

Navigating the Wild South

Recruitment in Mexico:

Best practices to help
you avoid fraud



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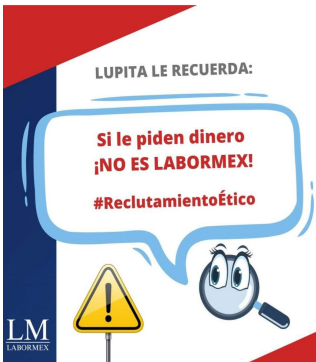
Prohibited fees

- If accepting recommended workers from current employees, ask them to only recommend 1-2 candidates. Have them sign an affidavit where they understand that they can't charge prohibited fees to candidates.
- All communication with workers is recorded, including calls, emails and whatsapp messaging
- It starts from within- above standard pay for Labormex employees and prohibited fees contracts with all.



#ReclutamientoÉtico

¿Sabe qué significa que Labormex sea un r... See more



TIPS ANTI FRAUDE

RECUERDE
Si le piden dinero
¡NO ES LABORMEX!

- No comparta sus datos personales públicamente.
- Nunca deposite \$ a cuentas personales ni en Oxxos.
- Nadie debe cobrarle por registrarlo o "agilizar" su proceso.
- Labormex sólo escribe de un correo con dominio labormex.com: ejemplo@labormex.com
- Labormex sólo publica sus vacantes aquí en su Facebook oficial.
- Labormex no le ofrecerá trabajo por Whatsapp.

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Scams and Dangers in Consulate Cities



Para evitar ser víctima de extorsión le reco... See more



¡SEA DISCRETO!

Por su seguridad y para evitar ser víctima de extorsión, si usted está en un proceso con Labormex ¡sea discreto!

Evite publicar: su ubicación, información personal suya o de sus compañeros, fotografías de los representantes o trabajadores.

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Cartels and organized crime

Tips

- Don't attract excess attention
- Meet in public reputable places
- Be discrete
- Load large buses at bus station

How does Labormex handle this?

- Offices not open to the public
- Pre-screen workers before job fairs and make them invitation-only



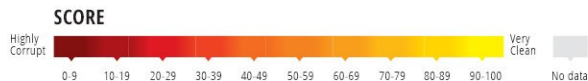
Political Corruption

CORRUPTION PERCEPTIONS INDEX 2021

AMERICAS

43/100

AVERAGE SCORE



SCORE COUNTRY/TERRITORY

74	Canada
73	Uruguay
67	Chile
67	United States of America
65	Barbados
64	Bahamas
59	Saint Vincent and the Grenadines
58	Costa Rica
56	Saint Lucia
55	Dominica
53	Grenada
46	Cuba
44	Jamaica
41	Trinidad and Tobago
39	Colombia

39	Guyana
39	Suriname
38	Argentina
38	Brazil
36	Ecuador
36	Panama
36	Peru
34	El Salvador
31	Mexico
30	Bolivia
30	Dominican Republic
30	Paraguay
25	Guatemala
23	Honduras
20	Haiti
20	Nicaragua
14	Venezuela

#cpi2021

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Usos y costumbres ("customs and traditions"; literally, "uses and customs") is indigenous customary law in Latin America. Since the era of Spanish colonialism, authorities have recognized local rules, self governance, and judicial practice



Process Improvements

- Going fully digital during and after the Covid-19 pandemic.
- Continuously thinking about workers' comfort.
- Technology - Employer and worker experience
- IRIS / United Nations Certification
 - Always try to do the right thing - pay for as much as possible in advance