

Quality Standards for effective International Mobility in the Recruitment Sector

Overview



The member companies of the Gesamtverband der Personaldienstleister e.V. (GVP) have developed quality standards for effective international mobility within the temporary staffing sector. In doing so, they recognise the special responsibility involved in the recruitment, employment and placement of international workers. Signatories undertake to go beyond statutory requirements and to support international applicants in a fair, transparent and responsible manner.

Key points of the Quality Standards:

- 1. Recruitment:** Recruitment agencies communicate transparently and fairly throughout the entire recruitment process. This includes providing realistic information about the job and working conditions in Germany, full cost transparency, and clear and binding commitments. Applicants are exempt from agency fees.
- 2. Mobility:** Recruitment agencies assist international workers with organising their travel arrangements and mobility within Germany. Where travel is organised by the recruitment agency, this is done with full cost transparency.
- 3. Accommodation:** Recruitment agencies ensure that suitable accommodation is available on arrival and provide support in finding a place to live. Accommodation provided by the employer is a temporary solution offered on a non-profit basis. Complete transparency regarding the terms of the contract is required.
- 4. Support:** Support is crucial for successful integration. Recruitment agencies provide linguistically and culturally suitable contact persons. This support covers both temporary staff and placed candidates and is provided in close consultation with clients.
- 5. Collaboration with clients:** Recruitment agencies ensure that client organisations are suitable for international workers and raise clients' awareness of their needs. Integration within the organisation and a non-discriminatory working environment are ensured in close consultation with the client. This also includes ensuring that workers are deployed in roles appropriate to their skills.
- 6. Evaluation and quality assurance:** Recruitment agencies monitor the quality of their services and systematically improve them. They also ensure that their partners in the countries of origin meet the quality requirements.

These standards strengthen trust between the parties and promote successful, long-term cooperation.



GVP members may undertake in writing to comply with the quality standards. Members who do so are obliged to adhere to them. A badge identifies them as signatories to the quality standards.

The full version of the 'Quality Standards for Effective International Mobility in the Recruitment Sector' is available here:

