



**Annex 2: Procedure for Determining the Equivalence of the Foreign Professional Qualification and Issuing a Professional Activity Permit**

of the

Joint Agreement on the Recruitment and Placement of Mexican workers

for obtaining a job as qualified personnel in the Federal Republic of Germany

between

the Ministry of Labour and Social Welfare of the United Mexican States

and

the Federal Employment Agency of Germany.

**I. Authorization and/or recognition process**

On the basis of this placement agreement, the BA can place foreign workers in Germany to carry out the procedure of determining the equivalence of the foreign professional qualification. If necessary, this also includes granting a professional practice permit. That is, this residency card allows the qualified foreign worker to enter Germany without having to establish professional qualification equivalence before entering Germany. However, this determination of equivalence should be requested and addressed immediately after entering Germany.

Still, the qualified worker must demonstrate their professional qualification in the country of origin, just as stipulated in the placement agreement. After arriving in Germany and working a paid job, it is necessary to begin the recognition procedure for this foreign professional qualification. Furthermore, it might be necessary to request and obtain a professional activity permit.

The residency card based on the internship agreement is always initially granted for a maximum of 12 months and can be extended for a total duration of a maximum three-year residency for the purpose of gaining the recognition of the foreign degree. This extension is only possible if it is demonstrated that the recognition procedure of the foreign professional qualification is carried out coherently.

Subsequent employment as a qualified worker recognized in Germany is possible if the professional recognition procedure has been successfully completed within the stated period.

**II. Content of the recognition procedure**

Below, the recognition procedure is described in general terms. You can find detailed information (also translated into numerous languages) on the official website [www.anerkennung-in-deutschland.de](http://www.anerkennung-in-deutschland.de). The content of the recognition procedure is usually the following:



- Translation and certification of the required documents and verifications
- Application for the equivalence of the foreign professional degree examination at the competent recognition office
- If applicable, the application for the professional license or license for practicing medicine
- If differences are found during the procedure, the professional qualifications to compensate for these differences
- Additional language training (for example, if it is required to for professional activities)
- If applicable, proof of other admission requirements for this professional profile (for example, a certificate of good conduct or health)

In the recognition procedure, the competent body examines to what extent a professional qualification earned abroad is comparable to the qualification required for this occupation in Germany. This examination is usually based on German training regulations, professional regulations, or regulations on the studies related to the profession in Germany. Professional experience demonstrated in the country of origin can also be accredited.

In the case of total compliance, full recognition of the professional qualification is granted. In the case of partial compliance, partial recognition is granted. Upon a decision of partial recognition, the competent recognition office specifies what practical or theoretical qualifications are required.

In the case of regulated professions,<sup>1</sup> a professional license must also be requested. To this end, other requirements must be fulfilled (for example, a certain language level, good health, etc.).

### **III. Costs of recognition and provisions to cover these costs**

The recognition procedure is subject to costs. The expenses result from applying to the competent recognition office (fee) and translating and certifying necessary documents. There are often additional costs for the qualifications. The table below shows how the costs are defrayed.

1. The required expenses of applying for the foreign professional qualification equivalency examination at the competent recognition body are charged to the employer.
2. The costs of translating and certifying the documents required by the competent recognition body for the equivalency examination will be charged to the employer. This

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<sup>1</sup> Regulated professions are those involving legally protected activities. In the case of these professions, in addition to a certain professional qualification, other requirements are usually necessary to obtain a professional license. This is especially for professions in the fields of health, security, or social services, either as a doctor or a professor. The protected professional degree, such as that of engineering, certificates of competency and expertise for some activities and independent trades, as well as ongoing education certificates, such as that of master artisan, are also forms of regulation.



excludes any expenses previously arranged by the foreign specialist to translate documents for an application to a German employer or for the selection procedure in the country of origin (for example, for diplomas, curriculum vitae/resumes).

3. The employer pays for professional qualifications with public funds (or those from third parties).
4. Costs of additional language training related to the job in Germany are also paid by the employer or public funds. In some circumstances, the professional may have to cover part of these expenses.

#### **IV. Maximum duration of residency before obtaining full equivalency and, when applicable, admission to a profession**

The residency card is initially limited to one year. Extension is dependent on being able to demonstrate to the German Federal Employment Agency that the recognition procedure has been carried out coherently and that necessary qualifications, exams, etc. have also been met and completed (see annex 3 of this Placement Agreement—Access to the Job Market).

The qualified worker must satisfy the necessary qualifications and meet full equivalency within a maximum period of three years. If necessary, the professional activity permit should also be available at this time. Renewed residency in Germany to work as a recognized specialist is only possible if full equivalency is met within this period.

#### **V. Support from the employer**

German employers who hire qualified workers entering the country through the placement agreement should support them as they carry out the entire recognition process, including with the necessary qualifications. In some cases, public institutions and bodies as well as non-profits are also available to support and assist in these processes. However, the primary responsibility of carrying out the procedure falls upon the qualified foreign workers and the companies that have hired them.