

From fair recruitment to fair integration

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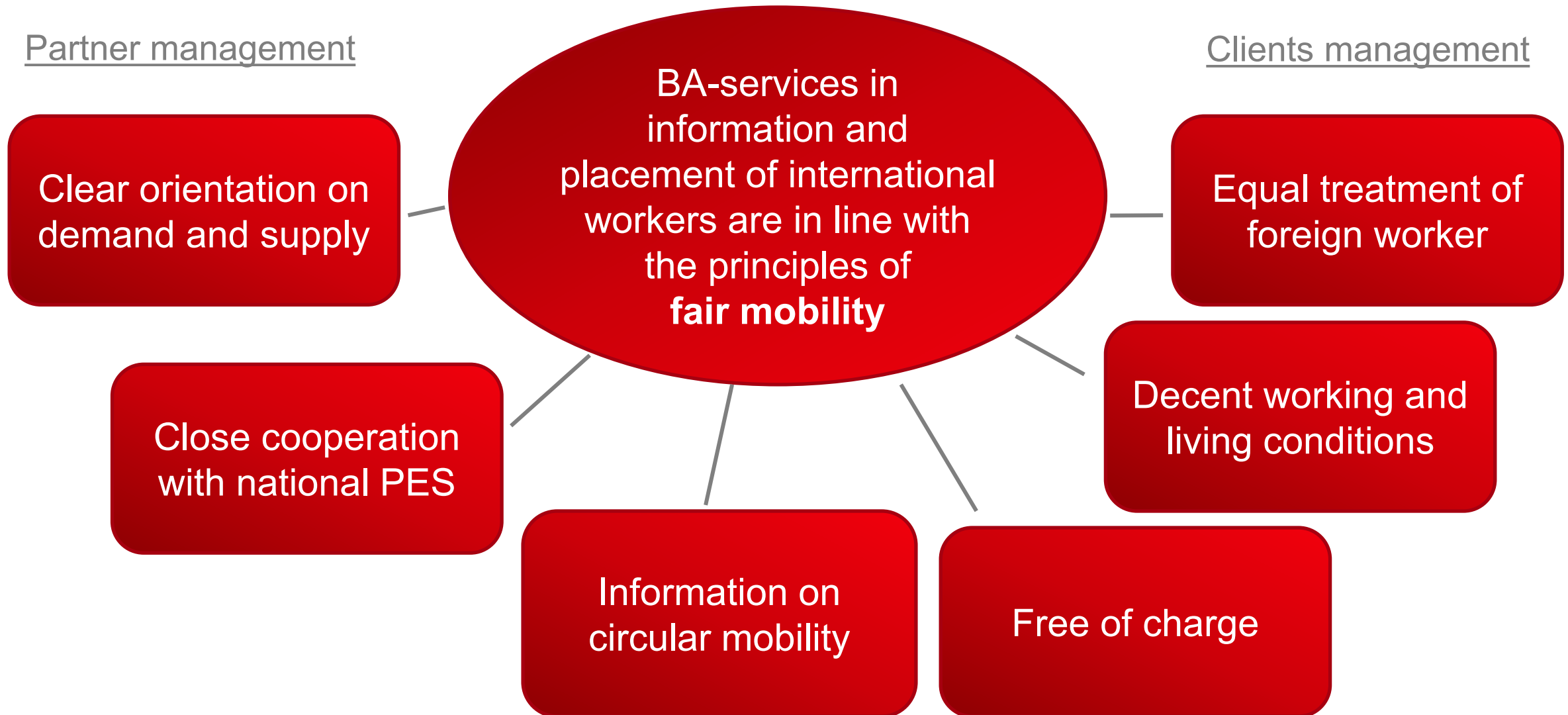


Fair recruitment and fair integration: strategic fields of action of the German Public Employment Service

- Germany competes with other countries to attract skilled workers.
- Strategic goal of: **securing fair migration processes for those interested in immigrating**
- Using IRIS standards developed by the IOM for ethical job placement in international context
- Strategic fields of action:
 - **IRIS Global Policy Network on Recruitment** (GPN), IOM
 - Active participation in various working groups and
 - Bilateral discussions with IOM on a regular basis
 - Setting standards for ethical recruitment in PES activities for international recruitment of skilled workers. New business model provides possibility of commissioning private service providers, these are to be contractually obliged to largely comply with the IRIS standard.

BA's guiding principles in international consulting and recruitment

Example care sector



Triple Win – a win for all sides



Foundation:

Cooperation agreements between the Federal Employment Agency (BA) and the governmental employment services of the partner countries

Qualified nursing staff from abroad: a cooperation between BA and the Deutsche Gesellschaft für Internationale Zusammenarbeit (giz) GmbH.

QUALITY

- High-quality implementation of projects
- Many years of experience in recruiting foreign specialists
- Personal contacts
- High-quality implementation of projects

FAIR MIGRATION

- Consideration of international standards of fair recruitment
- Targeted and legally secure recruitment, placement, qualification and immigration

LIABILITY

- Deadlines, Agreements, Timing
- Close support from the start
- Regular Exchange/ Communication

COOPERATION

- Bundling of different competences
- Activity only in consultation with the respective countries
- Cooperation with selected partners

TRANSPARENCY

- Informing everyone involved about processes, options, tasks, costs and risks

Perspective on Triple Win of countries of origin

- Employment with development opportunities in Germany (often underfinanced health systems in countries of origin: a way out of precarious and/or poorly paid employment or unemployment/non-occupational work).
- Perspective: settlement and family reunification with high standard of living in Germany (industrial state, social security system, democracy) - especially in comparison to countries in the Middle East.
- Partner administrations are (often) interested in counteracting the proliferation of private providers through TW
 - Secure and transparent processes
 - Fair standards such as B. low costs for applicants, free choice of job
 - Triple Win complies with the ILO-standards of fair migration