

Statement of Principles

Professional Recruitment

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The masculine language form used in the text explicitly includes all female and non-binary genders.

1. Guiding Principles

The African German Health Association (AGHA) aims to create a sustainable bridge between Africa and Germany in the healthcare sector. With a focus on high-quality recruitment and placement, particularly of nursing and medical professionals from Africa, AGHA offers a comprehensive integration concept that facilitates a smooth transition into the German healthcare system. The integration concept includes detailed informational materials and a structured training program to promote social and professional inclusion.

5 main objectives of the integration concept:

1. Effective language and cultural training for social integration.
2. Strengthening professional skills through comprehensive training.
3. Providing support and mentoring.
4. Promoting acceptance through intercultural awareness.
5. Assistance with bureaucratic and legal challenges.

AGHA combines professional recruiting with a well-thought-out integration concept to successfully integrate nursing and medical professionals from Africa into the German healthcare system. This connection creates long-term opportunities for professionals and strengthens healthcare provision in Germany.

Qualified foreign professionals help reduce the shortage in the nursing sector in Germany and lower unemployment in the respective home countries. Remittances to Africa, as well as the transfer of know-how, contribute to development policy. Additionally, AGHA uses surpluses from this program to implement social projects in Africa.

2. AGHA Guidelines for 'Fair Recruitment of Nursing Staff in Germany'

AGHA is committed to ensuring fair and ethically responsible recruitment and placement of nursing and medical professionals from third countries – primarily from Africa. In accordance with the quality seal 'Fair Recruitment of Nursing Staff in Germany', AGHA declares its commitment to the guiding principles that shape the entire placement process.

1. Documentation and Traceability: All steps in the recruitment and integration process must be documented in writing. Contracts, recruitment conditions, and relevant information are provided in a clear language, in a timely manner, and tailored to the recipient, ensuring transparency and a verifiable structure.
2. Recruitment for Nursing and Medical Professionals: AGHA is committed to not charging any fees for the recruitment and placement of nursing and medical

professionals. The Employer-Pays Principle is strictly adhered to, meaning that employers cover all costs for language qualifications, recognition procedures, and travel. If the nursing and medical professional has already incurred costs before placement, these will naturally be reimbursed.

3. Limiting Economic Risks for Nursing and Medical Professionals: The economic risks for nursing and medical professionals are minimized. Repayment clauses in the event of early withdrawal may only apply to actual costs incurred in the country of origin and must be clearly defined in writing before the contract is signed. Repayment obligations must also be clear and fair to avoid any undue disadvantage.

4. Transparency of Structures, Services, and Costs: AGHA ensures that all parties involved, including nursing and medical professionals and employers, are thoroughly informed about the recruitment process and associated costs from the very beginning. This enables all parties to make informed and confident decisions, without surprises or unjustified financial burdens.

5. Sustainability and Participation: AGHA promotes the long-term and sustainable integration of nursing and medical professionals through a structured training and mentoring program. Nursing and medical professionals are actively integrated into the German work environment and are continuously supported to enhance their satisfaction and commitment to the employee. AGHA ensures that nursing and medical professionals are integrated not only professionally but also culturally and socially.

6. Overall Responsibility for the Service Chain: AGHA assumes responsibility for the entire recruitment and integration process. This includes monitoring and ensuring compliance with ethical and human rights standards throughout the entire service chain, including all partners and third parties. AGHA ensures that all parties are treated fairly and that recruitment is conducted in accordance with international standards and the quality seal 'Fair Recruitment of Nursing Staff in Germany'.

These principles are deeply embedded in AGHA mission and form the foundation of its commitment to fair and transparent recruitment and placement practices that benefit both international nursing and medical professionals and German healthcare institutions.

2. Global Code of Conduct of the WHO

AGHA aligns its recruitment and placement of nursing professionals, particularly from Africa, with the five principles of the WHO Global Code of Practice.

- Recruitment Practices: AGHA recruits with consideration for the staffing situation in the country of origin and refrains from activities in countries with acute staff shortages.
- Employment Conditions: AGHA advocates for equality and fair treatment of international nursing and medical professionals.
- International Cooperation: Collaboration between German and African institutions is actively promoted.

- Domestic Workforce: AGHA supports strategies that also target domestic professionals to address the long-term demand for skilled workers.
- Research and Evaluation: International migration is accompanied by data collection and regular evaluation to gather insights for the continuous improvement of processes.

AGHA is also committed to adhering to the WHO Health Workforce Support and Safeguards List, which restricts recruitment in countries with a shortage of skilled workers. For nursing and medical professionals from Africa, AGHA ensures ethical recruitment by only placing those professionals who are not subject to the WHO restrictions.

3. **AGHA's Commitment and Self-Obligation to Adhere to International Human Rights Standards**

AGHA commits in this statement to adhere to essential international human rights standards to ensure ethical and fair recruitment of nursing and medical professionals. This includes:

- The ILO General Principles and Operational Guidelines for Fair Recruitment and Definition of Recruitment Fees and Related Costs: These principles apply to the recruitment of workers, including migrants, both within national borders and internationally. They cover both direct recruitment by employers and recruitment through employment agencies and temporary staffing companies. AGHA ensures that recruitment is always transparent and free from unlawful fees.
- The ILO Core Labour Standards: These standards include the five fundamental principles of the International Labour Organization (ILO) that apply to all workers, particularly regarding freedom of association, the right to collective bargaining, the abolition of forced labour and child labour, as well as the prohibition of discrimination in employment and occupation.
- The United Nations Guiding Principles on Business and Human Rights: These principles emphasize the responsibility of businesses to establish human rights due diligence processes to avoid or mitigate negative impacts of their operations on human rights. AGHA ensures that all recruitment processes comply with these principles of human rights responsibility and transparency.
- International Human Rights Treaties which establish comprehensive rules for the protection and promotion of human rights. AGHA is committed to integrate these principles into all aspects of the recruitment process and to protect the rights of the recruited staff.

By adhering to these principles, AGHA ensures that the recruitment of nursing and medical professionals from Africa and other countries complies with international legal standards and protects the dignity and rights of migrant workers. AGHA follows a transparent and fair recruitment practice that meets the highest ethical standards and ensure that all foreign nursing and medical professionals enjoy the same rights and working conditions as domestic workers.

4. AGHA adheres to the Employer-Pays Principle.

AGHA explicitly commits to adhering to the Employer-Pays Principle throughout all recruitment and placement processes. This means that international nursing and medical professionals are not required to bear any costs related to their recruitment and placement in Germany. No nursing professional will ever be burdened, directly or indirectly, with placement fees or any other costs associated with the placement. All incurred costs, such as language courses, recognition procedures, or travel expenses, will be solely covered by the employer. If any costs are incurred, however, the nursing professional has the right to reclaim these costs from the employer. This commitment applies to the entire service chain.

This commitment ensures that the entire placement process for nursing and medical professionals is fair, transparent, and in accordance with international labor and human rights standards. AGHA guarantees that the rights of nursing and medical professionals are protected and that they are not subjected to financial burdens that could hinder their employment. This practice applies from the first contact with the nursing professional to the final employment in Germany.

Through the consistent implementation of the Employer-Pays Principle, AGHA ensures that the recruitment of nursing and medical professionals from Africa and other countries is both legally and ethically sound, and that nursing and medical professionals are integrated through a fair process that respects and protects their rights.

5. AGHA commits to refraining from binding and repayment clauses.

AGHA commits to not to include binding or repayment clauses in the placement contracts with international nursing and medical professionals that would lead to undue disadvantages. Binding agreements that specify excessively long commitment periods or unreasonably high repayment sums for placement costs are not permitted. Repayment obligations may only be enforced in the event of an early withdrawal due to reasons attributable to the nursing and medical professional. In case of withdrawal from a language course due to health reasons, force majeure, or pregnancy, no repayment will be required. All agreements regarding binding or repayment clauses will be clearly and transparently outlined in the contract. The repayment amount will be based solely on the actual costs incurred for language courses, language exams, living expenses, and administrative fees up to the point of withdrawal. Nursing and medical professionals will be granted the right to terminate their contract monthly and the possibility to pay in instalments. These regulations are intended to ensure that nursing and medical professionals are not pressured and are treated fairly, especially with regard to recruitment costs, such as language courses and recognition procedures.