

**JOINT DECLARATION OF INTENT
ON THE FRAMEWORK CONDITIONS OF GLOBAL SKILLS PARTNERSHIPS
FOR FAIR, ETHICAL AND SUSTAINABLE RECRUITMENT
OF HEALTHCARE PROFESSIONALS BETWEEN**

**THE FEDERAL MINISTRY OF HEALTH OF THE FEDERAL REPUBLIC OF
GERMANY
AND
THE MINISTRY OF HEALTH AND FAMILY WELFARE OF THE REPUBLIC OF
INDIA**

Referring to the Agreement on Comprehensive Migration and Mobility Partnership the Government of the Republic of India and the Government of the Federal Republic of Germany signed on 5 December 2022 in New Delhi, and taking into consideration the Joint Declaration of Intent dated 1 June 2017 between the Federal Ministry of Health and the India's Ministry of Health and Family Welfare, the Federal Ministry of Health and the India's Ministry of Health and Family Welfare, hereinafter jointly referred to as the "Sides" individually as a "Side" intend to deepen and strengthen their existing friendly relationships through enhanced cooperation in the area of qualification, recruitment, deployment and employment of Indian healthcare professionals in Germany.

The Sides welcome the international mobility of well-trained and highly motivated Indian healthcare professionals for employment opportunities in the Federal Republic of Germany. With this Declaration, the Sides reaffirm the political support for varied, bilateral initiatives and cooperations for qualification, language courses and recruitment of healthcare workers in India, in particular based on the Global Skills Partnerships (GSP) model

The Sides will endeavour to use joint measures to promote the formation of partnerships between German and Indian training facilities and healthcare and long-term care facilities as well as other state and private-sector actors. Both Sides thus emphasise their intended support for cooperations that work towards fair,

ethical and sustainable recruitment and take into account the regional and structural circumstances of both countries. This Joint Declaration of Intent (hereinafter referred to as 'JDI') with mutual written consent of the Sides will be extended to other healthcare and nursing care professions.

The Sides have jointly reached the following intent:

- 1 The recruitment of Indian healthcare professionals in the Republic of India for employment in the Federal Republic of Germany should take place in accordance with the applicable national laws, rules, and regulations of both countries through public or private-sector actors. These should include the codes of conduct published by the Sides nationally for fair, ethical and sustainable recruitment, for example the "Fair Recruitment Healthcare Germany" state quality seal as well as placement agreements by the Federal Employment Agency (Bundesagentur für Arbeit (BA)). Under those placement agreements, employers, recruitment agencies or placement agencies or other bodies/persons would not charge recruited Indian healthcare professionals any placement fees, agency costs and other fees, either directly or indirectly, that breach the applicable national laws, rules and regulations of both countries. The Employer Pays Principle should apply. Both Sides have reached an understanding that the recruitment of healthcare staff should take place in accordance with the guidelines of the World Health Organization (WHO) and the International Labour Organization (ILO). Consequently, both Sides will promote in particular the "Fair Recruitment Healthcare Germany" state quality seal as well as initiatives by the BA in the respective country. The Sides intend to promote fair, ethical and sustainable recruitment and to step up collaboration in the recruitment of healthcare professionals. This will involve a special focus on the GSP model.
- 2 GSPs can be agreed in different constellations and with various state and/or private-sector partners. Training within the framework of the GSPs should be structured such that Indian healthcare professionals are recognised directly as healthcare professionals in the Federal Republic of Germany in as far as possible. The Sides strive to support GSPs by facilitating cooperation and exchange between the actors involved, for example for the preparation of sample expert assessments and the adaptation of curricula.
- 3 Both Sides welcome the fact that initial preparations for a pilot GSP are already under way in the Republic of India. The pilot will lay the groundwork for a standard procedure that should later serve as a blueprint for German and Indian partners' cooperations.
- 4 Both Sides will provide information on the possibilities of legal migration of professionals and refer to the "Make-it-in-Germany" portal. Both Sides welcome

and wish to support measures by the actors that inform potential employers on the German side of the possibility of hiring qualified Indian healthcare professionals and potential applicants on the Indian side of the many options available on the German labour market in the healthcare sector. Both Sides are willing, individually or in cooperation, to arrange workshops, seminars, webinars and other events in order to provide information to the various stakeholders involved in the process of legal migration of professionals and to facilitate networking and cooperation.

5 Both Sides intend to share information on a continuous basis on the progress made and to discuss further objectives and steps.

6 Both Sides concur to resolve disputes in good faith through negotiation and consultation between the Sides, and to address issues impacting the collaboration promptly.

7 Both Sides concur to use the shared information only for the purpose of this JDI and not to disclose or disseminate any confidential material or data obtained during this JDI without the prior written consent of the Side sharing such data or information.

8 This JDI is not a legally binding document and does not create legal or any rights and binding obligations for the Sides. The JDI provides the political framework for specific cooperation agreements for Global Skills Partnerships.

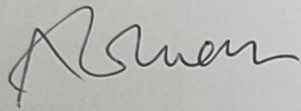
9 For the purposes of this JDI, the implementing authority for the Federal Republic of Germany should be the Federal Ministry of Health. For the Republic of India, the implementing authority will be the Ministry of Health and Family Welfare. Other authorities, including Ministries, may be involved in implementation in accordance with the applicable national laws, rules, and regulations of both countries.

10 The JDI with mutual written consent can be amended to include supplementary provisions that enhance the principles of fairness, ethics, and sustainability. Such amendments should be made in accordance with applicable international agreements, national laws, rules, policies, and regulations. Any revisions to the JDI should be formally documented by mutual written consent and submitted for validation by the relevant oversight authorities of the Sides to ensure compliance with established standards. The Amended or revised JDI will take effect only upon receipt of formal endorsement from the authorities of the Sides.

11 This JDI will come into effect on the date of its signature thereof by the Sides, and should continue in effect for an initial period of two (2) years. Thereafter, it will be extended automatically for further successive periods of two (2) years at a time, unless terminated by either of the Side by giving a three (3) months

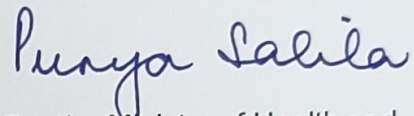
advance written notice of its intention to the other Side. Either Side can choose to terminate the JDI at any time. Termination of the JDI will not affect any ongoing project or activity unless decided otherwise by the Sides in writing. Any agreements, programs, activities, or projects initiated prior to the commencement of this JDI will remain valid and unaffected by its termination.

The undersigned, being duly authorized by their respective Governments, have signed this JDI at Delhi on 10 day of Feb 2026 in two copies in the English.



For the Federal Ministry of Health
of the Federal Republic of
Germany

Name: Philipp Ackermann
Designation: German Ambassador
to India



For the Ministry of Health and
Family Welfare of the Republic
of India

Name: Punya Salila Srivastava
Designation: Secretary