

Statement of principles on the ethical recruitment of international nurses

At educaro Deutschland GmbH, we are committed to conducting our business with transparency, integrity, and in the best interests of the healthcare professionals we recruit. We expect our partners to uphold the same high standards and require all parties involved in the recruitment process of internationally educated nursing professionals to assume responsibility for ensuring compliance and mutual accountability throughout the cooperation.

educaro documents all essential stages of the recruitment and placement process in a transparent, traceable, and written manner to ensure accountability and enable independent verification. Our objective is to establish long-term and sustainable recruitment processes that benefit nursing professionals, employers, and the countries of origin alike. Nursing professionals are actively involved in all significant decisions throughout the recruitment process and receive comprehensive information at every stage.

educaro is firmly committed to fair and ethical recruitment. We assume responsibility for ensuring compliance with ethical principles throughout the entire recruitment and placement chain and regularly review these principles together with our partners. Our business practices are aligned with the WHO Global Code of Practice on the International Recruitment of Health Personnel.

educaro does not charge nursing professionals, either directly or indirectly, any recruitment, placement, or related fees. In accordance with the Employer Pays Principle, all recruitment and placement costs are borne exclusively by the employing organizations, ensuring that candidates incur no recruitment-related expenses.

Furthermore, the principles set out in the United Nations International Human Rights Conventions, the ILO Core Labour Standards, the IRIS Standards of the International Organization for Migration, the ILO General Principles and Operational Guidelines for Fair Recruitment Fees and Related Costs, and the UN Guiding Principles on Business and Human Rights are reflected in the daily work of educaro's employees.

educaro recruits nursing professionals from Mexico, Colombia, Argentina, Tunisia, Türkiye, and India, while ensuring that the selection of source countries complies with the current WHO Health Workforce Support and Safeguards List.

All contracting parties acknowledge the contents of the documents referenced via the links below and commit themselves to complying with these standards and monitoring each other's adherence. Should any contractual partner violate the principles or requirements set out in these documents, educaro reserves

the right to terminate the cooperation with immediate effect in the interest of protecting the recruited healthcare professionals.

educaro implements the recruitment practices required under the German quality seal "Fair Recruitment Healthcare Germany" (Gütezeichen Faire Anwerbung Pflege Deutschland) and expects the same commitment from all contractual partners. In particular, educaro undertakes not to use or facilitate employment or placement agreements containing impermissible retention clauses, repayment obligations, or reimbursement provisions. All contractual provisions comply with the requirements of the quality seal, are reviewed and updated in accordance with applicable law prior to the conclusion of an employment contract, and are provided to nursing professionals in writing as well as explained to them thoroughly in person.

This Statement of Principles will be published on the website of educaro Deutschland GmbH and made available to all relevant contractual partners as well as to interested nursing professionals.

CITY, DATE

educaro Deutschland GmbH
Christian Alexander Sassin
Geschäftsführer

ANWERBENDE EINRICHTUNG
VERTRETUNGSBERECHTIGTE(R)
POSITION IM UNTERNEHMEN

<https://www.ilo.org/publications/general-principles-and-operational-guidelines-fair-recruitment-and>
<https://www.ilo.org/de/regions-and-countries/europe-and-central-asia/internationale-arbeitsorganisation-vertretung-deutschland/ilo-arbeits-und-sozialstandards/ilo-kernarbeitsnormen>
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