establish the ZwickRoell Academy. Located in one of Chennai's low-income neighbourhoods, the academy trains 12 disadvantaged youth annually to become certified testing machine operators. ZwickRoell fully funds the facility, covering operational costs and scholarships.

## 2.2.2 Triple Win<sup>xi</sup>

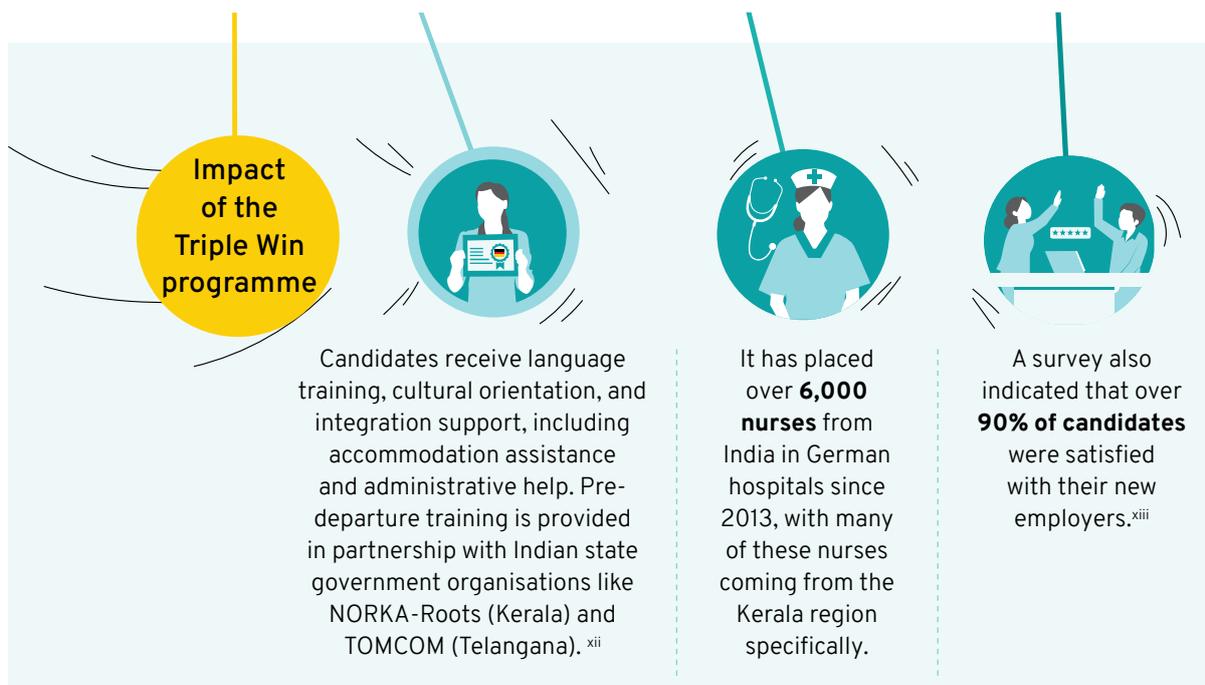
**Measures:** The Triple Win programme from Federal Employment Agency (BA) and Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) partners with NORKA ROOTS (Kerala) and TOMCOM (Telangana). Cooperation with both state government departments/institutions in India ensures fair and high-quality recruitment of skilled nurses. It establishes binding standards, ensures transparency, and supports nurses and

employers throughout the migration process, from visas to integration in Germany.

## 2.2.3 Living and Working in Germany initiative

The Goethe-Institut's *Living and Working in Germany* initiative, supported by the European Commission's Asylum, Migration and Integration Fund (AMIF), plays a critical role in early-stage migrant preparation. It targets skilled professionals, accompanying spouses, and students through both online and in-person services. Offerings include:

- ▶ Personalized consultations covering education, housing, insurance, and employment systems
- ▶ Intercultural training delivered by over 40 certified trainers across India
- ▶ Thematic group sessions on topics such as dual vocational training (Ausbildung), certificate recognition (in partnership with ProRecognition), navigating the Make it in Germany portal, and understanding German administrative procedures



- Guidance on Anabin<sup>11</sup> database usage for assessing academic recognition

The initiative also provides structured learning support to prepare for language exams. It offers free access to the multilingual *Mein Weg nach Deutschland* portal, which includes sector-specific training modules and interactive tools. This project complements formal vocational education and training (VET) and migration facilitation efforts by addressing cultural, institutional, and administrative preparedness well before departure.

## 2.3 Some other relevant initiatives supporting mobility

- a) **Campus Initiative for International Talents of DAAD:**<sup>xiv</sup> Under this initiative, DAAD supports international students in preparing for studies and integrating into the labour market (Promotion of International Talent FIT) and helps graduates adapt their qualifications to meet the requirements of the German labour market (Profi Plus).

- b) **Working in Germany – Multilingual Portal of the Federal Employment Agency:** This platform provides verified information on job vacancies, qualification and visa requirements, advisory services, and living conditions in Germany. It enables skilled workers abroad, including from India, to access Federal Employment Agency services digitally and links to other official guidance tools such as ‘Make it in Germany’. <https://www.arbeitsagentur.de/int/en/working-in-germany>.<sup>12</sup>
- c) **APAL: Vocational training project with selected countries in Asia and Latin America**<sup>xv</sup> by Federal Employment Agency (BA) in cooperation with Goethe-Institut: Under the APAL project (launched in Latin America, expanding to India and Uzbekistan), BA matches Indian school leavers (secondary school) in dual vocational training (Apprenticeship) in Germany and offers minimum B1-level German language training in India. Pilot projects in **Delhi**, in collaboration with local entities (Goethe-Institut and Delhi Board of School Education).

11. Anabin (“Anerkennung und Bewertung ausländischer Bildungsnachweise”), a database by the Standing Conference of the Ministers of Education and Cultural Affairs (KMK)/Central Office for Foreign Education (ZAB), provides information on how foreign universities and foreign academic degrees are evaluated/recognized in Germany. Available at: <https://anabin.kmk.org/cms/public/startseite>

12. <https://www.arbeitsagentur.de/int/en/working-in-germany>

## ► Mapping key migration and mobility pathways for different migrant categories

In the context of mobility to Germany, visas are broadly classified into:

► **Category C (Short-Stay Visa):** A Schengen visa allowing stays of up to 90 days for purposes such as business trips, tourism, or short-term training.

► **Category D (Long-Stay Visa):** A national visa issued for long-term stays exceeding 90 days, including employment, study, vocational training, and family reunification.

Table 3 illustrates the different options under the category C and D visas for aspiring Indian migrants to Germany.

**Table 3: Migration pathways for different migrant categories**

Visa Type	Eligibility	Purpose	Duration	Note
<b>Students/apprentices<sup>xvi</sup></b>				
 Language course visa (Category: C/D visa)	» Enrolled in a recognized language programme	» To take up a language course in Germany	» Varies with course length, but cannot go beyond 12 months	
 Vocational training visa (Ausbildung visa) (Category: D visa)	» Enrolled in a vocational training programme	» To take up vocational training in Germany	» Varies with course length, depending on the programme	» Opportunity card or work visa can follow directly: <a href="https://www.make-it-in-germany.com/en/visa-residence/types/training">https://www.make-it-in-germany.com/en/visa-residence/types/training</a>

Visa Type	Eligibility	Purpose	Duration	Note
 <b>Student visa</b> (Category: D visa)	» Enrolled in educational institutions for undergraduate (UG), post-graduate (PG) or doctoral studies	» Students who have received university admission	» Matches the duration of the academic programme	» Includes part-time work allowances under certain conditions; international students can extend their residence permit for up to 18 months after graduating to find a job in Germany
 <b>Training/ internship visa</b> (Category: C/D visa)	» Admission for a certified educational/ professional/ vocational programme	» Attend training programmes or internships	» The length of the training or internship	» Conditions depend on the type of programme; example: <a href="https://www.make-it-in-germany.com/fileadmin/1_Rebrush_2022/a_Fachkraefte/PDF-Dateien/3_Visum_u_Aufenthalt/Visagrafik_EN/2024_Visum_Praktikum_EN.pdf">https://www.make-it-in-germany.com/fileadmin/1_Rebrush_2022/a_Fachkraefte/PDF-Dateien/3_Visum_u_Aufenthalt/Visagrafik_EN/2024_Visum_Praktikum_EN.pdf</a>
 <b>Visa for the recognition of foreign qualifications</b> (Category: D visa)	» Registration for a qualification measure and recognition notice from the competent German authority	» Completion of the recognition procedure	» The length of the training/ qualification measure	» Opportunity card or work visa can follow directly: <a href="https://www.make-it-in-germany.com/en/visa-residence/types/recognition">https://www.make-it-in-germany.com/en/visa-residence/types/recognition</a>
 <b>Visa for recognition partnership</b> (Category: D visa)	» Recognition partnership contract with the German employer	» Complete the recognition procedure/ start working at the same time	» The length of the qualification measure	» Work visa can follow directly: <a href="https://www.make-it-in-germany.com/en/visa-residence/types/visa-recognition-partnership">https://www.make-it-in-germany.com/en/visa-residence/types/visa-recognition-partnership</a>
<b>Skilled professionals<sup>xvii</sup></b>				
 <b>Chancenkarte (Opportunity card)</b> (Category: D visa)	» Skilled workers who meet points-based criteria in addition to requirements such as education, funds, etc.	» Find a job in Germany	» Up to one year	» Long-term residence upon securing employment; cardholders can work part-time or take a trial job for up to two weeks
 <b>Work visa</b> (Category: D visa)	» Individuals with a confirmed job offer in Germany	» To work for a German-based employer	» Duration of contract – up to one year	» Specific requirements depend on the profession. <a href="https://www.make-it-in-germany.com/en/visa-residence/types/work-qualified-professionals">https://www.make-it-in-germany.com/en/visa-residence/types/work-qualified-professionals</a>

Visa Type	Eligibility	Purpose	Duration	Note
 <b>EU Blue Card</b> (Category: D visa)	Individuals with an academic qualification and a confirmed job offer	To work for a German-based employer	Duration of your employment contract, plus an additional three months, and is valid for a maximum of four years	<a href="https://www.make-it-in-germany.com/en/visa-residence/types/eu-blue-card">https://www.make-it-in-germany.com/en/visa-residence/types/eu-blue-card</a>
 <b>Visa for professionally experienced workers</b> Category: D visa)	Individuals with a foreign qualification, extensive professional experience and a confirmed job offer	To work for a German-based employer	Duration of contract – up to one year	<a href="https://www.make-it-in-germany.com/en/visa-residence/types/visa-professionally-experienced-workers">https://www.make-it-in-germany.com/en/visa-residence/types/visa-professionally-experienced-workers</a>
 <b>Business visa</b> (Category: C visa)	Visitors from countries requiring a visa for short-term stays, with business documentation	Attend meetings and conferences, or conduct business activities	Up to 90 days within 180 days	Not applicable for long-term stay
<b>Family reunification<sup>xviii</sup></b>				
 <b>Family reunion visa</b> (Category: D visa)	Relatives of German citizens or residents with proper documentation	Join relatives or partners residing in Germany	Long-term, based on family relationships	Requires proof of relationship and financial support
<b>Researchers and Scientists<sup>xix</sup></b>				
 <b>Research visa</b> (Category: D visa)	Researchers with a hosting agreement with the German research facility	Conduct studies or research	A minimum of 90 days, depending on the hosting agreement	<a href="https://www.make-it-in-germany.com/en/visa-residence/types/other/research">https://www.make-it-in-germany.com/en/visa-residence/types/other/research</a>
 <b>Guest scientist visa</b> (Category: C visa)	Scientists with official invitations	Conduct studies or research	A maximum of 90 days within 180 days	Limited to research activities

## Post-arrival tasks for foreigners

After arriving in Germany, foreign students/professionals must complete essential administrative tasks:



### Register the address of residence:

Visit the residents' registration office within two weeks of finding accommodation to obtain a registration certificate.

### Apply for a residence permit:

Visa from the German Embassy or Consulate are valid for a maximum of one year. Submit the application to the foreigners' office in time for a permit.

### Complete other formalities:

Open a bank account and verify the driver's license.

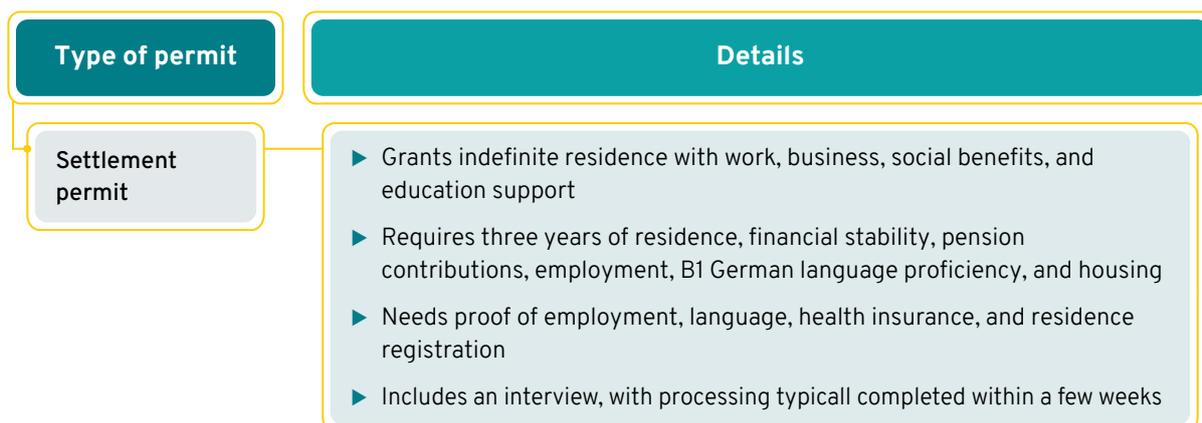
## 3.1 Residence permits for Indian migrants in Germany<sup>xx</sup>

Germany offers either a permanent or a temporary residence permit. The temporary

permit allows an individual to stay for a specified period, after which they must leave the country. There are many different types of temporary permits. The permanent permit allows an individual to live and travel (to and from) in Germany with no restrictions.

**Table 4:** Types of residence permits in Germany for migrants from India

Type of permit	Details
Temporary residence permit	<ul style="list-style-type: none"> <li>▶ Valid for one year, extendable under certain conditions</li> <li>▶ Issued for study or work, restricting activities to permitted ones</li> <li>▶ Typically, the first step towards permanent residency</li> </ul>
European Union (EU) Blue Card	<ul style="list-style-type: none"> <li>▶ For non-EU academics in skilled employment in Germany</li> <li>▶ Requires a recognized degree, job offer, and minimum salary as mentioned below: <ul style="list-style-type: none"> <li>▷ €48,300 gross/year → general threshold for most occupations</li> <li>▷ €43,759.80 gross/year → lower threshold for shortage occupations, new entrants, and IT specialists.</li> </ul> </li> <li>▶ Not valid for self-employment</li> <li>▶ Covers all academic fields</li> <li>▶ Recent reforms expand eligibility, mobility, and residence rights</li> <li>▶ Provides a streamlined path for highly qualified professionals, including professional work experience instead of academic qualifications for IT professionals<sup>xxi</sup></li> </ul>



### 3.2 Migration to India: Provisions for German nationals

The MMPA between India and Germany also focuses on enhancing collaboration in the academic, research, and entrepreneurial fields while streamlining visa processes for German nationals intending to visit India. Key provisions include:

- ▶ **Academic and research collaboration:** DAAD offers fellowships, research grants, and support for partnerships between academic institutions to promote knowledge sharing and innovation. On the Indian side, several ministries and institutions contribute to strengthening academic mobility:
  - ▶ **Ministry of Education (MoE) – Study in India (SII) portal:**<sup>13</sup> A one-stop platform guiding foreign students (including German nationals) through the discovery of institutes/courses, applications, and admissions, while also highlighting scholarships and fellowships.
  - ▶ **University Grants Commission (UGC) – International academic collaboration:**<sup>14</sup> Regulations enable twinning, joint degree, and dual degree programmes between

Indian and foreign higher education institutes (HEIs), creating new pathways for German students and faculty exchanges.

- ▶ **Ministry of External Affairs (MEA) – ICCR scholarships:**<sup>15</sup> Scholarships for foreign students, including German nationals, to pursue studies in India through the Indian Council for Cultural Relations (ICCR) A2A portal.
- ▶ **Entrepreneurship and innovation:** The German-Indian Startup Exchange Programme (GINSEP), supported by the Federal Ministry for Economic Affairs and Climate Action (BMWE), fosters collaboration between startups from both countries, enabling access to new markets and driving innovation.
- ▶ **Facilitated mobility and visas:**
  - ▶ Extended residence permits for students and researchers, with 18-month extensions for graduates seeking job opportunities in India
  - ▶ Family reunification provisions, enabling family members to join German nationals working or studying in India
  - ▶ Liberalized short-stay multiple-entry visas for business, research, cultural, or journalistic activities

13. <https://studyinindia.gov.in/about-study-in-india-programme>

14. <https://thei.ugc.ac.in/Downloads/Regulations.pdf>

15. <https://a2ascholarships.iccr.gov.in/>

- ▷ Support for mutual recognition of qualifications and the facilitation of traineeships and internships in Indian institutions
- ▶ **Combating irregular migration:** Both nations are committed to preventing irregular migration, with procedures in place for the identification and return of irregular migrants.
- ▶ **Equal treatment:** German nationals in India are granted rights and protections comparable to those of Indian citizens under local laws.

### 3.3 Student exchange programmes

Several Indian universities have established exchange programmes with German institutions to promote academic collaboration and cultural understanding. Indian Institute of Technology (IIT) Madras partners with RWTH Aachen and Technical University (TU) Munich<sup>xxii</sup> for student and faculty exchanges, while IIT Delhi collaborates with TU Munich and others on joint research. Indian Institute of Management (IIM) Udaipur works with FAU Erlangen-Nürnberg and HHL Leipzig, offering exchange opportunities and DAAD scholarships.<sup>xxiii</sup> Jawaharlal Nehru University (JNU) has a partnership with Freie Universität Berlin, and the University of Delhi collaborates with Heidelberg University.<sup>xxiv</sup> Many

similar memoranda of understanding (MoUs)/ partnerships exist to facilitate mobility of students in the India–Germany Corridor.

• **Several Indian universities have established exchange programmes with German institutions to promote academic collaboration and cultural understanding.**

While many of these initiatives focus on STEM and management fields, opportunities for non-STEM disciplines such as social sciences, humanities, economics, and law are also available through DAAD, Erasmus+, and institutional agreements, particularly with universities like Freie Universität Berlin and Ludwig Maximilian University of Munich (LMU).

These programmes can enhance international exposure and cross-cultural learning while aligning with broader international frameworks. Similar models, like the Washington Accord, ensure global recognition of Indian engineering degrees. The Global Initiative of Academic Networks (GIAN)<sup>16</sup> by the Ministry of Education, Government of India, taps the international talent pool of faculty, scientists, and entrepreneurs to enhance India's academic and scientific capabilities, including from Germany.



It is a matter of great pride for the Indo-German cooperation in Higher Education that 17 renowned academicians from premier higher educational institutions in Germany have been selected to participate in this one-of-a-kind venture (Global Initiative of Academic Networks (GIAN)). More academicians have also evinced their interest in the programme, and we expect to see an increase in participants soon.



– Press Release, Embassy of India, Berlin

16. <https://indianembassyberlin.gov.in/PressRelease?id=MTc>

## ► Priority sectors in Germany for potential Indian migrants

The Cologne-based Institute der deutschen Wirtschaft (IW) published the Labour Market Forecast for 2027, projecting an annual employment growth of 537,000 people (1.6 per cent per year) between 2022 and 2027, contingent on continued improvements in labour force participation, especially among those aged 60 and older.<sup>xxv</sup>

The Federal Institute for Vocational Education and Training (BIBB) forecasts that by 2035, sectors such as healthcare, IT, and engineering will face severe worker shortages, with health and social care alone requiring over 1.8 million additional professionals.<sup>xxvi</sup>

According to European Employment Services (EURES), currently the most critical shortages in Germany are in science and engineering

associate professionals, construction trades (excluding electricians), and health associate professionals. In contrast, labourers in mining, construction, manufacturing and transport, cleaners and customer service clerks face surplus employment.<sup>xxvii</sup>

The ‘Make It in Germany’ website has reported the following occupations in Table 5 as high-demand professions.<sup>xxviii</sup>

**Table 5: Germany's labour market: In-demand occupations**

Qualified professionals*	Specialists**	Experts***
<ul style="list-style-type: none"> <li>► Professions in nursing</li> <li>► Professional drivers [freight transport/heavy goods vehicle (HGV)]</li> <li>► Medical assistants (without specialization)</li> <li>► Professions in automotive engineering</li> <li>► Medical assistants in dentistry</li> </ul>	<ul style="list-style-type: none"> <li>► Professions in childcare and education</li> <li>► Professions in electrical works in construction</li> <li>► Professions in physiotherapy</li> <li>► Professions in specialist nursing</li> <li>► Professions in ergotherapy</li> </ul>	<ul style="list-style-type: none"> <li>► Professions in software development</li> <li>► Physicians (without specialization)</li> <li>► Teachers in secondary schools</li> <li>► Professions in architecture</li> <li>► Professions in construction project planning and supervision (without specialization)</li> </ul>

Source: Chancenkarte (as of April 2025)<sup>17,18</sup>

**Qualified professionals\*:** People who have completed vocational training of at least two years or have a comparable qualification.

**Specialists\*\*:** People qualified to Meister or technician level, or who have a university degree or a similar qualification.

**Experts\*\*\*:** People who have completed at least four years of university studies or a comparable course.

17. <https://chancenkarte.com/en/news/bottleneck-occupations-in-germany-how-chancenkarte-holders-can-benefit/>

18. <https://www.make-it-in-germany.com/en/living-in-germany/discover-germany/qualified-professionals>

The ‘Skilled Labour Strategy: India’ paper published by the Federal Ministry of Labour and Social Affairs (BMAS) has identified the following key priority sectors in which the Indian skilled workforce could plug the demand gap:

- ▶ Information and communications technology (ICT), STEM/IT
- ▶ Real estate activities; professional, scientific and technical services
- ▶ Manufacturing
- ▶ Accommodation and food services
- ▶ Healthcare, nursing and long-term care
- ▶ Skilled crafts
- ▶ Green jobs
- ▶ Scientists
- ▶ Career in transportation

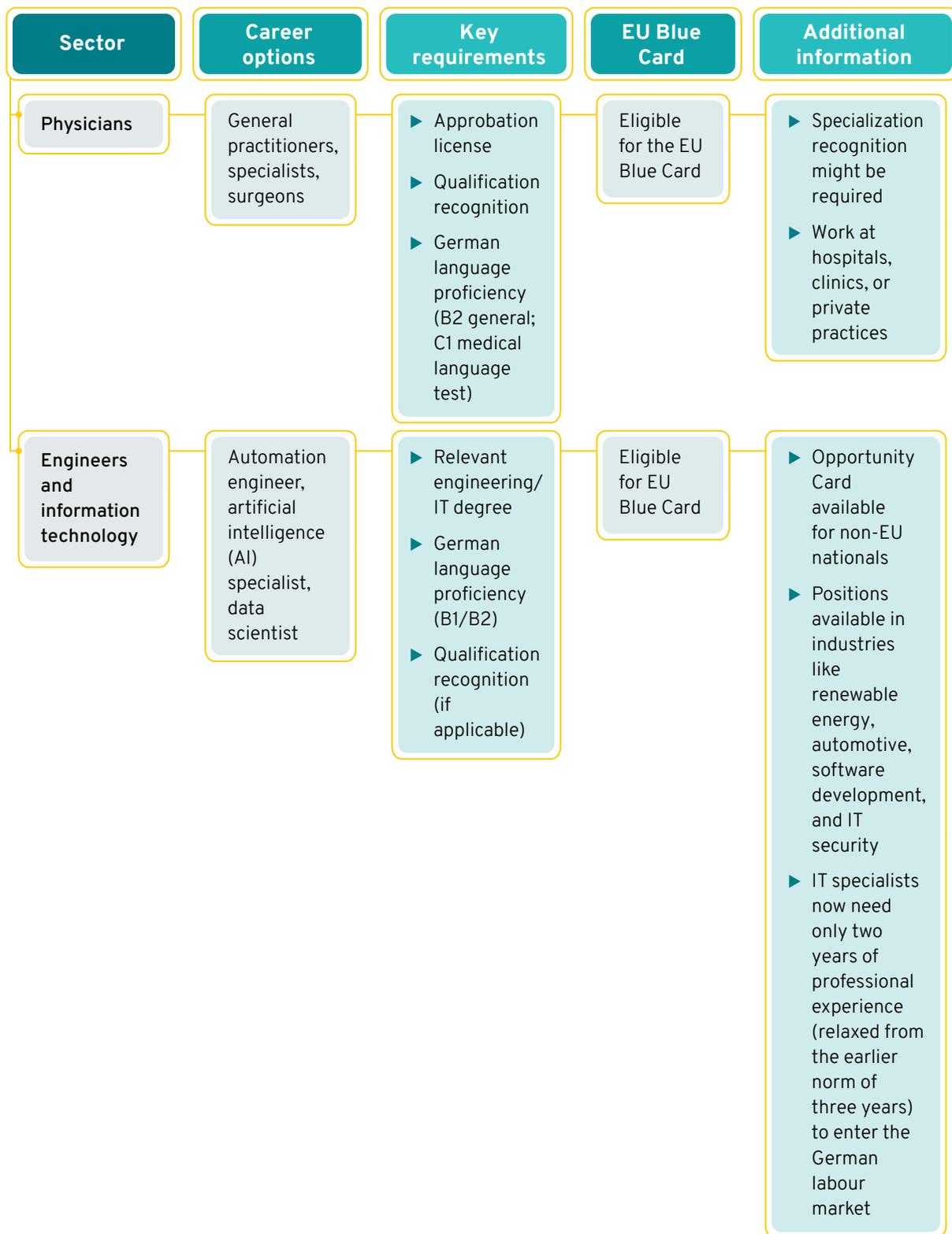
## 4.1 Sector-specific migration pathways

Germany offers multiple sector-specific migration pathways for professionals in healthcare, engineering, IT, research, skilled crafts, and other fields. Table 6 outlines key information on the requirements, available options, and conditions for migration in each sector.

Germany offers multiple sector-specific migration pathways for professionals in healthcare, engineering, IT, research, skilled crafts, and other fields.

**Table 6: Sector-specific migration pathways**

Sector	Career options	Key requirements	EU Blue Card	Additional information
Nursing professionals	Registered nurse, nursing assistant	<ul style="list-style-type: none"> <li>▶ Qualification recognition</li> <li>▶ German language proficiency (B2 level)</li> <li>▶ Certificate of medical fitness</li> <li>▶ Certificate of good conduct</li> </ul>	Not eligible for the EU Blue Card	<ul style="list-style-type: none"> <li>▶ Pathways include recognition visas or adaptation programmes</li> <li>▶ High demand in hospitals and care homes</li> </ul>



Sector	Career options	Key requirements	EU Blue Card	Additional information
Scientists	Chemists, biologists, research and development (R&D) researchers	<ul style="list-style-type: none"> <li>▶ Relevant scientific qualifications</li> <li>▶ German language proficiency (B1/B2)</li> <li>▶ Qualification recognition (if applicable)</li> </ul>	Eligible for EU Blue Card	<ul style="list-style-type: none"> <li>▶ Work in universities, research institutes, and private companies</li> <li>▶ Fellowship programmes available for PhD students and researchers</li> </ul>
Skilled crafts and trades	Construction workers, electricians, mechatronics	<ul style="list-style-type: none"> <li>▶ Vocational qualifications or equivalent recognition</li> <li>▶ German language proficiency (B1/B2)</li> <li>▶ Completion of dual vocational training programmes</li> </ul>	Not eligible for the EU Blue Card	<ul style="list-style-type: none"> <li>▶ High demand in construction, automotive, and energy sectors</li> <li>▶ Opportunities for career advancement to master craftsman or self-employment</li> <li>▶ Options for apprenticeships and training programmes</li> </ul>
Drivers	HGV drivers, train drivers, bus drivers	<ul style="list-style-type: none"> <li>▶ Valid EU or European Economic Area (EEA) driving license</li> <li>▶ Completion of initial qualification</li> <li>▶ German language proficiency (level depends on sector)</li> </ul>	Not eligible for the EU Blue Card	<ul style="list-style-type: none"> <li>▶ Growing demand in the transport, shipping, and rail industries</li> <li>▶ Training programmes available for aspiring drivers</li> </ul>

## 4.2 Technical and vocational education and training (TVET)

Germany's Dual Education System, also known as the Vocational Education and Training (VET) system, is regulated by the Vocational Training Act (1969) and is a globally recognized model that combines academic learning with hands-on industry training. By integrating vocational schooling with structured, on-the-job training, it ensures that trainees acquire both theoretical knowledge and practical experience, making them job-ready upon graduation. Supported by a strong legal framework, collaboration between industry and trade unions, and a structured pathway to industry-recognized qualifications, the system plays a vital role in workforce development. Given its success, it has also become a key component of India-Germany skills mobility partnerships, focusing on mutual recognition of qualifications, knowledge exchange, and apprenticeships.

The Ministry of Skill Development and Entrepreneurship (MSDE) has signed an MoU with Germany's Federal Ministry of Research, Technology and Space (BMFTR) and the Federal Ministry for Economic Cooperation and Development (BMZ) to enhance cooperation in VET, with a focus on dual training models, curriculum alignment, and mutual recognition of qualifications.<sup>19</sup> While International Marketing of Vocational Education (iMOVE), a BMFTR initiative implemented through BIBB, is not

a direct signatory to this MoU, it plays a complementary role by promoting training collaborations and facilitating market access for German training providers abroad.<sup>20</sup> The National Skill Development Corporation (NSDC) and its international arm, NSDC International, maintain active partnerships with iMOVE and other German VET stakeholders through business matchmaking and exploratory collaborations aimed at expanding opportunities for Indian professionals, particularly in high-demand sectors such as healthcare.

## 4.3 Evolving policies to attract skilled workers

Germany advanced its migration policies in 2024 with reforms to the Skilled Labour Immigration Act, simplifying employment for non-EU skilled workers. Key reforms include:

- ▶ **Opportunity card:** A points-based system for third-country workers, assessing qualifications, experience, and personal criteria
- ▶ **EU Blue Card relaxation:** Lowered salary thresholds (particularly for shortage occupations and new entrants), greater flexibility in changing employers and positions, along with reduced minimum contract durations for some cases
- ▶ **Annual visa allocation:** Raised to 90,000<sup>xxix</sup>

19. <https://www.mea.gov.in/Portal/LegalTreatiesDoc/DE24B4545.pdf>

20. [https://www.imove-germany.de/en/imove-in-india.htm#:~:text=What%20is%20iMOVE:%20Training%20%E2%80%93%20Made%20in,Federal%20Ministry%20of%20Education%20and%20Research%20\(BMBF\)](https://www.imove-germany.de/en/imove-in-india.htm#:~:text=What%20is%20iMOVE:%20Training%20%E2%80%93%20Made%20in,Federal%20Ministry%20of%20Education%20and%20Research%20(BMBF))

## Baden-Württemberg – Maharashtra migration partnership

**‘LÄND’ campaign:** The partnership between Baden-Württemberg and Maharashtra aims to address the labour shortage in the German state by recruiting skilled workers from Maharashtra in IT, engineering, manufacturing, and healthcare.

**Existing ties:** Over 20,000+ Indian professionals work in the state, supported by welcome centres that ease their integration into German society.

### Key partnerships:

- ▶ Stuttgart-Mumbai (since 1968)
- ▶ Karlsruhe-Pune (since 2014, formalized in 2015)

- ▶ 2024 agreement focusing on skilled migration and vocational training

### New initiatives:

- ▶ Pune service desk and representative office in Stuttgart to aid recruitment
- ▶ Maharashtra targets 10,000 jobs short-term, 400,000 in the near future with ₹76 crore funding
- ▶ High-level exchanges including ministerial visits and cultural collaborations in education, innovation, Ayurveda and yoga events

## ▶ Relevant information for integration into Germany

With a demand for professionals in IT, engineering, healthcare, and other technical fields, Germany has streamlined various policies to facilitate the entry and integration of Indian migrants.

Table 7 outlines the employment rate of Indian graduates from different fields of study within 12 months of graduating.

**Table 7: Employability of Indian graduates in Germany<sup>xxx</sup>**

Field of study	Employment rate within 12 months (%)
IT & computer science	85
Engineering	80
Healthcare and life sciences	75
Business and finance	70
Social sciences and humanities	60

### 5.1 Integration opportunities for spouses/families, students and career support resources

Germany's Integration course (*Integrationskurse*),<sup>21</sup> run by the Federal Office for Migration and Refugees (BAMF), combines a 600-unit German language course (often split into basic and advanced modules) with a 100-unit orientation course on German history, culture and legal systems. Participants complete a German language test for immigrants (DTZ) and a 'Life in Germany' test, typically achieving a B1 level and earning a formal certificate. The course is designed to support the smooth integration of migrants into everyday life, employment, and social participation in Germany.

Migration counselling for adult immigrants<sup>22</sup> in Germany offers free, personalized support from day one. Advisors help with learning German, finding work, securing housing, accessing

21. <https://www.bamf.de/EN/Themen/Integration/ZugewanderteTeilnehmende/Integrationskurse/integrationskurse-node.html>;

22. <https://www.bamf.de/EN/Themen/Integration/ZugewanderteTeilnehmende/BeratungErwachsene/beratung-erwachsene-node.html>

## Family reunification

### Spouse visa with work rights:

Spouses of skilled workers can apply for a residence permit with unrestricted work authorization. No minimum language proficiency is required for spouses of EU Blue Card holders.

### Dependent child visa:

Indian migrants are allowed to bring along with them children under 18 years, and these children are provided with access to public education and healthcare.

### Faster visa processing under Mobility Partnership Agreement:

The 2022 India-Germany MMPA has reduced visa waiting times from nine months to two weeks, and streamlined the process for family reunification.

### Welcome centres:

These centres offer on-site support for international professionals and their families, assisting them with a wide range of services. These support services ensure a smooth transition, covering essential areas such as access to rental housing, healthcare, social security, and legal rights.

## Post-study opportunities

**18-month job search visa** post graduation.

**EU Blue Card for graduates who earn** above the minimum threshold.

Employers can hire Indian graduates directly without requiring a labour market test, through **fast-track work permits**.

Through **Campus Initiative for International Talents**, DAAD provides Indian students with the support needed to succeed in their studies in Germany and transition smoothly into the German labour market.

## Career support opportunities

### Spouse visa with work rights:

SJob search, visa guidance, employer networking and mentoring, alignment of skills and qualifications

### 'Make It In Germany'

#### State-vetted recruitment Agencies

#### Federal Employment Agency (BA)

(Branches of the BA are available in almost every German city to provide free, on-site career advice and support; the online platform, **BERUFENET**, provides detailed information about various professions, their requirements, and how they translate to the German job market.)

#### Chambers of commerce (DHK)

**Service Centre for Professional Recognition (ZSBA):** Guidance on the recognition of foreign professional qualifications and residence law issues for skilled workers applying from abroad.

#### Anerkennung in Deutschland (AKD):

Germany's foreign qualification recognition system

#### European Employment Services (EURES)

### Trade unions (DGB, IG Metall, ver.di):

Offer counselling for members on labour law, workers rights and salaries; negotiate collective agreements on working conditions and income.

### Integration counselling services:

Offers free, multilingual counselling on social and labour law issues to ensure fair treatment of migrant workers and protect them from exploitation.

### FEM.OS Plus:

A digital counselling service targeted at migrant women, providing legal advice and support for their integration into the German labour market.

healthcare, and addressing family-related matters. Often speaking the migrant’s native language, they provide practical guidance and connect individuals to local integration programmes and services.

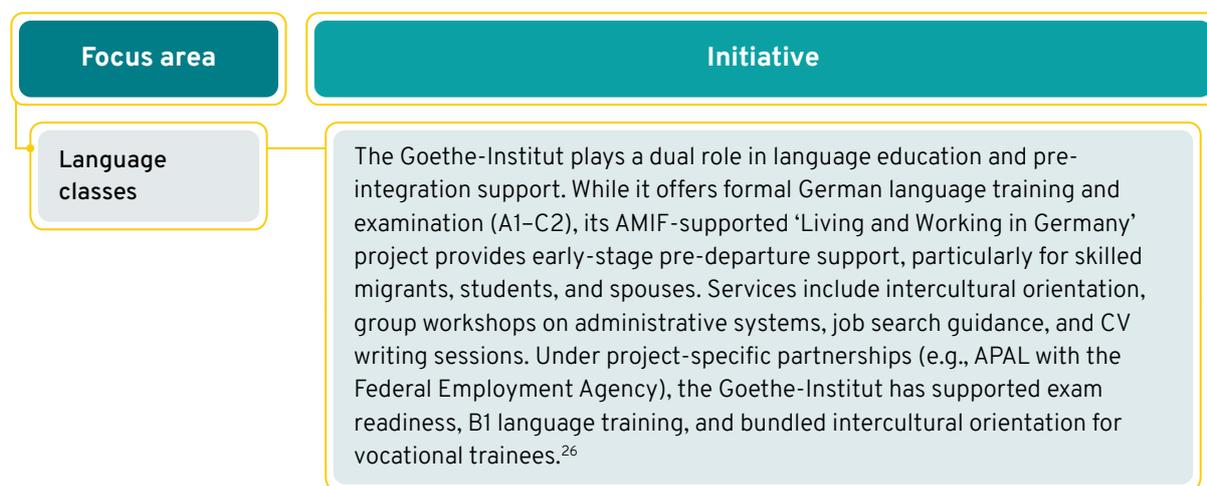
**Migration counselling for adult immigrants<sup>23</sup> in Germany offers free, personalized support from day one.**

The Youth Migration Services<sup>24</sup> in Germany support juvenile immigrants and young adults up to 27 years of age with free, personalized advice and group programmes. They assist with school, career planning, parenting, learning German, and digital skills. Services include individual integration plans, online counselling, and parental engagement. With over 420 centres throughout Germany, these services are delivered by leading youth social work organizations, helping young migrants navigate challenges, build life skills, and integrate smoothly into German society.

The German government, through the Federal Commissioner for Integration, supports a wide range of integration projects. These initiatives include empowerment programmes, volunteer support, refugee assistance, anti-racism education, and multilingual information services. They address challenges faced by adult migrants by promoting equal participation, combating discrimination,<sup>25</sup> and fostering independent, self-determined living. Special focus is placed on vulnerable groups, with funding directed towards social inclusion, employment readiness, and community engagement across Germany.

## 5.2 Pre-departure measures in India to support integration in Germany

A range of initiatives in India aim to prepare prospective migrants for successful labour market integration in Germany. These include language training, skills development, and support for qualification recognition.



23. <https://www.bamf.de/EN/Themen/Integration/ZugewanderteTeilnehmende/BeratungErwachsene/beratung-erwachsene-node.html>

24. <https://www.bamf.de/EN/Themen/Integration/ZugewanderteTeilnehmende/BeratungJungeMenschen/beratung-jungemenschen-node.html>

25. <https://www.integrationsbeauftragte.de/ib-de/integrationsarbeit-in-den-bereichen/projektfoerderung>

26. Source: Goethe Website + Consultation.

Focus area	Initiative
	<p>NSDC collaborates with industry partners to offer targeted language training courses that meet real-world demands.<sup>27</sup></p> <p>Organizations like DAAD/<i>Pädagogischer Austauschdienst</i> (PAD) support the training of German language teachers and facilitate pre-departure integration for skilled workers.</p>
Training and skilling	<p>Global Skills Partnership (GSP)<sup>xxxii</sup> offers training programmes for nurses in India in collaboration with Indian nursing colleges that are directly recognized in Germany, including language training and cultural preparation for migration.</p>
	<p>Karnataka German Technical Training Institute (KGTTI) was established by Karnataka German Multi Skill Development Centre (KGMSDC). Its mission is to conduct a broad multidisciplinary vocational training in various industrial technical fields.<sup>28</sup> KGTTI delivers training programmes that lead to dual certification, including the A-Certificate recognized by the German Chambers of Commerce Abroad (AHK) and the Federal Institute for Vocational Education and Training (BIBB). These internationally recognized qualifications enhance mobility and employability for Indian professionals, particularly in technical trades.</p>
	<p>‘Hand in Hand for International Talents’<sup>xxxiii</sup> offered by the Indo-German Chamber of Commerce (IGCC) and financed by Germany’s Federal Ministry of Economic Affairs and Energy (BMWE), helps skilled Indian professionals secure employment in Germany. Offering comprehensive, free support throughout the migration process, this initiative serves as a one-stop resource for navigating relocation and finding employment.<sup>xxxiii</sup></p> <p>The pilot project was implemented in the regions of Rostock, Reutlingen, Lübeck, Düsseldorf, and Erfurt. Additionally, it involved the target countries of Vietnam, Brazil, and India in the recruitment process.</p>
Qualification recognition	<p>ProRecognition Counselling,<sup>xxxiv</sup> offered in cooperation with the Indo-German Chamber of Commerce (IGCC/AHK ) and the Goethe-Institut, provides personalized guidance in India for skilled workers on the recognition of their vocational and academic qualifications – particularly in regulated professions such as healthcare and engineering.</p>

27. <https://www.nsdciinternational.com/language-training?utm>

28. <https://www.kgtti.com/bengaluru.html>

### 5.3 Post-arrival support: Initial orientation programmes

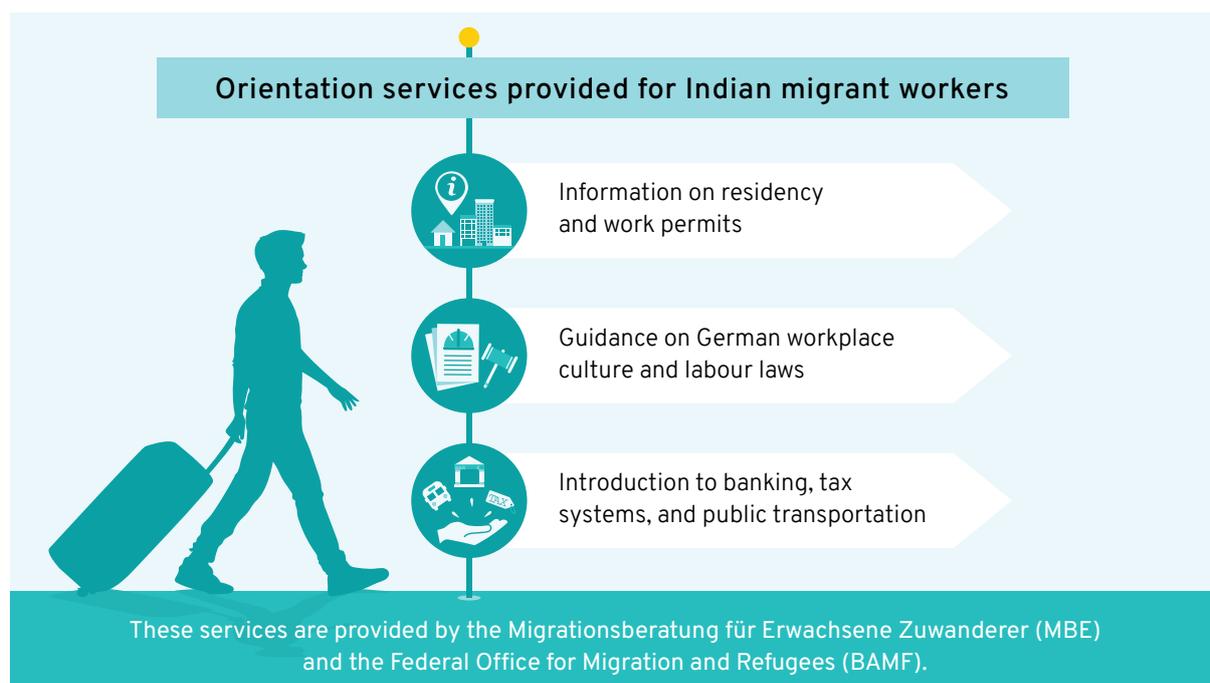
The Migrationsberatung für Erwachsene Zuwanderer (MBE)<sup>xxxv</sup> and the Federal Office for Migration and Refugees (BAMF)<sup>xxxvi</sup> offer free orientation services.

The Goethe-Institut also ensures continuity of integration through its *Welcome Coaches* programme in Germany. Operating in five cities,<sup>29</sup> these coaches assist new arrivals in navigating housing, healthcare, and workplace norms; addressing racism and discrimination; and accessing public services. While they do not offer visa or job placement support, their role as local resource persons complements the India-based pre-integration services, enabling a seamless handover across the migration journey.

**The Goethe-Institut also ensures continuity of integration through its Welcome Coaches programme in Germany.**

### 5.4 Reintegration of Indian migrant workers returning from Germany

The MMPA has emphasized that Indian citizens required to leave Germany should receive advice on return and access to financial support for voluntary return programmes such as Reintegration and Emigration Programme for Asylum-Seekers/Government Assisted Repatriation Programme (REAG/GARP) and Starthilfe Plus. Reintegration assistance is also available through the new Frontex reintegration programme, a continuation of the European Return and Reintegration Network (ERRIN). Complementary programmes, such as Perspective Homeland and the Joint Reintegration Services, offer holistic support, including counselling and financial aid, to facilitate a smooth transition for returnees. In addition, under the Migration and Diaspora programme, the German side supports skilled Indian professionals who have studied or worked in Germany and wish to apply their expertise in India. This includes financial and technical support for short- and long-term assignments, as well as small-scale projects with Indian organizations.



29. Goethe-Institut, Welcome Coaches – Mein Weg nach Deutschland, operating in Berlin, Düsseldorf, Frankfurt, Göttingen and Mannheim. Available at: [https://www.goethe.de/en/spr/mig/vuu/ueb/wic.html?utm\\_](https://www.goethe.de/en/spr/mig/vuu/ueb/wic.html?utm_)

State-level institutions such as NORKA ROOTS, the nodal agency for all matters related to non-resident Keralites (NRK), have established extensive reintegration programmes to assist returnees through counselling, upskilling, and employment facilitation. These industry-specific efforts ensure that the international experience of Indian migrants is effectively utilized, helping bridge skill gaps and raise workforce standards locally in India.

The Government of India, in collaboration with German and international partners, has launched initiatives to support returning migrants by facilitating skill transfer, employment, and reintegration.

### 5.4.1 Recognition of skills acquired in Germany and reintegration support for Indian migrants

- ▶ **National Skill Development Corporation (NSDC):** Works with industry partners to certify skills acquired abroad and align them with India's National Skills Qualification Framework (NSQF)
- ▶ **Anerkennung in Deutschland (Recognition in Germany):** Provides guidance for Indian workers on how their skills and qualifications from Germany can be utilized in India
- ▶ **Indo-German Centre for Sustainability (IGCS):** Encourages collaboration between Indian and German institutions for the exchange of technology and skills
- ▶ **Dual Vocational Training Exchange Programmes:** Facilitated by the Goethe-Institut, GIZ, and NSDC, these programmes help Indian workers bring back German technical expertise and apply it in Indian industries. For example, under the Indo-German Programme for Vocational Education and Training (IGVET), GIZ has supported pilot projects promoting industry-linked dual

VET models in India aligned with German standards. NSDC and its international arm have facilitated mobility-focused partnerships for skill recognition and overseas placement. The ProRecognition programme, coordinated by German Chamber of Commerce and Industry (DIHK) with GIZ support, assists Indian professionals in recognizing foreign qualifications. The Goethe-Institut provides language and intercultural training to ensure preparedness for mobility and integration.

- ▶ **Returning Experts Programme (GIZ):** A German initiative supporting Indian professionals returning from Germany by providing financial assistance, job placements, and business setup support
- ▶ **Pravasi Bharatiya Sahayta Kendra (PBSK):** Set up by the Ministry of External Affairs, PBSK provides assistance, guidance and counselling to Indian workers in distress. PBSKs have been set up in New Delhi, Dubai (United Arab Emirates), Riyadh and Jeddah (Kingdom of Saudi Arabia) and Kuala Lumpur (Malaysia). Kshatriya Pravasi Bhartiya Kendras (KPSKs) have been set up in Cochin, Hyderabad, Chennai, Lucknow, Patna, and Chandigarh to provide assistance to Indian migrants or their relatives in addressing grievances and complaints regarding overseas employers.
- ▶ **Atmanirbhar Bharat Initiative:** Encourages returning migrants to start businesses in India, with financial incentives and training support in sectors like manufacturing, technology, and renewable energy

**Table 8: Industry-specific skill transfer initiatives**

Sector	Skill transfer initiatives
Automobile and engineering	Indo-German collaborations in automotive technology and advanced manufacturing (e.g., partnerships between Bosch, Siemens, and NSDC)
IT and software	Joint programmes by Indian IT firms (TCS, Infosys) and German tech companies (SAP, Siemens) for knowledge sharing and job placements
Renewable energy	Indo-German collaboration in solar and wind energy, with GIZ-led training programmes for returnees

## ▶ Key stakeholders that govern/ support migration in India–Germany corridor

The India–Germany migration corridor has well-established institutional mechanisms to facilitate **skilled migration, job placement, worker protection, and student integration.**

German **employers’ associations** are influential organizations that represent businesses across industries and contribute to shaping policies on labour migration, employment, and professional training. They play an active role in supporting Indian migrants through:

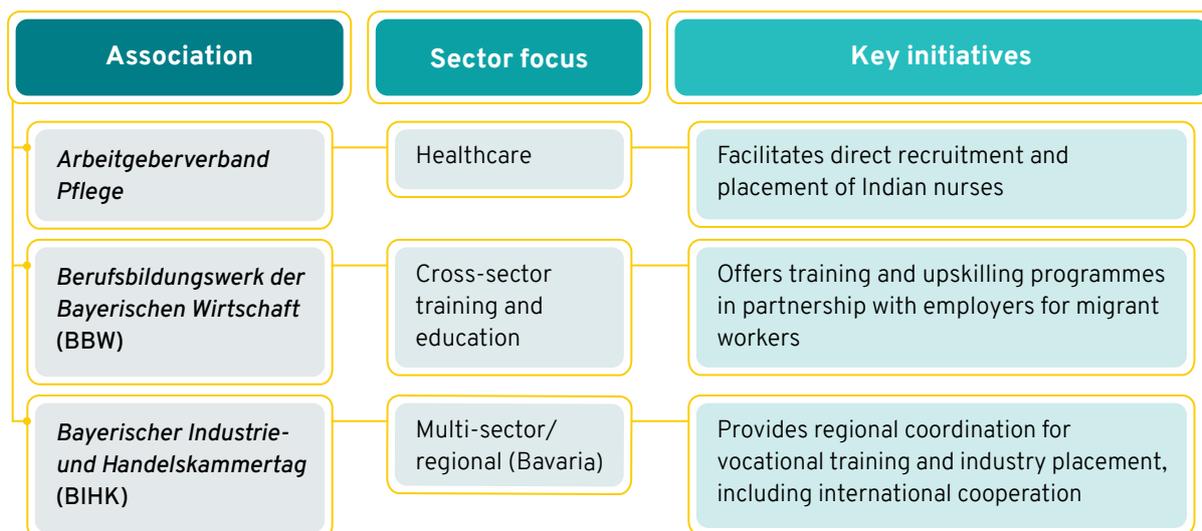
- ▶ **Recruitment and job placement:** Employers’ associations collaborate with agencies like the Federal Employment Agency (BA) and utilize

platforms such as the German government’s ‘Make it in Germany’ information portal to connect with Indian talent.

**German employers’ associations are influential organizations that represent businesses across industries and contribute to shaping policies**

**Table 9:** Key employers’ associations supporting Indian migrants/migrant workers

Association	Sector focus	Key initiatives
Bundesvereinigung der Deutschen Arbeitgeberverbände (BDA)	General employment and healthcare	Advocates for migrant-friendly labour and visa policies; supports recruitment in the care sector
Verband Deutscher Maschinen- und Anlagenbau (VDMA)	Engineering and manufacturing	Runs skill adaptation and mobility programmes for Indian engineers
Gesamtmittel	Metal and electrical industry	Supports dual vocational training for Indian technical workers



- ▶ **Vocational training and upskilling:** Employers' associations offer on-the-job training, apprenticeships, and reskilling programmes under the Dual Vocational Training System, enabling Indian migrants to gain industry-specific expertise.
- ▶ **Workplace integration and cultural orientation:** Large German companies (Siemens, Bosch, SAP) offer mentoring programmes, buddy systems, and cultural training to help Indian employees adapt to the German work environment.
- ▶ **Policy advocacy:** Employers' associations also have the opportunity to advocate for simplified work visa processes, recognition of

Indian skill certifications and qualifications, and flexible work permits to attract and retain skilled Indian professionals.

## 6.1 Role of key stakeholders in supporting integration of Indian migrants in Germany

Key **government bodies, industry groups, and support organizations** facilitate fair employment, skill recognition, and integration of Indian professionals. Below is a list of central and provincial institutions supporting skilled migration.

**Table 10:** Central and provincial level organizations supporting skilled migration in Germany

Organization	Role
Federal Employment Agency (BA), <sup>xxxvii</sup> including International Placement Services (ZAV) <sup>xxxviii</sup>	Facilitates job placements and provides information and advisory services for skilled workers from abroad; conducts webinars and information sessions to attract skilled workers. ZAV is a subdivision of the Federal Employment Agency dedicated to placing skilled workers from abroad.
Federal Ministry of Labour and Social Affairs (BMAS) <sup>xxxix</sup>	Oversees labour migration policies and engages in labour policy aspects of migration agreements

Organization	Role
Federal Office for Migration and Refugees (BAMF) <sup>xi</sup>	Manages migration and provides support for integration programmes, including language training and cultural orientation courses
Federal Government Commissioner for Migration, Refugees and Integration and Federal Government Commissioner for Anti-Racism	Supports the government in developing integration policy, particularly regarding social and labour market integration; sets initiatives in national and European integration politics; supports social participation of migrants and social cohesion; supports migrants in exercising their rights and preventing disadvantage; observes migration and integration policies in Europe and worldwide
Federal Ministry of Interior	Oversees Germany's migration and integration policy
Federal Ministry for Economic Affairs and Energy (BMWE) <sup>xii</sup>	Supports industries requiring skilled workers, such as manufacturing and renewable energy sectors; collaborates with private companies to streamline processes for employing foreign workers; operates the 'Make it in Germany' portal offering guidance on migration, work opportunities, and integration; conducts webinars and information sessions to attract skilled workers
Federal Ministry of Health (BMG) <sup>xiii</sup>	Addresses shortages in healthcare by supporting the recruitment and integration of foreign professionals, including doctors and nurses; initiates the <i>Gütegemeinschaft faire Vermittlung in der Pflege</i>
Federal Foreign Office <sup>xiii</sup>	Handles visa processes through embassies and consulates; streamlines visa applications for skilled workers under bilateral agreements
German Chambers of Commerce Abroad (AHK) <sup>xiv</sup>	Supports Indian professionals through initiatives like ProRecognition by facilitating qualification recognition, skill alignment, and connections with German employers
State-Level Welcome Centres <sup>xiv</sup>	Offer support to migrants upon arrival, including housing, language training, and cultural integration (e.g., <i>Baden-Württemberg</i> International Welcome Centre, Berlin Partner for Business and Technology)
Provincial Healthcare Authorities <sup>xv</sup>	Manage recognition processes for healthcare professionals, with varying standards and procedures depending on the state and profession
Craft Chambers <sup>xvii</sup>	Evaluate vocational degrees in the crafts and skilled trades; facilitate recognition and integration into local industries.

Organization	Role
Federal Institute for Vocational Education and Training (BIBB) <sup>xlviii</sup>	Supports the recognition of foreign vocational qualifications; provides research-based recommendations on training and employment.
German Academic Exchange Service (DAAD) <sup>xlix</sup>	Provides information and funding opportunities for students and researchers
EURES – European Employment Services <sup>l</sup>	Facilitates cross-border employment opportunities within the EU; offers funding for skilled migration
Ministry of External Affairs (MEA) <sup>li</sup>	Facilitates safe and orderly migration from India through initiatives such as the eMigrate portal, the MADAD grievance redressal platform, and support provided by Indian missions abroad
Ministry of Commerce and Industry (MoC), India	Promotes Indo-German business cooperation and supports skilled professional mobility through trade and investment initiatives
Ministry of Skill Development and Entrepreneurship (MSDE), India	Leads bilateral skill development cooperation with Germany; supports TVET partnerships, and overseas-related skilling programmes
Ministry of Labour and Employment (MoLE), India	Plays a central role in India’s workforce governance and international mobility ecosystem through dedicated platforms and institutional mechanisms that support ethical and demand-responsive migration
<i>Ausländerbehörden</i> (Foreigners' Registration Offices)	Issue and renew residence permits; manage documentation for international professionals at state level
Goethe Institut	Provides German language training, intercultural orientation, and early-stage pre-departure counselling under its AMIF-supported pre-integration programme; operates Welcome Coaches in Germany to support post-arrival adjustment

## 6.2 Role of the Indian Embassy in Germany in supporting migrants and students

The Indian Embassy in Germany plays a critical role in facilitating the migration experience for Indian nationals, especially students and skilled workers. The Embassy has put in place several support mechanisms aimed at ensuring the smooth integration and welfare of the Indian community. Key actions include:

- Assignment of dedicated staff to address issues related to Indian migrants

- Regular outreach activities targeting the Indian migrant community
- Active involvement in student welfare, including the launch of a revamped website dedicated to Indian students in Germany
- Ongoing engagement with students and migrant workers through its culture wing, which serves as a key platform for networking and information dissemination

Indian diaspora organizations in Germany form a vibrant network that supports cultural, academic, and professional needs, fostering community building, cultural exchange, and India–Germany cooperation (See Table 11).

**Table 11: Indian diaspora organizations in Germany**

Organization name	Description	Key locations
Indian Students Germany (ISG) <sup>iii</sup>	Supports Indian students in Germany by addressing challenges like visas, housing, and internships; established in 2016 by the Cultural Wing of the Indian Embassy in Berlin	Aachen, Heidelberg, Dresden, Frankfurt, Magdeburg
German-Indian Society (DIG) <sup>iii</sup>	Promotes Indo-German cultural relations through events and programmes	Aachen, Cologne, Darmstadt, Essen
Association of Indian Students in Aachen (AISA) <sup>iv</sup>	Provides support and networking opportunities for Indian students	Aachen
Frankfurt Indian Scholars Association	Supports Indian scholars and researchers; fosters academic collaboration	Frankfurt
Gujarati Samaj, Neustadt	Preserves and promotes Gujarati culture and traditions	Neustadt
Malayali Associations	Cater to the Malayali community by organizing cultural and social events	North Rhine-Westphalia
Marathi Katta, Frankfurt <sup>tv</sup>	Promotes the Marathi language and culture among the diaspora	Frankfurt
Shaktia, Frankfurt	Promotes Indian traditions and hosts community events	Frankfurt

Organization name	Description	Key locations
Indian Student Associations (ISAs) <sup>lvi</sup>	Support Indian students in navigating academic and cultural life in Germany across various cities	Aachen, Berlin, Bonn-Cologne, Hamburg
India Study Centre, Bremen	Promotes academic studies related to India; fosters bilateral educational ties	Bremen
Indische Gemeinde Düsseldorf (IGD) <sup>lvii</sup>	Promotes Indian culture and community bonding	Düsseldorf

Organizations and information points provide legal assistance, integration support, information about workers' rights, cultural orientation, and social security guidance to Indian workers and professionals in Germany.

Germany's Fair Migration Services (FMS) initiative supports migrant workers by providing information on labour rights, legal assistance, and access to grievance redressal mechanisms. The programme is run in collaboration with German trade unions and forms part of the government's broader strategy to promote ethical recruitment and fair working conditions.

Operating under the umbrella of the Faire Integration<sup>30</sup> programme and linked to the IQ (Integration through Qualification) Network, FMS provides counselling in multiple languages, covering:

- ▶ Employment contracts and wage entitlements
- ▶ Social security and health insurance
- ▶ Workplace discrimination and unfair treatment
- ▶ Access to justice and complaint procedures

Job placement agencies help Indian professionals find employment opportunities, match qualifications, and connect with German employers.

**Table 12: Migrant support organizations**

Organization/portals	Type	Key services provided
Make It in Germany	Government portal	Job search, visa guidance, skill recognition; includes a dedicated India page with job offers, visa pathways, qualification recognition information, etc.
Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)	International development agency	Career support for returning Indian migrants, training, and upskilling
The Berliner „Beratungszentrum für Migration und Gute Arbeit“	Free legal services offered behalf of the State of Berlin	Labor and social law for immigrants and mobile workers who work in sectors such as cleaning, construction, catering, delivery services, etc

30. <https://www.faire-integration.de/>

Organization/portals	Type	Key services provided
Federal Office for Migration and Refugees (BAMF)	German government agency	Language and integration programmes, residence permit support
Indo-German Chamber of Commerce (IGCC)	Bilateral trade body	Business networking, job placements, and startup support
German Trade Union Confederation (DGB)	Trade union confederation (based in Berlin and some other cities)	Legal advice, labour rights support, and contract negotiation assistance; operates advice centre for migrants on work and life (DGB/VHS) without membership requirement ( <a href="http://www.dgb.de">www.dgb.de</a> )
Faire Integration	Counselling programme (implemented within the Network IQ – Integration through Qualification)	Counselling on labour law and employment law issues online and through centres; support through the Competence Centre for Fair Integration ( <a href="https://www.faire-integration.de/en/topic/2.welcome.html">https://www.faire-integration.de/en/topic/2.welcome.html</a> )

**Table 13:** Job placement agencies and skill matching services

Agency/portal	Sector focus	Key services
<i>Bundesagentur für Arbeit (BA)</i> - Federal Employment Agency, including ZAV (Central Foreign and Specialist Placement Office, Germany)	General employment/skilled professions	Germany's national employment agency handles international placements through ZAV for professions such as IT, engineering, and nursing
EURES – The European Job Mobility Portal	Multisectoral	Cross-border job search, labour market info
<i>Deutsche Fachkräfteagentur für Gesundheits- und Pflegeberufe (DeFa)</i>	Healthcare and nursing	Placement of Indian nurses and caregivers

**Note:** In addition to these, private agencies with a recognized Gütesiegel (quality label), such as those listed on Faire Anwerbung Pflege Deutschland, also play a role in ensuring ethical recruitment and placement of foreign professionals.

**Table 14: Student support service organizations**

Organization	Type	Key support services
DAAD – German Academic Exchange Service	Scholarship and research support	Study abroad guidance, scholarships
Study in Germany – German Government Portal	Higher education	Study programmes, visa guidance
Indian Student Associations (ISA) at German Universities	Student community	Peer support, networking, cultural integration
<i>Studentenwerk</i> (German Student Welfare Association)	University welfare body	Student housing, financial aid, and counselling
Goethe-Institut (known in India as Max Mueller Bhavan)	Language and culture	German language courses, exam readiness support, cultural integration, guidance on education and life in Germany through AMIF-supported pre-integration services

**Note:** The Goethe-Institut's support for German language learning and potential emigration to Germany is open to all potential migrants, including students.

Chambers of commerce, business and industry association facilitate business networking, industry partnerships, trade relations, and investment opportunities for Indian professionals and companies in Germany.

Indian students pursuing **higher education and post-study employment** in Germany benefit from various student services, networking groups, and academic career counselling.

**Indian students pursuing higher education and post-study employment in Germany benefit from various student services, networking groups, and academic career counselling.**

**Indian nationals in Germany: Institutional facilitation for return and reintegration**

The Government of India, in collaboration with the German government and international organizations, has launched initiatives to support returning migrants through **skills transfer, employment, entrepreneurship, and social reintegration**. Key government, industry, and international bodies play a vital role in reintegrating returnee Indian migrants from Germany.

**Table 15: Government-led facilitation: Return and reintegration of Indian migrants**

Key government institution/body	Role in reintegration
Ministry of External Affairs (MEA), India	Oversees welfare and protection of emigrant workers through the Protector General of Emigrants (PGE); state governments assist Indian citizens returning from overseas, ensuring their welfare and reintegration ( <a href="http://www.emigrate.gov.in">www.emigrate.gov.in</a> )
Ministry of Labour and Employment (MoLE), India	Prioritizes reintegration of returning migrant workers through the National Career Service (NCS) and Model Career Centre (MCC) infrastructure, providing job matching, reskilling opportunities, and grievance redressal; links returnee profiles with domestic skilling and employment schemes for long-term labour market inclusion
Skill India Mission (NSDC and MSDE)	Facilitates skill certification and job matching for returning migrants
Embassy of India in Germany	Assists with documentation and provides guidance on reintegration prior to return
National Career Service, Ministry of Labour and Employment (MoLE), India	Helps match returning migrants with domestic employers and industry-specific opportunities through platforms like <a href="http://www.ncs.gov.in">www.ncs.gov.in</a>

**Table 16: Industry-led facilitation: Return and reintegration of Indian migrants**

Key industry organizations	Role in reintegration
Federation of Indian Chambers of Commerce and Industry (FICCI) and Confederation of Indian Industry (CII)	Help returning migrants find jobs in Indian industries
Indian banks and financial institutions (SBI, HDFC, ICICI)	Provide customized financial services, including investment advisory, for returning non-resident Indians (NRIs)

**Table 17: Indian state government recruitment agencies**

Name	Email	Phone
NORKA ROOTS, Kerala	ceonorkaroots@gmail.com	0471-2770501, 0471-2770507
Telangana Overseas Manpower Company Limited (TOMCOM)	gmtomcom@gmail.com	040-23342040, 7997973358
Overseas Manpower Corporation Ltd. (OMCL), Tamil Nadu	ovemcl@gmail.com	044-22505886
Karnataka State Unorganized Workers Society Security Board (KUWSSB)	kuwssb@gmail.com	080-29759983
ODEPC, Kerala	info@odepc.in	0471-2329440, 9495405142
Overseas Manpower Company Andhra Pradesh Limited (OMCAP)	gmomcap@gmail.com	040-23300686
Uttar Pradesh Financial Corporation (UPFC)	omra@upfcindia.com	512-2530868
Rajasthan Skill and Livelihoods Development Corporation (RSLDC)	pdot.rslhc.rajasthan@rajasthan.gov.in, opb.rajasthan@rajasthan.gov.in	0141-2701164
Karnataka Vocational Training and Skill Development Corporation (KVTSDC)	md.ksdc@karnataka.gov.in	080-29522222, 18005999918, 9141255573, 8762302557
M/s PanIIT Alumni Reach for Jharkhand Foundation	nagareddy.4@parfi.org, nagareddy.a@parfi.org	+91-6204800180, 7358052946
World Skill Centre, Odisha Skill Development Authority	rajan.pradhan@worldskillcenter.org	9777389400
Bihar State Overseas Placement Bureau	det-bin@nic.in, bsopb12345@gmail.com	0612-2520045, 9470255809
Punjab Ghar Ghar Rozgar and Karobar Mission	pgrkam.degt@gmail.com	0091-172-5011184

## German nationals in India: Employment and integration opportunities

German nationals in India can find strong job opportunities in **engineering, IT, automobiles,**

**manufacturing, development, and education.** Their technical expertise and English skills, paired with India's growing economy, make them valuable to multinationals and startups.

**Table 18:** Key German/Indian Institutions in India

Institution	Description	Services provided	Website
Indo-German Chamber of Commerce (IGCC)	A bilateral chamber promoting trade and investment between India and Germany	Job placement, business networking, vocational training, legal advisory services, and cultural integration	<a href="http://www.indo-german.com">www.indo-german.com</a>
Germany Trade and Invest	Supports with market access and ethical migration	Business support including to recruiters	<a href="http://www.gtai.de/en/invest">www.gtai.de/en/invest</a>
German Embassy and Consulates in India	Official German government representation in India	Visa and work permit guidance, cultural events, policy updates	<a href="http://www.india.diplo.de">www.india.diplo.de</a>
Make in India (DPIIT Initiative)	Government initiative promoting foreign investments, including from Germany	Business setup support, policy advisory, and industry insights	<a href="http://www.makeinindia.com">www.makeinindia.com</a>
German Centre Delhi and Gurgaon	Business hub supporting German firms in India	Office spaces, market entry advisory, and legal support	<a href="http://www.germancentre.in">www.germancentre.in</a>
Invest India	National investment promotion agency	Foreign business support, market entry assistance, and policy updates	<a href="http://www.investindia.gov.in">www.investindia.gov.in</a>
Indo-German Centre for Sustainability (IGCS) - IIT Madras	Research institution fostering Indo-German collaboration	Research opportunities, sustainability projects, and academic exchange	<a href="http://www.igcs-chennai.org">www.igcs-chennai.org</a>

Institution	Description	Services provided	Website
GIZ India ( <i>Deutsche Gesellschaft für Internationale Zusammenarbeit</i> )	German development agency supporting Indo-German cooperation	Technical training, employment projects, and sustainability initiatives	<a href="http://www.giz.de">www.giz.de</a>
State of Baden-Württemberg (Let's bridge IT – Iris Becker)	State representative office for skilled migration and innovation partnerships	Sectoral coordination, IT/engineering recruitment, and bilateral cooperation	<a href="https://www.lets-bridge-it.com/en/">https://www.lets-bridge-it.com/en/</a>
Dr. Wamser & Batra GmbH	Private consulting firm representing the interests of the State of Saxony in India	Investment advisory, bilateral exchange, and regional cooperation	<a href="https://wamser-batra.com/de/">https://wamser-batra.com/de/</a>
Invest in Bavaria-State of Bavaria India	Regional representation to foster economic and academic ties	Business support, higher education cooperation, and investment facilitation	<a href="http://www.invest-in-bavaria.com">http://www.invest-in-bavaria.com</a>
NRW Global Business	Economic development agency for North Rhine-Westphalia (NRW)	Business development, trade facilitation, and investment support	<a href="https://www.nrwglobalbusiness.com/">https://www.nrwglobalbusiness.com/</a>

### Initiatives and portals by the Government of India

The Government of India offers portals and resources that facilitate, regulate, and protect international migration and provide credible

information on migration processes and legal requirements. These help Indian nationals plan safe and informed migration for work. Foreign employers also use them to understand Indian regulations and migration provisions.

**Table 19:** Initiatives and portals by the Government of India

Initiatives/portals	Description	Website
Pre-Departure Orientation Training (PDOT)	Training to enhance the soft skills of migrant workers	<a href="http://www.pdot.mea.gov.in">www.pdot.mea.gov.in</a>
Skill India International Centres (SIICs)	Established nationwide in India to prepare nationals for global job opportunities	<a href="https://nsdcindia.org/archive-iisc-network">https://nsdcindia.org/archive-iisc-network</a>

Initiatives/portals	Description	Website
Global Job Readiness Programme (GJRP)	Designed for both students and professionals to upgrade skills for global employment	<a href="https://www.skillindiadigital.gov.in/courses/detail/f603465d-94d7-4c46-b506-e016d1ef3f89">https://www.skillindiadigital.gov.in/courses/detail/f603465d-94d7-4c46-b506-e016d1ef3f89</a>
eMigrate 2.0 Portal	Central platform for emigration clearance, job matching, verification of recruitment agents, pre-departure training, etc.; integrated with Passport Seva, Bureau of Immigration, and Protector of Emigrants Offices (PoEs); captures disaggregated migration data	<a href="http://www.emigrate.gov.in">www.emigrate.gov.in</a>
MADAD Portal	Online grievance redressal for Indian citizens abroad	<a href="http://www.madad.gov.in">www.madad.gov.in</a>
e-Sanad	Online attestation and apostille of documents for use abroad	<a href="http://www.esanad.nic.in">www.esanad.nic.in</a>
e-SEWA	Consular services for NRIs via Indian missions	<a href="https://www.india.gov.in/website-member-e-sewa-portal">https://www.india.gov.in/website-member-e-sewa-portal</a>
Pravasi Rishta Portal	Insurance scheme for overseas Indian workers at a nominal premium rate	<a href="https://www.eoiparis.gov.in/page/global-pravasi-rishta-portal/">https://www.eoiparis.gov.in/page/global-pravasi-rishta-portal/</a>
Indian Community Welfare Fund	Assists overseas Indian nationals in times of distress and emergency in the most deserving cases on a means-tested basis	<a href="http://www.mea.gov.in/icwf">www.mea.gov.in/icwf</a>
Pravasi Bharatiya Bima Yojana (PBBY)	Mandatory insurance scheme safeguarding Indian emigrant workers in the Emigration Check Required (ECR) category going to ECR countries	<a href="http://emigrate.gov.in/#/emigrate/common/pbby-claim/policy-purchase">http://emigrate.gov.in/#/emigrate/common/pbby-claim/policy-purchase</a>
Common Service Centres (CSCs)	An MoU for providing emigration-related services through more than 500,000 CSCs at the grassroots level	<a href="https://www.csc.gov.in/">https://www.csc.gov.in/</a>

Initiatives/portals	Description	Website
National Career Services	<ul style="list-style-type: none"> <li>▶ The National Career Service (NCS) is a government-run digital employment platform operated by MoLE, which supports both domestic and international job postings. It currently has over 1.88 crore active jobseekers and more than 47.52 lakh employers registered, making it one of the largest repositories of verified labour market participants in India. NCS serves as a demand aggregator for verified foreign employers, enabling them to publish vacancies and access jobseeker profiles. Validation of recruiting agents (RAs) and foreign employers is routed through the Ministry of External Affairs' (MEA) eMigrate portal (NCS portal is also integrated with the eMigrate portal), ensuring authenticity and adherence to emigration norms.</li> <li>▶ MoLE supports the development of a shared registry of verified RAs and foreign employers, which is jointly maintained through technical integration between NCS and eMigrate. This helps mitigate fraud, protect vulnerable workers, and enforce compliance with ethical recruitment standards.</li> <li>▶ NCS portal and Model Career Centres can also exhibit promotional material (links to German websites and short videos) for spreading awareness amongst job-seekers on work opportunities (and quality of life) in Germany and the required qualifications and skills.</li> </ul>	www.ncs.gov.in
eShram Portal	The eShram portal, also managed by MoLE, houses the largest national database of unorganised workers, currently exceeding 30.9 crore registrants. It includes sectoral and skill data relevant for blue-collar employment, and is now being integrated with NCS to streamline the availability of verified labour supply for both domestic and international employers.	www.eshram.gov.in
International Labour Mobility Initiative (ILM)	The International Labour Mobility (ILM) <sup>31</sup> initiative, led by MoLE in partnership with relevant ministries and foreign governments, aims to establish structured, sector-specific migration corridors. These corridors are supported by digital platforms (NCS, eShram), institutional partners (MSDE, NSDC), and diplomatic frameworks (MMPAs, JDIs) to enable seamless, ethical, and scalable global workforce deployment.	https://labour.gov.in/; ncs.gov.in

31. [https://www.pib.gov.in/PressReleaseframePage.aspx?PRID=2209767&reg=3&lang=2#:~:text=Further%2C%20National%20Career%20Service%20\(NCS,to%20open%20international%20employment%20corridors.\)](https://www.pib.gov.in/PressReleaseframePage.aspx?PRID=2209767&reg=3&lang=2#:~:text=Further%2C%20National%20Career%20Service%20(NCS,to%20open%20international%20employment%20corridors.))

## ► Barriers and opportunities for migrants

Indian migrants face a range of challenges during the migration process, shaped by factors such as their skill levels, targeted sectors of employment, regulatory requirements, and socioeconomic backgrounds.

### 7.1 Language barriers

Language is a significant hurdle, especially for skilled and vocational workers. Employers often require German proficiency before migration, but achieving this level typically takes up to a year. Many candidates drop out or choose destinations with fewer language demands. Vocational workers, such as CNC machinists and car mechanics, struggle to afford quality courses, which are often limited to expensive options. Affordable, standardized language training is scarce in India. Even when general proficiency is met, lack of language proficiency required for a professional or formal setting leaves many unprepared for workplace communication. Additionally, the shortage of certified language trainers and exam centres in India continues to limit the uptake of German language training.

**Industry insights:** Sector-specific and industry-specific German language training that caters to the immediate needs of professionals can be explored. This can be addressed through industry-led partnerships. There is an opportunity to leverage existing avenues, such as the *NCS portal and Model Career Centres*, to promote language and culture training initiatives, as offered by the *Goethe-Institut*.

### 7.2 Qualification and skill recognition

Recognition of Indian qualifications remains complex, particularly for non-tech professionals. While platforms like Anabin<sup>viii</sup> assist tech migrants, skilled workers like nurses face lengthy validation procedures. Limited awareness among German employers about Indian institutions and training standards reduces trust and hiring, particularly among small and medium-sized enterprises (SMEs) in less urban regions. Additionally, regulations and processes at the provincial level in Germany may be different from those at the federal level, which further complicates navigation for aspiring migrants.

**Strategic possibilities:** Germany and India, under the existing mobility and skills partnerships, have the opportunity to deepen cooperation on skills recognition and harmonization. This can include joint efforts to align vocational curricula and certification frameworks, ensuring that Indian skilled workers meet German labour market standards prior to migration. Preparatory pathways, such as structured apprenticeships and certified language instruction, can help bridge training gaps and improve readiness in India. Technical-level bilateral cooperation can

also enhance the visibility of Indian skilled talent and improve matching with German labour market needs.

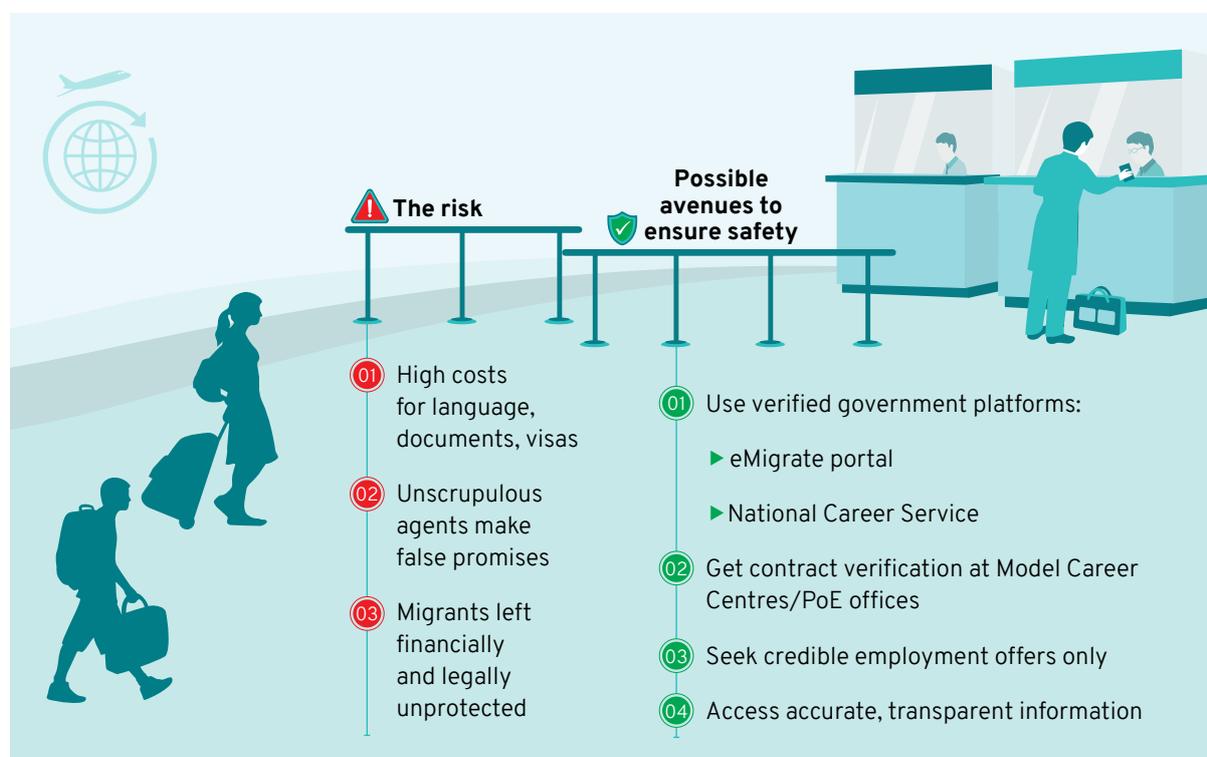
### 7.3 Financial constraints and high vulnerability

High migration costs, including those for language courses, documentation, and visa fees, disproportionately affect migrants from lower-income backgrounds. These issues are further exacerbated by problems within the recruitment landscape, as registered recruitment agencies (RAs) often lack visibility abroad, while unscrupulous agents frequently make false promises. These practices leave migrants financially and legally unprotected.

Additionally, for students or jobseekers applying for a German visa, maintaining a blocked account in Germany is required to demonstrate sufficient financial means.<sup>32</sup> The minimum amount has increased from €10,200 in 2019 to €11,904 in

2024, an increase of 16.5 per cent in six years, aligned with the cost of living in Germany. While this increase corresponds with the rising cost of living in Germany and aims to ensure that migrants can support themselves during their stay, it poses a significant challenge for applicants from lower-income backgrounds. Many students also take on part-time jobs to cover expenses, and in the absence of scholarships or other financial support, this can negatively impact their academic focus and integration.

**Mitigation approaches:** The existing efforts to reduce the vulnerabilities of potential migrants through awareness raising, greater transparency, and access to verifiable and accurate information have proven useful. Government platforms and resources, such as eMigrate and the National Career Service, can be leveraged to ensure these efforts are amplified and credible employment offers reach migrants. Model Career Centres and PoE offices may offer verification checks for employment contracts as a service offered upon request by workers or jobseekers.



32. <https://www.germany-visa.org/student-visa/student-visa-visum-zu-studienzwecken/>

## 7.4 Administrative and bureaucratic hurdles

Although visa processing duration has improved, obtaining documentation remains complex and time-consuming. Job applicants must meet qualification standards, secure job offers, and navigate varying regulations across German federal states. Navigating multiple authorities, such as embassies, local Foreigners' Registration Offices, and the Federal Office for Migration and Refugees, can be challenging due to inconsistent information and bureaucratic delays. Language barriers and unclear communication further complicate the process.

As an Indian student or working professional in Germany, interactions with the local foreign offices (*Ausländerbehörde*) are a regular part of life, whether for addressing issues or updating residence permits. However, these visits can often be challenging due to long waiting times and overcrowding.<sup>33</sup>

• **Model Career Centres and PoE offices may offer verification checks for employment contracts as a service offered upon request by workers or jobseekers.**

## 7.5 Information gaps and perceptions

Despite an increase in work opportunities for migration to Germany, many potential migrants lack access to clear and reliable information about available pathways and procedures. Compared to more familiar destinations like the US or UK, Germany remains relatively less understood among Indian aspirants. Existing initiatives, such as 'Triple Win', seek to bridge this gap through targeted local outreach and awareness campaigns. Job fairs in India can provide high-

impact, direct engagement platforms for German employers to interact with potential Indian talent and increase uptake of formal pathways.

**Leveraging existing networks:** Local partners in Germany, including government-supported integration centres and diaspora-led organizations, can be encouraged to provide structured handholding support to Indian migrants upon arrival. For instance, 'post-arrival orientation sessions' in Germany covering workplace norms, housing, financial literacy, and healthcare access can be essential for new migrants. Indian diaspora organizations, with their cultural proximity and lived experiences, should be recognized as potentially key enablers in this process, helping to bridge gaps in trust, language, and information for smoother integration. Integration support can also help in addressing concerns around family reunification and social isolation through a community-level approach. Additionally, integration support currently in place through organizations like the Goethe-Institut<sup>lix</sup> can be amplified.

## 7.6 Lack of soft skills training

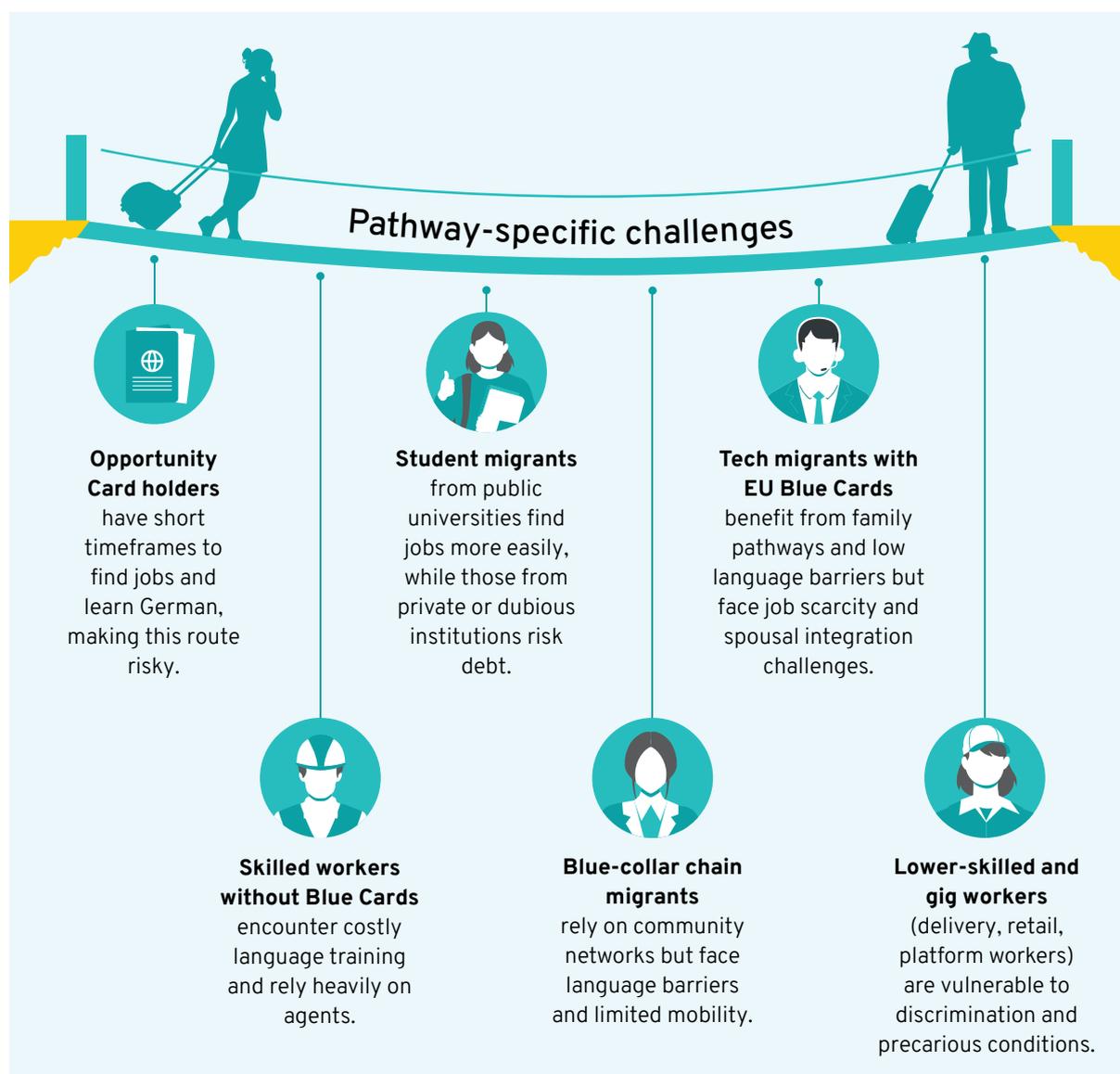
Pre-departure training programmes tend to emphasize technical competencies and language proficiency, while often overlooking essential soft skills. These include awareness of rights, understanding of legal frameworks, familiarity with workplace culture, and tools for social integration. The absence of such training can hinder migrants' ability to adapt effectively and sustain long-term participation in the German labour market. While the Goethe-Institut offers valuable pre-integration support, including intercultural orientation and workplace readiness, there remains scope to expand access and reach. Scaling such soft skills training through broader partnerships could strengthen preparedness, particularly for aspirants from Tier II and III regions.

33. From stakeholder consultations

Model Career Centres (MCCs) under MoLE provide counselling, mobilization, and job readiness support for outbound jobseekers. These centres serve as a key interface for preparing candidates for international opportunities through application guidance, document support, and employer engagement. They can be leveraged to provide intercultural orientation, language preparedness, and application support for aspiring migrants, particularly from Tier II and Tier III cities.

**Options for further development:** German employers and diaspora groups can play a vital

role in ensuring the accuracy and relevance of information shared through jointly developed, Germany-specific pre-departure trainings, which should align with international migration frameworks and inform migrants of their rights. This could encompass the co-creation of industry-specific language training curricula as well as cooperation on the training of trainers. Equally, Indian colleges, skilling centres, and training institutions can contribute by preparing students in soft skills, intercultural communication, and workplace readiness, helping ensure a smoother transition and better integration in the host country.



## ► Conclusion

India and Germany have a strong foundation of joint cooperation, as evidenced by multiple bilateral partnerships in skills, migration, and education. Both countries are uniquely positioned to streamline labour flow through a policy-coherent approach that brings together enabling provisions of all these agreements.

Initiatives such as the MMPA and the Skilled Immigration Act have facilitated streamlined pathways for skilled migration, education, and vocational training, contributing significantly to critical sectors like IT, healthcare, and engineering.

However, there is a need for concrete mechanisms to fully utilize the provisions of the agreement, particularly in areas such as ethical recruitment, pre-departure support, skilling partnerships and the reintegration of returning migrants. Additionally, systemic challenges such as language requirements, qualification recognition, and fraudulent recruitment practices continue to hinder equitable access and participation. These gaps risk perpetuating inequalities within the migration experience and may hinder the long-term integration and socioeconomic mobility of migrants. Clearly defining elements of international migration and mobility – such as employment standards, model employment contracts, and social protection measures – within the scope of the MMPA and in alignment with applicable German labour laws and frameworks can be a key step in reducing the risk of exploitation that migrants may face.

Maximizing the potential of the India–Germany migration corridor depends on effectively addressing the different challenges that currently impede its full realization. Challenges faced in ensuring regulatory coherence, ethical recruitment practices, and comprehensive support systems for migrants continue to shape migration experiences.

**Seamless and efficient flow of information is essential, and effective government platforms like eMigrate, NCS, and ‘Make it in Germany’ can be key enablers in this respect. To reduce the complexities of translating bilateral agreements, the MMPA identifies a significant role for employer-employee-industry linkages in realizing equitable and inclusive mobility outcomes.**

The MMPA offers a strong foundation for rights-based, rules-based migration. By promoting ethical recruitment, deeper institutional partnerships, and more inclusive mobility pathways, the corridor is positioned to evolve into a future-facing model of skilled migration and mobility – one that responds to Germany’s demographic shifts while harnessing India’s growing talent potential.

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