



Declaration of Commitment to Adhere to the Six Guiding Principles of the "Fair Recruitment Nursing Germany" Quality Seal

We commit to fair and ethical recruitment and placement practices in accordance with the six guiding principles of the "Fair Recruitment Nursing Germany" quality seal:

1. Written Documentation for Verifiability

All contracts and information for project participants will be documented in writing and provided in an accessible format. During digital meetings, an interpreter will always be present to assist with language difficulties.

2. Free Recruitment Process for Nursing Professionals

We adhere to the Employer-Pays Principle in line with international law. Nursing professionals will not incur any direct or indirect costs for recruitment or services directly related to recruitment. No advance payments such as deposits or guarantees are required from participants. YFE GmbH covers all costs for language training in the home country as well as costs for entry to Germany and credential recognition, thereby minimizing the financial risk for project participants.

3. Limiting Financial Risk for Nursing Professionals

- YFE GmbH finances the recruitment process, language training, if necessary, living expenses, administrative management, and travel to Germany, thereby reducing the financial risk for project participants.
- The qualification agreement will be discussed with participants during the kick-off event.

4. Transparency Regarding Structures, Services, and Costs

All project participants will be informed about the project process, structures, services, and costs in regular monthly meetings and during interviews.

Each participant will receive a qualification agreement based on section 3.4.3 of the quality seal's requirements catalog. The qualification agreement pertains exclusively to the costs of language training and securing living expenses.

We ensure that the Employer-Pays Principle is upheld. All agreements and contracts with nursing professionals will waive binding and repayment obligations, taking into account exceptions that do not contradict the Employer-Pays Principle.



5. Sustainability and Participation

- YFE GmbH has developed a concept for the professional recognition and integration of employees from abroad, which is accessible to all project participants via the intranet. The concept is available in all project languages.
- Mutual expectations and wishes are communicated during the monthly meetings with project participants.

6. Overall Responsibility

We assume full responsibility for the international projects and our project participants, personally supporting them from the introductory meetings to professional recognition. During this time, participants will have access to their dedicated contacts in recruitment, theory, and practice.

Commitment to Fair and Transparent Recruitment of Nursing Professionals from Abroad

In line with our guiding principles, we are committed to ethical recruitment practices based on the following aspects:

- **IRIS Standards of the International Organization of Migration (IOM):** Standards for ethical recruitment to promote the fair recruitment of labor migrants — [IRIS Ethical Recruitment \(iom.int\)](https://www.iom.int)
- **Commitment to International Human Rights Conventions:** Adherence to the UN, EU, and ILO core labor standards, particularly the “Framework of the Fair Recruitment Initiative” of the ILO — [Fair recruitment | International Labour Organization \(ilo.org\)](https://www.ilo.org)
- **Guidelines of the WHO Code of Practice:** Compliance with the WHO Code of Practice for the International Recruitment of Health Personnel — [Microsoft Word - A63_R16-en.doc \(who.int\)](https://www.who.int)
- **“Employer Pays” Principle:** No binding or repayment clauses for international nursing professionals in declarations of intent or employment contracts that conflict with the legal framework prescribed by labor law — [Fair recruitment | International Labour Organization \(ilo.org\)](https://www.ilo.org)



- UNRIC - United Nations Regional Information Centre for Western Europe (Vereinte Nationen) – [Allgemeine Erklärung der Menschenrechte - Vereinte Nationen - Regionales Informationszentrum für Westeuropa \(unric.org\)](#)
 - United Nations – [GuidingPrinciplesBusinessHR_EN.pdf \(vivantes.de\)](#) •
- ILO – [wcms_536755.pdf \(ilo.org\)](#)

