Germany-Philippines Bilateral Labor Agreement on Health Workers
Parties to the Agreement

• Philippine Overseas Employment Administration (POEA)
• Federal Employment Agency (BA)
• International Placement Services (ZAV)
• Agency for International Cooperation (GIZ)
Salient Features

- Government to Government Hiring (no placement fee)
- National treatment for foreign nationals
- Ethical Recruitment of workers and employers
- Cooperation on Human Resource Development projects for mutual benefits
- Comprehensive 6-month preparatory German language training and 5 day professional training course with Pre-Departure Orientation Seminar (PDOS) for candidates
TRIPLE WIN OBJECTIVE

Why triple win?

Through Triple Win everyone wins:

• the country of origin
• the country of destination
• the professional
Deployment Requirement:
• B1 or B2 Level   German Language Proficiency
• Authorisation and Recognition

Effects of recognition
• Registered nurses with the same benefits as German nurses;
• Increase in salary
• Unlimited visa and contract
TRIPLE WIN Project

Pre-Departure Orientation Training for Candidates

• Background information on Germany: the country, people and culture;
• Administrative requirements and processes
• An overview of the emigration process
• A ‘timetable’ for the first steps in Germany
• Presentation of an information kit with information about the specific region.

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TRIPLE WIN Project

- Application
- Failure of recognition

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Salient Features

Joint Committee
consisting of representatives of Parties (incl. trade unions) which shall:

• Adopt implementing guidelines
• Monitor evaluate/assess the implementation
• Recommend proposals to amend agreement
• Conduct periodic meetings
Conclusion

• The Germany-Philippines BLA is an emerging good practice example of carrying out international recruitment of health workers through government-to-government bilateral agreement.

• What makes the BLA pioneering is the recognition and participation of trade unions, i.e. PSI unions, in implementing and monitoring the bilateral agreement through the Triple Win Project.
Conclusion

• Workers’ rights are protected. Filipino nurses have access to PSLINK and Ver.di unions in terms of information, organising and representation.

• PSLINK and Ver.di are able to review job descriptions, monitor the deployment and recruitment conditions of health workers with the bilateral agreement.

• The unions participate in the periodic meetings, both in Germany and in the Philippines, in view of the implementation of the bilateral.

• Participation of PSI Unions in the Joint Committee of the BLA