

**ENSURE FAIR & ETHICAL
RECRUITMENT PRACTICES**
of Foreign-Educated Health Professionals



Alliance for **ETHICAL
INTERNATIONAL
RECRUITMENT** *Practices*

www.fairinternationalrecruitment.org

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FAIR & ETHICAL TREATMENT OF MIGRANTS

The Alliance works to ensure that foreign-educated health professionals receive fair treatment throughout the recruitment process.

CORPORATE SOCIAL RESPONSIBILITY

The Alliance promotes best practices in 'giving back' to low-income source countries.

CERTIFICATION & MONITORING

Recruiters and employers who subscribe to the Alliance's Voluntary Code of Ethical Conduct agree to be monitored for fair and best practices.

FIVE SECTORS WORKING AS PARTNERS

Unions, professional associations, licensure groups, employers, and recruitment companies have established a system of multi-stakeholder oversight of international recruitment practices.

Health Professionals: Know Your Rights



If you are thinking about moving to the United States for work, be sure that the contract is fair, transparent, and reasonable. For example:

Ask recruiters and employers if they subscribe to the Code, then look for the Alliance seal on their recruiting materials.

Before signing the contract, include a clear agreement about the jobs and locations acceptable to you.

Be sure you understand and receive a copy of the contract.

Discuss the length and type of clinical and cultural support available to you.

“Alliance standards were developed to protect foreign-educated health professionals throughout the recruitment process – from employment and placement to migration and acculturation. The seal of the Alliance provides assurance that their recruiter is reputable.”

*- Sara Gabriel, National Association of
Indian Nurses of America*

Recruiters & Employers: Lead the Way



Alliance certification demonstrates corporate social responsibility; your leadership will result in market advantage.



Potential clients and candidates review the list of certified companies when selecting a recruiter. By subscribing to the Code, recruiters and employers distinguish themselves as committed to the responsible and ethical recruitment of foreign-educated health professionals.

Becoming a subscriber is simple. Companies demonstrate adherence to the principles and practices in the Code and agree to have all recruited health professionals surveyed by the Alliance.

“The Seal reinforces credibility with hospitals and provides assurance that the recruitment process we use in finding their nurses is ethical, transparent, and responsible. Using recruiters that carry the Seal gives employers confidence they are dealing with reputable partners.”

- Corazon Bautista, GlobalCare, Inc.

Apply for certification at: www.fairinternationalrecruitment.org

Endorsers: Lend Your Support



Foreign-educated health professionals recruited to the United States have limited knowledge of how the U.S. marketplace functions or what their rights are under U.S. law. In addition, active recruitment in low-income nations with health workforce shortages can further weaken their healthcare delivery.

The mission of the Alliance is to prevent companies from taking advantage of this situation. The Alliance also promotes programs that ‘give back’ to source countries.

Companies that subscribe to the Code agree to be monitored by the Alliance, a multi-stakeholder board that includes unions, professional associations, hospital employers, staffing and recruitment companies.

By raising industry standards, the Alliance and its allies are improving the lives of foreign-educated health professionals and safeguarding quality of care in the U.S. and abroad.

“Regardless of nationality, no health professional should be exploited. It is imperative that the Alliance for Ethical International Recruitment Practices continue to be supported in its work to protect health professionals recruited from abroad.”

- Norma Amsterdam, Nurse Alliance
of SEIU Healthcare

To lend your support, endorse the Code at:
www.fairinternationalrecruitment.org

WHAT IS THE ALLIANCE?

While migration of health workers is an inevitable and potentially mutually beneficial part of globalization, concerns have been raised around the world about the active recruitment of foreign-educated health professionals. These include the impact of recruitment on the health systems of source countries, labor rights of recruited health professionals, and the adequacy of clinical and cultural orientation programs once they arrive in the United States. The Alliance for Ethical International Recruitment Practices was created in 2009 to ensure that the recruitment of foreign-educated health professionals to the U.S. is ethical, responsible, and transparent.

The Alliance is a **MULTI-STAKEHOLDER NONPROFIT ORGANIZATION** governed by five sectors: unions, nurse associations, employers, recruiters, and licensure bodies.

The Alliance certifies and monitors recruiters and employers that have committed to the **VOLUNTARY CODE OF ETHICAL CONDUCT FOR THE RECRUITMENT OF FOREIGN-EDUCATED HEALTH PROFESSIONALS TO THE UNITED STATES** (Code). The Code encourages companies to be sensitive to the needs of source countries and to use fair immigration, contract, and labor rights practices.

The Alliance for Ethical International Recruitment Practices

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