



# Definition & legal background – Ethical Recruitment

### **Ethical recruitment practices are in place**

*All recruitment practices are transparent and fair. All workers understand their terms of engagement, what is required of them and have written documentation in an appropriate language. The company has a due diligence system in place to ensure all third parties involved in recruitment (such as labour contractors or recruitment agencies) operate legally and responsibly.*

*- EF Respect of Workers Principles, Principle 5*

### **BACKGROUND**

Malaysia is a destination country for foreign labour originating from countries such as Bangladesh, Indonesia, India, Myanmar, Nepal, Philippines and Pakistan. Workers are mostly sourced through recruitment agents in Malaysia, or via direct recruitment in their home country.

In Peninsular Malaysia all workers, including foreign workers are covered under the Employment Act 1955. In East Malaysia (Sabah and Sarawak), foreign workers are covered under the Sabah Labour Ordinance and Sarawak Labour Ordinance respectively.

The official terms and conditions for the recruitment of foreign workers are found on the Immigration Department website. Employers are encouraged to keep up to date with this site: <https://www.imi.gov.my/index.php/en/main-services/foreign-workers.html>

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