

Annex 1: Placement Process

of the
Agreement
between
the Indonesian Migrant Workers Protection Board of
the Republic of Indonesia
and
the Federal Employment Agency of Germany (Bundesagentur für Arbeit)
on
the Placement and Protection of Indonesian Health Professionals in the Federal
Republic of Germany.

I. Obligations of the Parties

1. Preliminary Remarks

This Agreement is concluded between IMWPB and BA. Both Parties will implement the selection and placement process in accordance with its defined obligations. To fulfil its obligations the BA will implement the recruitment of Health Professionals through its already existing programme “Triple Win”. Triple Win is a joint programme of BA and the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH on the recruitment of nurses from third countries. The basis for the cooperation between BA and GIZ in the Triple Win programme is the cooperation agreement dated 13 May 2019.

2. For the implementation of this Agreement, BA shall:

- a. Plan, implement and monitor the cooperation together with IMWPB;
- b. Approach employers in Germany, inform and advise them on the recruitment of health professionals from Indonesia;
- c. Conduct the selection interviews for a participation in the Triple Win-Programme in Indonesia;
- d. Coordinate the matching process: provide information about possible employers to the candidate and take into consideration of the candidate's preferable choice of employer;
- e. Provide the result of matching process to IMWPB;
- f. Arrange the placement of workers in employment in the healthcare or long-term care sector in the Federal Republic of Germany, for which the conditions of employment may not be less favourable than those for comparable national workers;
- g. Avoid that applicants are placed with employers who include so called “company loyalty agreements with repayment clauses” into the employment contract or corresponding supplementary contracts. This is to protect applicants from the reimbursement of costs related to the recruitment (e.g. costs for language courses, translations, skill recognition procedures) in the event of early termination of the job contract;
- h. Issue the labour market admission for the residence title;

- i. Monitor and support the recognition process in Germany in order to ensure that recognition is actually obtained.

3. For the implementation of this Agreement, GIZ shall:

- a. Support and monitor job advertisements and shortlisting of applicants in Indonesia;
- b. Organize the interviews, language courses and a preparatory technical course in Indonesia;
- c. Assist the candidate with visa and recognition applications and travel arrangements;
- d. Advise the employer and the worker regarding additional job-related language training and the recognition process;
- e. Provide integration support for employers and workers in Germany:
 - (1) Provide a welcome kit to the employer and the nursing professional.
 - (2) Carry out an integration workshop with the employer on themes of integration, recognition and onboarding.

4. For the implementation of this Agreement, IMWPB shall:

- a. Plan, implement and monitor the cooperation together with BA;
- b. Announce the application vacancy through SSKO-P2MI (Computerized System for Indonesian Migrant Workers Protection);
- c. Coordinate with the Ministry of Health of the Republic of Indonesia in regards to the placement process of Indonesian Health Professionals, including support in the administration and technical selection process and dissemination of the related information to the stakeholders in Indonesia;
- d. Arrange psychological test for the applicants in Indonesia;
- e. Facilitate interview for the applicants;
- f. Arrange medical examination for the applicants in Indonesia;
- g. Facilitate the preparation of documents needed for the candidates to work in the Federal Republic of Germany, including passport, visa and Electronic Overseas Worker Card (E-PMI);
- h. Provide Pre-Departure Orientation for the candidates before departing to the Federal Republic of Germany;
- i. Ensure the candidates have proper understanding regarding their rights and obligations as stated in the Employment Contract before departing to the Federal Republic of Germany;
- j. Ensure that the candidates are enrolled in Indonesian Employment Security Scheme before departure to the Federal Republic of Germany;
- k. Endeavour to find an alternative applicant if the candidate who has been placed in employment does not enter the Federal Republic of Germany.

II. Selection Criteria

1. The applicant shall satisfy the following preliminary qualifications:
 - a. Graduated from accredited nursing education institution and holding one of the following Indonesian degrees:
 - (1) Diploma 3;
 - (2) Diploma 4;

- (3) Sarjana 1;
 - b. Have a Nurse Registration Certificate – STR from Indonesian Health Workforce Council;
 - c. Legal age of 18 years;
 - d. Proof of a German language level of at least B1 (according to the Common European Framework of Reference for Languages) at the time of visa application. At the time of selection, language acquisition must not yet have begun/completed. Applicants must declare their willingness to learn German.
2. Required documents for the application are:
 - a. Curriculum Vitae in English;
 - b. Motivation Letter in English;
 - c. Legalized Copy of Diploma Certificate in Nursing;
 - d. Legalized Copy of Academic transcript;
 - e. Legalized Copy of Nurse Registration Certificate;
 - f. Legalized Copy of Reference from previous employer (if applicable);
 - g. Passport Copy.

III. Selection and Placement Process

1. BA shall submit a demand letter to IMWPB stating the required number of Indonesian Health Professionals.
2. Upon receipt of the demand letter, IMWPB shall announce the employment possibility in Germany and conduct online registration for applicants through SSKO-P2MI.
3. IMWPB in coordination with Ministry of Health of the Republic of Indonesia shall verify the applications of the applicants.
4. IMWPB shall conduct psychological test in Indonesia for applicants who passed the online registration process.
5. BA, facilitated by IMWPB and supported by GIZ, shall conduct the selection interviews for the applicants who passed the psychological test.
6. BA provides IMWPB with the list of accepted candidates.
7. Applicants who passed interview shall perform medical examinations, including the international certificate of vaccination, at health care facilities in Indonesia that have been agreed by the Ministry of Health of the Republic of Indonesia and by the Parties.
8. IMWPB shall provide to BA the final list of candidates who passed the medical examination.
9. GIZ will organize the German language course in Indonesia until the level B1 as well as the professional preparation (5 days). The German degree must meet the eligibility for the residence title.
10. BA will match the candidates with German employers, organize the job interviews with the employers and coordinate the signing of the employment contract together with IMWPB.
11. BA and GIZ coordinate and support the preparation for the departure.
12. GIZ supports the candidate with the recognition application and the visa application process. The BA will submit the labour market assessment.
13. IMWPB shall provide Pre-Departure Orientation for candidate before departure to the Federal Republic Germany.

14. IMWPB notify the Indonesian Mission in Germany regarding the list and travel itinerary of the candidate.
15. After arrival in Germany GIZ advises and informs the candidate about the integration process. GIZ also advises the employer and the candidate on the recognition procedure and language training in Germany.
16. The BA with assistance of GIZ will continue to monitor and support the process in Germany in order to ensure that recognition and employment as a registered nurse is actually obtained.

Annex 2: Implementation of the Process for the Assessment of Equivalence of the Foreign Professional Qualifications and for the Issuing of the Professional Licence

of the
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I. Recognition process

In accordance with this Agreement, foreign workers can be placed in employment in Germany by the BA in order to carry out the procedure to determine the equivalence of the foreign professional qualification. If necessary, this also includes the granting of a professional licence.

This means that this residence permit enables the foreign skilled worker to enter Germany without the equivalence of the professional qualification having to be established before entering Germany. However, this equivalence determination must be applied for and addressed immediately after entering Germany.

However, the skilled worker must provide evidence of a professional qualification from the country of origin as specified in the placement agreement. At the latest after arriving in Germany and taking up employment, the procedure for recognising this foreign professional qualification must then be initiated. In addition, it may be necessary to apply for and obtain a professional license.

The residence permit based on the placement agreement is initially always granted for a maximum of twelve months and can be extended to a total period of residence of a maximum of three years for the purpose of recognition of one's foreign qualification. This extension is only possible if proof is provided that the procedure for recognition of the foreign professional qualification is consistently pursued.

Subsequent employment as a recognised skilled worker in Germany is possible if the professional recognition procedure has been successfully completed within the above-mentioned time limit.

II. Components of the Recognition Process

The recognition process is roughly described below. Detailed information (also translated into numerous languages) is available on the internet under the official homepage www.anerkennung-in-deutschland.de. Components of the application for recognition are usually:

- a. Translation and certification of the required documents and evidence;
- b. Application to the competent recognition body for an assessment of the equivalence of the foreign professional qualification;
- c. If applicable, application for a professional licence or licence to practise medicine;
- d. If differences have been identified in the procedure: Vocational qualifications to compensate for the differences;
- e. Further vocational language training (for example, because these are required for professional licensing);
- f. If applicable, proof of other admission requirements for this occupational profile (e.g. certificate of good conduct, health suitability).

In the recognition procedure, the competent body examines the extent to which a vocational qualification acquired abroad is comparable to the qualification required for this occupation in Germany. The basis for this examination is usually the German training regulations, professional regulations or study regulations for the occupation in Germany. In addition to formal study and professional qualifications, proven professional experience from the country of origin can also be credited.

In the case of complete conformity with the training required for the German reference occupation, full recognition of the professional qualification is granted; in the case of only partial conformity, partial recognition is granted. In the partial recognition decision, the competent recognition body determines which practical or theoretical qualifications are required.

In the case of regulated professions, a professional licence must also be applied for. Further requirements must be met for this (e.g. certain language level, health suitability, etc.).

Regulated professions are professions for which the exercise of the profession is only permitted with recognition. For these professions, in addition to a particular professional qualification, further requirements are often necessary for professional authorisation. This is especially true for professions in the fields of health, safety or social work, such as a doctor or a teacher. A protected occupational title such as engineer, certificates of competence and expertise for some self-employed activities and trades as well as further training qualifications such as master craftsman or Fachwirt are also forms of regulation.

III. Recognition Costs and Provisions for Bearing Costs

The recognition procedure is subject to a fee. Costs are incurred for the application to the competent recognition office (fee) and for the translation and certification of necessary documents. Additional costs are often incurred for qualifications. The costs are shown below:

1. The necessary costs for the application for the examination of the equivalence of the foreign professional qualification at the competent recognition body shall be borne by the employer.

2. Costs for translations and certifications of documents required by the competent recognition body for the equivalence assessment shall be borne by the employer. Excluded are translation costs for documents that have already been arranged by the foreign skilled worker for the application to a German employer or the selection procedure in the country of origin (for example, for diplomas, curriculum vitae).
3. Vocational qualifications are paid by the employer or from public funds.
4. Costs for further job-related language training in Germany are financed by the employer and/or subsidised from public funds.

IV. Maximum Duration of Residence until Obtaining full Equivalence and, if applicable, Professional Authorisation

The residence permit is initially limited to one year. The extension depends on whether proof is provided to the Federal Employment Agency that the recognition procedure has been carried out consistently and that the necessary qualifications, examinations, etc. have also been carried out (see Annex 3 of the Agreement – Labour Market Admission).

The skilled worker must complete the necessary qualifications within a maximum of 3 years and obtain the full equivalence of their qualification in Germany. If necessary, the professional practice permit must also be available by this time. Only if full equivalence is achieved within this period is further residence in Germany possible for employment as a recognised skilled worker.

V. Support from One's Employer

Employers in Germany are to support skilled workers who enter the country via the placement agreement in carrying out the entire recognition process, including the necessary qualifications. In some cases, public and non-profit institutions and organisations are also available to support and assist in these processes. However, the main responsibility for carrying out the procedure lies with the foreign skilled workers and the hiring employers themselves.

Annex 3: Implementation of Labour Market Admission Procedure

of the
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Republic of Germany.

The procedure outlined refers to foreign skilled workers from Indonesia who wish to enter Germany on the basis of this Agreement. They require an entry visa and a residence permit. This Agreement substantiates this residence permit. The relevant legal bases for this are § 16d (4) of the Residence Act (AufenthG) and § 2 of the Employment Ordinance (BeschV).

I. Entry

For new entry, the applicable residence permit is the visa issued by the German embassy or the German consular representation in Indonesia. A labour market admission by the Federal Employment Agency is required for the visa to be issued. The visa entitles the holder to enter Germany and take up employment.

The visa is limited to several months by the German Embassy. The time limit of the visa may vary depending on the individual case.

To apply for a visa, the following requirements must be fulfilled before entering the country:

1. Proof of the required language skills (see Annex 1).
2. Approval by the Federal Employment Agency to take up employment within a vocational context from the time of entry. The employment must require skills, knowledge and abilities acquired in a course of study or qualified vocational training.

For example, working as a “nursing assistant” (without a regulated degree) for the intended later employment as a registered nurse. In the case of the intended occupation, the Federal Employment Agency examines in particular the close professional connection and whether the customary local working conditions are complied with (§ 2 (12b) of the Residence Act). Full-time employment is only permitted in this field and only if the full-time employment does not impair the recognition procedure, e.g. visiting training classes. In addition, the residence permit entitles the holder to work for up to ten hours a week independently of the residence permit - § Section 16d (4) Sentence 1 and Sentence 3 of the Residence Act (AufenthG).

3. Assurance from the employer with a concrete job offer for employment as a recognised skilled worker starting from the successful completion of the recognition procedure.
4. Declaration of the foreign skilled worker to be submitted already in the pre-consent procedure that he/she will undertake the procedure to establish the equivalence of his/her foreign professional qualification and, if necessary, to obtain the authorisation to practise his/her profession after entry at the responsible recognition body. This is to prevent abuse through solely professional activity and to ensure the recognition procedure is undertaken.

II. Aim of One's Stay in Germany

The aim of the stay of up to three years in Germany is successful professional recognition (see Annex 2). Therefore, the professional recognition procedure must be carried out **from the time of entry** and completed in 3 years.

III. Residence Permit in Germany

Before the expiry of the entry visa, the foreign skilled worker must apply for a residence permit at the competent immigration office of their new place of residence in Germany.

The Immigration Office then reviews the granting of the residence permit in consultation with the Federal Employment Agency on the basis of the evidence of the actual implementation of the recognition procedure and the commencement of employment. If these are available, the skilled worker receives a residence permit for further residence in Germany. This is limited to one year.

The residence permit issued for the first time can be extended again for one year upon expiry if the relevant evidence is provided. Alternatively, a new residence permit for gainful employment as a recognised skilled worker can be applied for if the requirements are met (see below). A condition for the extension in both cases is that the foreign skilled worker proves that he/she has consistently pursued the recognition procedure (see Annex 2) during his/her time in Germany.

Proof of the consistent pursuit of the recognition procedure or the procedure for granting a licence to practise a profession in the case of regulated professions can be provided by means of suitable written documents, e.g.

- a. Application for recognition or licence to practise a profession;
- b. Partial recognition notice;
- c. Confirmation of participation by the institution of a qualification measure;
- d. Employment certificate with company qualification content;
- e. Confirmations of tests taken;
- f. Evidence of good prospects of repeating failed examinations;
- g. Further correspondence with bodies responsible for recognition.

The residence permit can be extended up to a maximum period of residence of three years.

IV. Continued Residency upon Expiry of the Residence Permit within the Framework of the Placement Agreement for the Recognition of Foreign Professional Qualifications

If the maximum residence period of three years has expired, this residence permit cannot be extended again. The reason for this is that the skilled worker must now have acquired the entitlement to work as a recognised skilled worker in Germany within their previous period of residence.

If the foreign skilled worker has successfully completed his/her professional recognition during this time and if the required professional practice permit is available, he/she can now work as a recognised skilled worker. For this purpose, the foreign skilled worker can now apply for a residence permit for gainful employment at the Immigration Office responsible for them in Germany.

Im Arbeitsvertrag ist der BRUTTOLOHN angegeben. Dieser Lohn wird nicht in voller Höhe ausgezahlt, da auf Grund der deutschen Gesetze Steuern und Beiträge zur Sozialversicherung abgezogen werden.

The employment contract specifies the GROSS WAGE. This wage will not be paid out in full, as it is subject to taxes and social insurance contributions as required by German legislation.

Folgender Arbeitsvertrag wird vereinbart:

The following employment contract is agreed:

ARBEITSVERTRAG / EMPLOYMENT CONTRACT

Zwischen dem Arbeitgeber between the employer			
mit Sitz in based in			
vertreten durch represented by			
und dem Arbeitnehmer and the employee			
geboren am date of birth		wohnhaft in resident in	
Familienstand: Marital status:	<input type="checkbox"/> Nicht verheiratet not married <input type="checkbox"/> verheiratet married		

I

Der Arbeitgeber verpflichtet sich, den Arbeitnehmer

The employer undertakes to engage the employee

als (Bezeichnung der Tätigkeit) as a (Designation of activity)			
in (Ort der Beschäftigung) in (Place of employment)			
vom from		frühestens vom Tage des Eintreffens des Arbeitnehmers am Beschäftigungsort ab from the day of the employee's arrival at his place of work (at the earliest)	
bis zum up to			zu beschäftigen. .

Der Arbeitnehmer verpflichtet sich, während der genannten Zeit bei dem Arbeitgeber eine Tätigkeit dieser Art auszuüben.

The employee undertakes to perform this type of activity during the period stipulated.

Arbeitgeber und Arbeitnehmer werden das nach dem deutschen Krankenpflegegesetz erforderliche Anerkennungsverfahren zur Führung der Berufsbezeichnung „Gesundheits- und Krankenpfleger/-in“ betreiben.

Employer and employee will operate the approval procedure for the entitlement of the occupational title "Health and Nursing Carer".



II

Der Arbeitnehmer erhält hinsichtlich des Arbeitsentgelts, der sonstigen Arbeitsbedingungen und des Arbeitsschutzes keinesfalls eine ungünstigere Behandlung als die vergleichbaren deutschen Arbeitnehmer des Betriebes.

With regard to remuneration, the other working conditions and occupational safety, the employee shall under no circumstances receive less favourable treatment than the comparable German employees at the place of work.

III

Im Einzelnen finden die Bestimmungen des Tarifvertrages

In particular, the provisions of the collective agreement

zwischen between	
und and	
vom dated	

oder des neuen Tarifvertrages, der etwa an die Stelle des früheren Tarifvertrages treten wird, Anwendung.

or any new collective agreement superceding an earlier version, shall apply.

Der Arbeitnehmer erhält für seine Arbeit denselben Lohn wie ein vergleichbarer deutscher Arbeiter des Betriebes.

The employee shall receive the same remuneration for his work as a comparable German employee at the place of work.

Sein Bruttolohn beträgt zurzeit His gross pay shall currently be		€
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Ferner werden wie bei einem vergleichbaren deutschen Arbeitnehmer des Betriebes vergütet:

In addition, the following additional remunerations shall apply (as for a comparable German employee at the place of work) for:

a) Überstunden a) Overtime	je Stunde mit per hour at	€	(Stundenlohn einschl. Zuschlag) (hourly wage incl. supplement)
b) Nachtarbeit b) Night work	je Stunde mit per hour at	€	(Stundenlohn einschl. Zuschlag) (hourly wage incl. supplement)
c) Sonntagsarbeit c) Sunday working	je Stunde mit per hour at	€	(Stundenlohn einschl. Zuschlag) (hourly wage incl. supplement)
d) Feiertagsarbeit d) Public holiday working	je Stunde mit per hour at	€	(Stundenlohn einschl. Zuschlag) (hourly wage incl. supplement)

IV

Die Arbeitszeit richtet sich nach den für den Betrieb geltenden Bestimmungen.

The working hours shall be in accordance with the provisions applicable at the place of work.

Die regelmäßige Arbeitszeit beträgt zurzeit The regular working hours are currently		Stunden / wöchentlich hours a week
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V

a)	<input type="checkbox"/> Der Arbeitgeber stellt von sich aus dem Arbeitnehmer eine von der zuständigen Agentur für Arbeit für angemessen befundene Unterkunft zur Verfügung. On his own initiative, the employer shall provide the employee with accommodation considered suitable by the competent Agentur für Arbeit Office. <input type="checkbox"/> Der Arbeitgeber verpflichtet sich, für eine von der zuständigen Agentur für Arbeit für angemessen befundene Unterkunft des Arbeitnehmers Sorge zu tragen. The employer undertakes to ensure for the employee accommodation considered suitable by the competent Agentur für Arbeit Office.					
b)	Als Unterkunft ist vorgesehen: Accommodation intended:	<input type="checkbox"/> ein Einzelzimmer single room	<input type="checkbox"/> eine Gemeinschaftsunterkunft shared accommodation	mit with	<div></div>	Betten beds
c)	Für die Unterkunft hat der Arbeitnehmer The employee shall pay for accommodation <div style="float: right; border: 1px solid black; width: 100px; height: 30px; text-align: center;">€</div> Entgelt zu zahlen.					
	<input type="checkbox"/> Für Heizung For heating	<input type="checkbox"/> Beleuchtung electricity	<input type="checkbox"/> Wasser water	<input type="checkbox"/> Bettwäsche bed linen	<input type="checkbox"/> Reinigung usw. cleaning etc.	
	hat der Arbeitnehmer the employee shall pay a	<input type="checkbox"/> wöchentlich weekly	<input type="checkbox"/> monatlich monthly amount of	<div style="border: 1px solid black; width: 100px; height: 30px; text-align: center;">€</div>	<input type="checkbox"/> kein Entgelt zu zahlen. or alternatively, these amenities shall be provided free of charge.	
d)	Der Arbeitgeber stellt von sich aus dem Arbeitnehmer eine angemessene Verpflegung zur Verfügung, bestehend aus On his own initiative, the employer shall provide the employee with appropriate meals, consisting of					
	<input type="checkbox"/> Frühstück breakfast	<input type="checkbox"/> Mittagessen lunch	<input type="checkbox"/> Abendessen dinner			
e)	Für die unter d) genannte Verpflegung hat der Arbeitnehmer The employee shall pay a <div style="float: right;"> <input type="checkbox"/> täglich daily <input type="checkbox"/> monatlich zu zahlen. monthly amount for his meals specified in item d). </div>					
f)	<input type="checkbox"/> Die Verpflegung des Arbeitnehmers ist ihm durch Selbstversorgung auf eigene Kosten überlassen. The employee shall provide for his own meals at his own expense.					

VI

Der Arbeitnehmer hat das Recht auf bezahlten Urlaub nach den geltenden Bestimmungen.
The employee is entitled to paid holiday in compliance with the applicable provisions.

Nach einer ununterbrochenen Beschäftigungsdauer von Following an uninterrupted work record of	<div></div>	Monaten in dem Betrieb des months with the employer,
Arbeitgebers beträgt der Urlaub his holiday entitlement shall be	<div></div>	Werktage für jeden working days for each month of employment <div style="float: right;"> <input type="checkbox"/> angefangenen started <input type="checkbox"/> vollendeten Beschäftigungsmonat. completed. </div>



VII

a)	Der Arbeitgeber The employer	<input type="checkbox"/> übernimmt/einschließlich einer Reiseverpflegung von shall assume/including meals while travelling	<input type="text"/>	€	<input type="checkbox"/> übernimmt nicht shall not assume
die Kosten der Rückreise des Arbeitnehmers von dem Beschäftigungsort bis nach the costs of the employee's return journey from his place of employment to					
<input type="text"/>					
wenn der Arbeitnehmer die Pflichten aus dem Arbeitsvertrag erfüllt hat. upon the completion of the employee's obligations in the employment contract.					
b)	Wenn der Arbeitsvertrag aus Gründen, die der Arbeitgeber zu vertreten hat, nicht erfüllt werden kann und eine anderweitige Vermittlung des Arbeitnehmers für den Rest der Vertragszeit nicht möglich ist, so trägt der Arbeitgeber die Rückreisekosten des Arbeitnehmers. In the event that the employment contract cannot be fulfilled for reasons, for which the employer is responsible, and alternative placement of the employee for the remainder of the contractual period is not possible, then the employer shall bear the travelling costs for the employee's return home.				

VIII

Für das durch diesen Vertrag begründete Arbeitsverhältnis gilt das deutsche Recht. Ansprüche aus diesem Vertrag können nur gegen den Arbeitgeber selbst geltend gemacht werden. Für alle sich aus diesem Vertrag ergebenden Streitigkeiten sind die deutschen Gerichte für Arbeitssachen zuständig.
German law shall be applicable to the employment relationship resulting from this contract. Any claims arising from this contract shall only be assertable against the employer. German labour law courts shall have jurisdiction in all cases of dispute arising from this contract.

Der Arbeitgeber erstattet dem Arbeitnehmer die nachgewiesenen notwendigen Reisekosten zum Beschäftigungsort.
The employer shall remunerate the employee with the documented necessary travelling expenses to the place of employment.

Ort und Datum
Place and date

Unterschrift des Arbeitgebers
Signature of employer

Datum, Unterschrift der ZAV
Date, signature of ZAV authority

Ort und Datum
Place and date

Unterschrift des Arbeitnehmers
Signature of employee

Datum, Unterschrift
Date, signature



Annex 5: Cost Structure

of the
 Agreement
 between

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 and

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 on

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No.	Activities	Candidate	IMWPB	BA/GIZ (Triple Win Programme) ¹	Employer	Note
1.	Administrative and preparation process		X	X		
2.	Organisation of the Interviews			X		
3.	Medical Check-Up			X		
4.	Double measles vaccination			X		
5.	Swab PCR			X		
6.	Psychological Test	X				
7.	Passport	X				
8.	BPJS Ketenagakerjaan (Indonesian Employment Insurance)	X				
9.	German Courses in Indonesia and preparatory technical course			X		The candidate receives 250 € if he/she passes the German A.2 language exam and an additional 250€ for passing German B1 in the first attempt
10.	Accommodation, Allowance and Travel Costs during the German Course and Application/ Placement Process	X				

¹ The services provided within the framework of the Triple Win programme are either free of charge by the Federal Employment Agency as part of its legally defined tasks or financed by a service fee from the employer via the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH. Certain costs borne by the employer during employment are paid directly by the employer.



No.	Activities	Candidate	IMWPB	BA/GIZ (Triple Win Programme) ¹	Employer	Note
11.	Visa fee	X				Work permit will be given by the BA in the context of the visa issuing
12.	Orientasi Pra Penempatan (OPP) / Pre Departure Orientation (PDO) / Preliminary Education		X			
13.	Local Transportation to Airport	X				
14.	Airplane tickets from Indonesia to Germany				X	
15.	Electronic Overseas Worker Card (e-PMI)		X			
16.	Application for the Recognition Process (Documents, fees)			X		
17.	Local Transportation when arrived in Germany from airport to residence				X	
18.	Professional Qualification for Recognition				X	Employer or public funding (if granted)
19.	German Course in Germany				X	Employer or public funding (if granted)
20.	Accommodation and living costs in Germany	X				