

# FAIR HIRING PLEDGE

## LUNCH & LEARN



CLIFFORD  
CHANCE



Linklaters



WINSTON  
& STRAWN



SMART  
HIRING



FAIR  
HIRING



LEGAL  
TIPS



MANAGEMENT  
TIPS



# FAIR EMPLOYMENT AGENCY

Unethical employment agencies are incentivized to place unsuitable workers with employers

UNETHICAL AGENCY			FAIR EMPLOYMENT AGENCY	
EMPLOYER	\$8,800		EMPLOYER	\$8,800
WORKER 1	\$10,000		WORKER	\$0
WORKER 2	\$14,000			
WORKER 3	\$14,000			
DIRECT EXPENSES	\$14,100		DIRECT EXPENSES	\$4,700
OVERHEAD+PROFIT	\$32,400		OVERHEAD	\$4,100



# IMPACT OF FAIR HIRING

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**97%**

Are satisfied in  
their jobs after  
2 months



**96%**

Would refer us  
to a friend

**1600**  
**placements**



# SMART HIRING

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- Don't ask your friends for advice
- Reference letters should NOT be your priority
- Hire for attitude, teach for skills
- First-time worker doesn't mean it will be easier



# FAIR HIRING: TAKE ACTION

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**ASK**

**REPORT**

**SUPPORT**



# TAKE ACTION

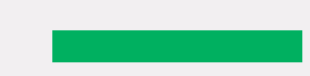
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## ASK

- **The Agency** for a detailed breakdown of costs, for the worker and yourself
- **The Worker** what they actually paid
- **The Worker** if they have access to their passport, or if the agency/lender is holding it



# TAKE ACTION



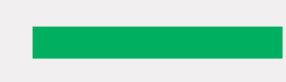
## REPORT

- **Report** overcharging or visa holding to the Consulate and Labour Department
- Be aware that **your complaint** will be heard more strongly than your worker's





# TAKE ACTION



# SUPPORT

- **Encourage** the worker to pursue a case
- **Be flexible** to the needs of the worker as they may need time off to attend court proceedings



# FAIR HIRING: TAKE ACTION

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**ASK**

**REPORT**

**SUPPORT**



# QUICK LEGAL TIPS

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- Remember the rest day is 24 consecutive hours
- Ensure that your worker is receiving enough food
- Ask for assistance with maternity/health questions



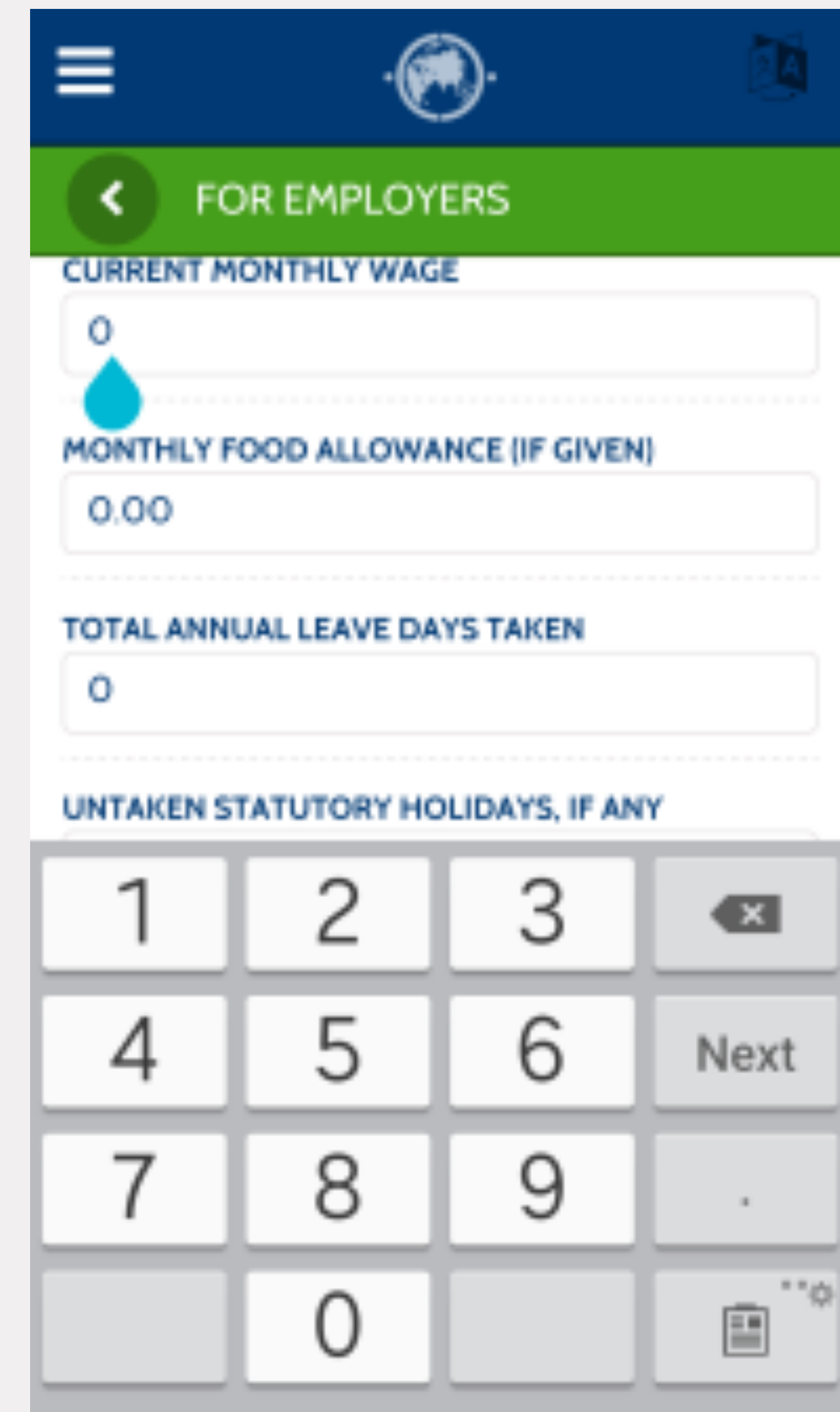
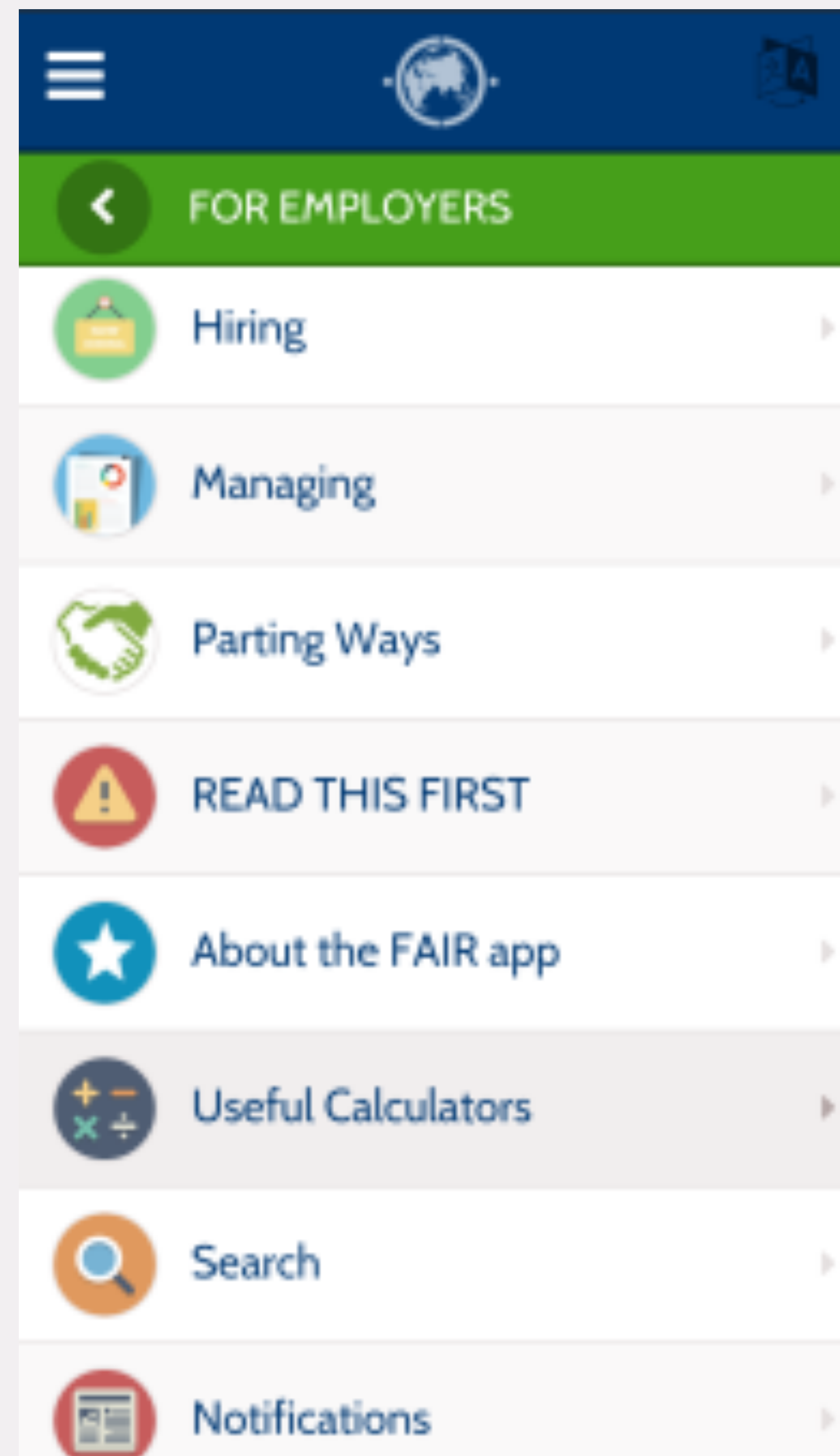
# QUICK MANAGEMENT TIPS

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- Domestic workers don't need to be "part of the family"
- Fear doesn't bring good results
- Money doesn't solve management problems
- Domestic workers don't know what you are thinking



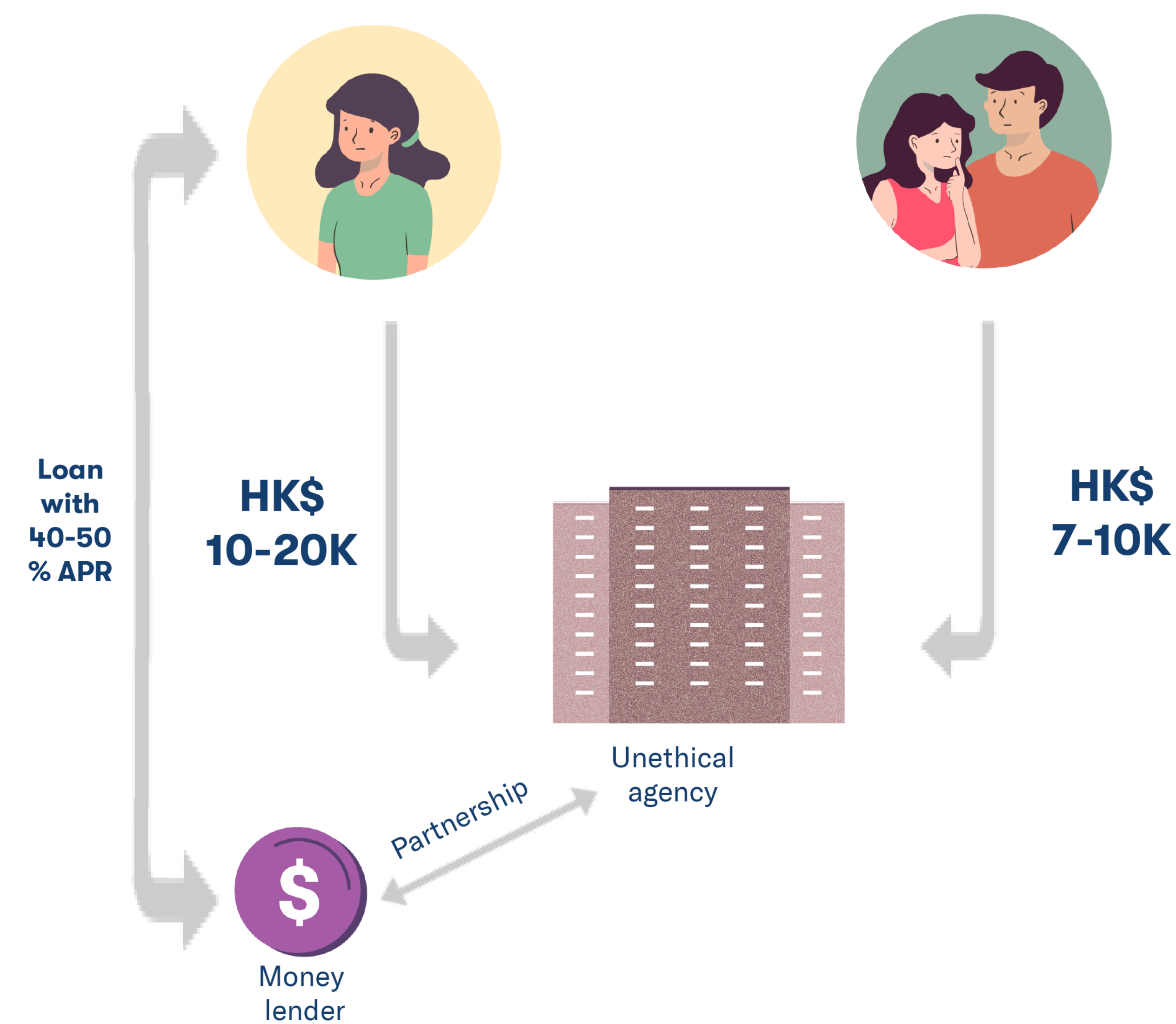
# FAIR HONG KONG APP



# SHARE



## THE PROBLEM



## OUR SOLUTION

