



# ETHICAL EMPLOYMENT CHARTER



# TABLE OF CONTENT

👉 Ethical Recruitment Strategies	1
👉 Unethical Recruitment Practices	2
👉 Ethical Recruitment Practices	3
👉 Post Placement Support	5
👉 Ethical Employment Roadmap	6



# ETHICAL RECRUITMENT STRATEGIES

---

*“ We will follow the process of hiring candidates that is based on transparency & fairness, upholding honesty, responsibility, respect & trust.”*



In today's globalized economy, workers are increasingly looking for job opportunities beyond their home country in search of good work and better livelihoods. In addition, millions of workers migrate internally in search of good work. Public and private employment agencies, when appropriately regulated, play an important role in the efficient and equitable functioning of labour markets by matching available jobs with suitably qualified workers.

However, concerns have been raised about the growing role of unscrupulous employment agencies, informal labour intermediaries and other operators acting outside the legal and regulatory framework that prey especially on low-skilled workers.

# UNETHICAL RECRUITMENT PRACTICES

---



the trafficking or  
forced migration of  
candidates



knowingly  
promising a job  
that does not exist



charging illegal/  
unreasonable  
employment fees



misleading candidates  
about terms of  
employment



recruitment processes  
that are unclear & not  
documented



failure to provide writ-  
ten contract.

# ETHICAL RECRUITMENT PRACTICES



transparent  
documentation



free from  
discrimination



job description/  
benefits explained in  
native languages



understanding of  
terms of employment  
before signing  
contract



legal & reasonable  
recruitment fees

# ETHICAL RECRUITMENT PRACTICES



due diligence on  
agents & third  
parties.



observation &  
monitoring during  
recruitment drive



understanding of  
third party payments.



understanding of  
new employees  
job description



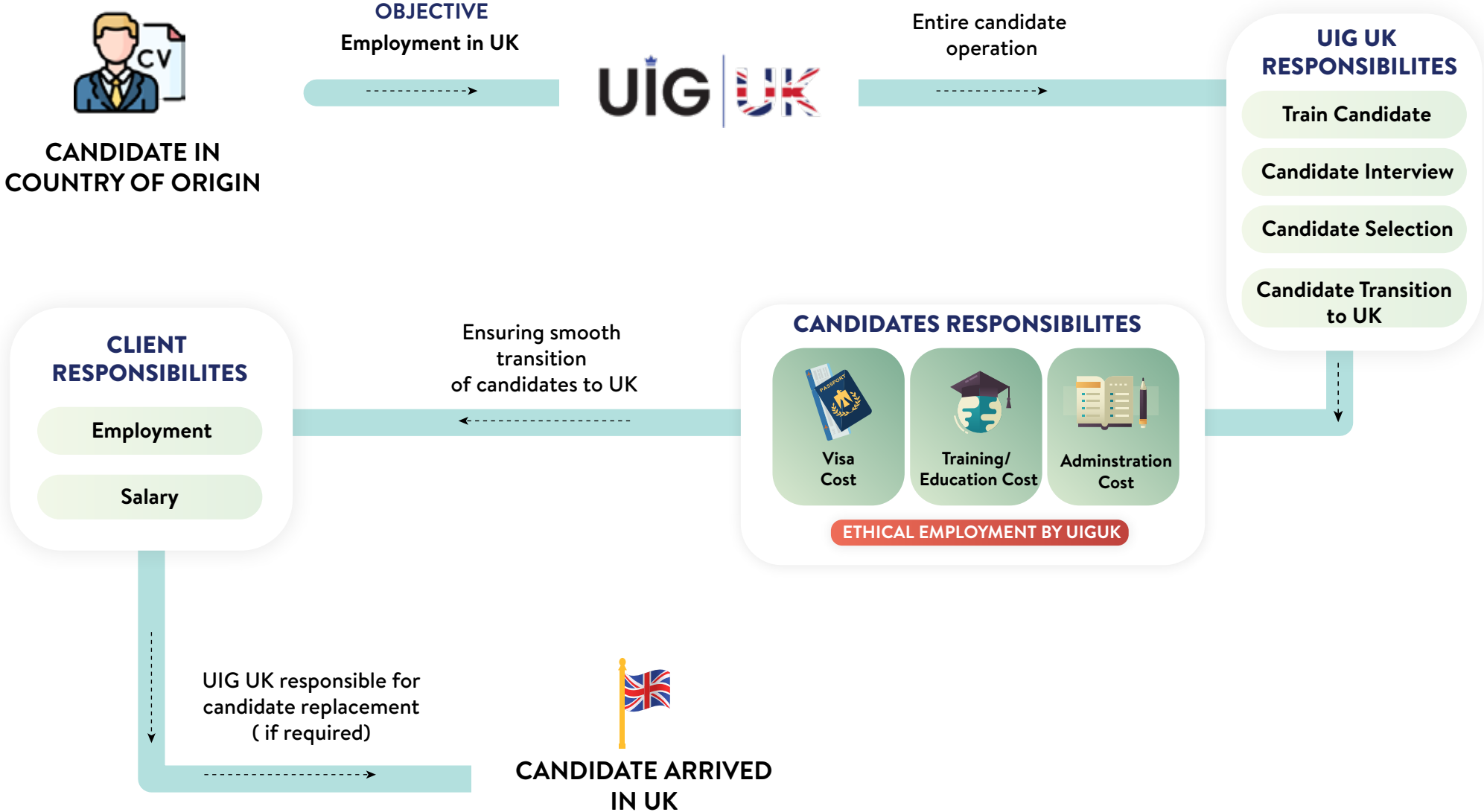
candidates  
understanding of  
UIG UK support

# POST-PLACEMENT SUPPORT

UIG UK will act as a mentor and provide continued support to the candidates to help retain and to ensure that the productivity of the assigned staff are the right fit for both clients & candidates



# ETHICAL EMPLOYMENT ROADMAP







Reach out to us at

**UIG UK Employment Services Limited**

info@uiguk.com | +(971) 4 446 2000 | www.uiguk.com



**OUR OFFICES**

**UK**

71-75 Shelton Street  
Covent Garden  
London  
WC2H 9JQ

Phone: +971 4 446 2000  
Mobile: +44 (0) 208 1870216  
Email: info@uiguk.com

**UAE**

Empire Heights  
Podium Level 3  
Business Bay, 124584  
Dubai

Phone: +971 4 446 2000  
Mobile: +971 50 100 6810  
Email: info@uiguk.com

**NEPAL**

7th floor, Bishnu Sadan Tower  
Mahanagarपालिका-08  
Pingalasthan Gausala  
Kathmandu

Phone: +971 4 446 2000  
Mobile: +977 9 851330956  
Email: info@uiguk.com

**INDIA**

103-104, upper ground floor  
HB twin tower B  
Nataji subhash place  
Pitampura , New Delhi

Phone: +9714 446 2000  
Mobile: +91 98106 41587  
Email: info@uiguk.com