

Alliance of Progressive Labor-Hong Kong (APL-HK)
Progressive Labor Union of Domestic Workers in Hong Kong (PLU)

SCORECARD (RECRUITMENT VIOLATIONS AND PRACTICES) OF SELECTED EMPLOYMENT AGENCIES IN HONG KONG
Based on the results of the survey and research done by APL/PLU in November 2012 in Hong Kong

Notes:

- Usage rank: 1 = most-frequently used agency (by the survey respondents).
- Recruitment Practices Index (RP Index): The RP Index is a composite score (standardized z-score) of all the recruitment violations and abusive practices of each employment agencies; all the agencies in HK and the Philippines are ranked (separately) based on these composite scores. Rank #1 = agency with the worst recruitment practices and violations.

**A. 52 MEMBERS OF SHARP (SOCIETY OF HK ACCREDITED RECRUITERS OF THE PHILIPPINES) WHICH SIGNED A “COVENANT FOR REFORMS”
PROMISING TO COMPLY WITH POEA “NO-PLACEMENT FEE POLICY”**

Recruitment Agency (signatories to the 2013 SHARP covenant on zero fees)	Hong Kong (245 agencies named in the survey)		Philippines (190 agencies named in the survey)		Total agency charges in HK	Total agency charges in Phils.	Offered wage below MAW?	Number instances: wrong or no info.	Number instances: benefits will be denied	Number instances: restrictions on rights	Number instances: surrender documents [ave. period]
	Usage Rank	RP Index Rank	Usage Rank	RP Index Rank	PHP (ave)	PHP (ave)	HK\$ (ave)	Ave. freq	Ave. freq	Ave. freq	Ave. freq [ave # mos]
Aim High International Placement Corp.	-	-	-	-	-	-	-	-	-	-	-
Anifel Management And General Services Corp.			50	29	-	96,667	No	3.33	0	0.67	0.33 [1 mo]
Ascend International Services Inc.	99	88			90,000	0	No	0	0	0	0
			1	107	6,120	89,439	Yes; \$53	1.17	0.24	0.31	0.07
Asian International Manpower Services, Inc.			66	56	1,942	90,500	No	1.5	1.5	0.5	0
Baguio Benguet International Recruitment Agency Inc.	26	175			28,000	60,500	No	1.5	0	0	0
			50	25	66,500	57,500	No	1.67	0.67	1.67	0.33

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Becmen Service Exporter & Promotions Inc.	-	-	-	-	-	-	-	-	-	-	-
Concorde International Human Resource Corp.	99	195			18,375	0	No	0	1.0	1.0	0
			15	65	100,000	85,000	No	1.78	0.56	0.67	0.11 [1.5 mos]
D A Rodrigo International			44	60	25,877	97,000	Yes; \$80	1.0	0.5	0.25	0.25
Desertwealth Int'l Services Corp.	42	150			60,458	45,000	No	0	2.0	0	0
			34	114	1,848	80,500	No	0.8	1.2	0.20	0
Ed-fro-bon Manpower Services	-	-	-	-	-	-	-	-	-	-	-
Emerald International Manpower Services Corp.			34	98	9,450	79,740	No	0.20	2.0	0.40	0
Empire International Human Resources Inc.	-	-	-	-	-	-	-	-	-	-	-
Eyequest International Manpower Services Inc.	60	78			0	104,900	No	2.0	0	1.0	0
			90	148	-	85,000	No	0	0	0	0
Findstaff Placement Services			6	124	45,469	63,400	Yes; \$36	0.58	0.92	0.25	0.18 [5 mos]
France Asia International			18	83	1,942	90,170	No	1.13	0.38	0.38	0.25 [2 mos]
Gammon International Manpower Agency Inc.	60	172			0	100,000	No	1.0	0	0	0
			10	63	50,015	103,111	No	0.7	0.8	0.7	0.10 [5 mos]
Gatchalian Promotion Talent's Pool Inc.	-	-	-	-	-	-	-	-	-	-	-
Gerdin International Manpower Inc.	-	-	-	-	-	-	-	-	-	-	-
God's Will International			3	47	64,661	96,392	Yes; \$64	1.47	0.67	0.67	0.27

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Placement, Inc.											[2.3 mos]
Great One International Placement Agency			66	147	57,750	0	No	1.5	0	0	0
Greenfields International Manpower Services, Inc.			34	77	47,250	75,514	Yes; \$200	0.2	1.0	0.8	0.2
Greenworld Placement Services			18	26	41,344	86,000	No	1.38	1.0	0.88	0.63 [1 mo]
Hopewell Overseas Manpower Network, Inc.			66	6	72,088	105,000	No	2.0	0	2.5	0.5 [4 mos]
Humania International, Inc.	99	101			1,964	130,000	No	0	4.0	0	0
			34	70	1,914	117,500	Yes; \$90	0.2	0.8	0.4	0.25
Jake Intl Manpower Services	-	-	-	-	-	-	-	-	-	-	-
Jedegal International Manpower Services Inc.	99	243			10,500	0	No	0	0	0	0
			15	91	7,107	78,111	Yes; \$90	1.22	0	0.33	0.33 [5 mos]
Jensen Manpower International Agency			26	137	25,375	61,550	Yes; \$135	1.14	0.71	0	0
John Maurice International			34	151	27,528	49,376	No	0.4	0.2	0.2	0.2 [3 mos]
King`s Manpower Services			10	89	13,774	109,444	No	0.3	0.6	0.2	0
Lasuerte International Manpower Agency, Inc.	-	-	-	-	-	-	-	-	-	-	-
Luzvimin Employment Agency Inc.			50	42	45,675	131,667	No	0.33	0.33	0.33	0.33 [3 mos]
Mardel International Management & Services			90	31	0	130,000	No	1.0	0	0	1.0 [1.5 mos]
Mariposa International			90	30	0	120,000	No	0	1.0	0	1.0

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Services Co Inc.											[6 mos]
Mariz Manpower Services	60	75			45,000	0	Yes; \$180	0.5	3.0	0.5	0
			10	90	61,896	71,333	No	0.5	0.3	0.7	0.4 [3 mos]
Max International Placement Inc.			90	183	0	35,000	No	0	0	0	0
Mclaine Management Consultancy Group Inc.	99	214			0	80,000	No	0	0	0	0
Mega Manpower Corp.	99	9			90,000	0	No	5.0	0	2.0	1.0 (5 mos)
Michaelangelo Manpower Exponent Inc.			66	145	0	85,000	No	0	0	0	0
Mother's Way Overseas Manpower Specialist			66	66	0	57,500	No	1.0	3.0	0.5	0.5 [3 mos]
Novation Resources Phil. Inc.			18	86	34,473	87,571	Yes; \$27	0.75	0.75	0.13	0.25 [1 mo]
Olm International Job Placement Corp.			90	36	1,680	107,000	Yes; \$180	2.0	1.0	1.0	0
Power Horizon International Resources	-	-	-	-	-	-	-	-	-	-	-
Reliable Recruitment Corp.	26	69			18,333	115,000	Yes; \$233	2.25	1.25	0.5	0.5 (5.5 mos)
			90	120	30,000	57,750	No	3.0	0	0	0
Sacred Heart International Services			50	115	50,137	72,000	No	0.33	0	1.0	0
September Star Inc.			90	7	0	126,000	No	0	1.0	1.0	2.0
Smc Manpower Agency Philippines Company	-	-	-	-	-	-	-	-	-	-	-

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Speed Development Manpower Resources Corporation			18	74	28,069	86,500	No	1.13	1.50	0.5	0.13 [1 mo]
Staffline Inc.			50	18	26,250	102,167	Yes; \$320	0	0.67	1.0	1.33 [1 mo]
Success Intl Placement	42	222			20,000	59,000	No	0	0	0	0
Tenth Story Placement Agency, Inc.	-	-	-	-	-	-	-	-	-	-	-
Verde International Manpower Services	-	-	-	-	-	-	-	-	-	-	-
Zontar Manpower Services			50	57	1,880	93,667	No	0	1.67	1.0	0

B. 25 MOST-FREQUENTLY USED AGENCIES IN HK (BASED ON % OF SURVEY RESPONDENTS WHO USED THESE AGENCIES)

The following 25 most-frequently used agencies in Hong Kong DID NOT sign the SHARP covenant: (listed in descending order, from the most-frequently used agency)

- Emry's Employment Agency (usage rank #1); Technic Agency (usage rank #2); Overseas Employment Agency (usage rank #3); Top Maid Employment Agency; Suntec Agency; Aura Employment Agency; Sincere Agency; Further Creation Employment Agency; Premiere Nannies Employment Agency; PBI Employment Agency; A&E Employment Agency; JC Casa Employment Agency; KNB Employment; Passen Agency; Sunlight Employment Agency; Tailor Maid Consultants Company Ltd.; Wellcome Employment Centre Ltd; Bestwell Agency; Hi-Cedar Agency; Rejoice Employment Agency; T&H Agency; Top Services; Helpful Agency; Hosana Agency; and Lotus Agency.

C. 50 RECRUITMENT AGENCIES WITH THE WORST VIOLATIONS/PRACTICES (LISTED ACCORDING TO RP INDEX RANK)

Hong Kong			
Usage Rank	Agency in Hong Kong	Overall Z-Score	Recruitment Practices Index (Rank)
99	Citi Maids	2.1494	1
99	Grand Asia Placement	2.0083	2
60	Access Emp.	1.5020	3
99	Ben Employment Agency/Top Services Agency	1.1662	4
99	David Chung	1.1518	5
99	C&C Emp.	1.1451	6
99	Family Care	1.0536	7
42	D&H Employment Agency	1.0338	8
99	Mega	1.0220	9
99	Kung Wa Agency	1.0054	10
99	Action Employment	.9933	11
99	Jet Pacific	.9806	12
99	Agency Royal	.9569	13
99	Sunshine	.9435	14
42	CNC	.9412	15
99	Employment Paradise	.9292	16
60	Sun Yuet	.9178	17
99	Northern Left Care	.9007	18
42	Altima Agency	.8687	19
99	Perfect Maid	.8492	20
99	Wintip Employment Services	.8401	21
99	Tsun Wan	.8384	22
60	TNH Agency	.8345	23
60	Your Maid	.8241	24
99	Precious Agency	.8151	25
42	Gold Roy Agency	.8133	26
26	Wellmark Employment Services Consultants	.8111	27
99	Kowloon City Employment Agency	.7898	28
99	ABNC Emp.	.7816	29

Philippines			
Usage Rank	Agency in the Philippines	Overall Z-Score	Recruitment Practices Index (Rank)
90	Philippine Integrated	2.0663	1
90	Good Speed	1.3707	2
90	International Agency	1.3480	3
90	Infinity	1.2081	4
90	Light & Hope Agency	1.1642	5
66	Hopewell Agency	1.1481	6
90	September Star Agency	1.0755	7
90	Technic	.9618	8
90	Ernest Agency	.9529	9
90	OFW Employment Agency	.9245	10
90	Indo-Pinoy	.9193	11
90	Cagarfod Agency	.9144	12
90	S Line	.8705	13
90	Golden Lights	.8609	14
90	Winsky	.8606	15
90	Perfect Agency	.8514	16
90	Global Medical Agency	.7547	17
50	Staffline Agency	.7371	18
90	Pioneer Manpower	.7255	19
34	PNR Manpower Agency	.6970	20
90	TC Nediro	.6415	21
90	Ohilac Agency	.6326	22
66	EMR	.6024	23
66	Andrene	.5561	24
50	Baguio Benguet Int'l Agency	.5496	25
18	Green World Placement	.5415	26
50	SBEE International	.5327	27
90	Far East International	.5309	28
50	Anifel Management Emp. Agency	.5284	29

Hong Kong			
Usage Rank	Agency in Hong Kong	Overall Z-Score	Recruitment Practices Index (Rank)
99	Cobo Employment Agency	.7775	30
99	Trustee Emp.	.7241	31
99	Winna Emp. Agency	.7059	32
99	Unique Recruitment Agency	.7007	33
99	Fancy	.6593	34
99	Glory International	.6589	35
99	Word Wide Emp.	.6437	36
99	Masters International	.6437	37
99	Unlimited	.6359	38
99	Irise Consultant	.6186	39
99	Mission Employment Agency	.6091	40
42	Pacific Agency	.5934	41
60	P&R Agency	.5756	42
99	Good Maid	.5646	43
60	Apec Agency	.5605	44
99	Deng Hu	.5553	45
60	Good Link Consultant	.5450	46
26	Great Top Employment	.5301	47
99	Cariag Agency	.5208	48
99	Cross Country (Singapore)	.5179	49
99	Eugine	.5078	50

*Highlighted agencies – signatories to SHARP covenant

Philippines			
Usage Rank	Agency in the Philippines	Overall Z-Score	Recruitment Practices Index (Rank)
90	Mariposa	.4952	30
90	Mardel Agency	.4905	31
90	Prima	.4857	32
90	Starborne International	.4693	33
50	Pilipinas McLain Employment Agency	.4679	34
90	World view	.4590	35
90	OLM	.4558	36
90	Mayon Agency	.4485	37
90	RYT Agency	.4447	38
50	Eugene International Services	.4423	39
6	Altima Manpower Agency	.4392	40
90	Manpower Forever	.4315	41
50	Luzvimin Agency	.4261	42
90	Hossana	.4183	43
66	Jao Agency	.4074	44
90	Baguio Investment	.4054	45
3	Skytop Services Contractors Inc.	.3744	46
3	God's Will Placement Agency	.3706	47
66	Placewell Int'l. Agency	.3544	48
44	P&R Manpower Agency Inc.	.3520	49
90	Morty Agency	.3327	50

/apl/plu/ June 2013