

Ethical recruitment. Dependable workforce delivery.

FSI Worldwide helps employers recruit, deploy and manage migrant workers responsibly. Since 2006, we have combined direct recruitment in source countries with mobilisation support and ongoing worker welfare. Our employer-funded model means workers pay no recruitment fees, with documented processes that support compliance and accountability.



WHAT WE DO

01 Ethical recruitment

We source and assess candidates against your requirements through our teams in source countries. Workers receive clear employment terms in a language they understand before departure, supported by checks for recruitment fees.

02 Worker welfare and compliance

We work with employers to support workers after deployment, identify concerns and follow up on issues. Welfare monitoring, grievance arrangements and compliance reporting are tailored to the agreed scope of service.

03 Workforce management

We support mobilisation, payroll administration, leave rotations and ongoing welfare management. Our capabilities also include manned guarding and guard force transitions, with services tailored to the contract.

AT A GLANCE

ESTABLISHED

2006, by former Gurkha officer Major Tristan Forster.

SOURCE COUNTRIES

Nepal, India, Kenya, Uganda and Zimbabwe.

DESTINATION MARKETS

Saudi Arabia, UAE, wider GCC, Iraq and the UK.

SECTORS

Facilities management, retail, hospitality, construction, logistics and catering.

WORKING WITH YOUR ORGANISATION

Recruitment and workforce support within your existing employment structure.

HOW WE WORK

01

Define

Agree roles, numbers, employment terms and deployment schedules against confirmed demand.

02

Source

Recruit directly through our teams in source countries, without informal brokers.

03

Assess

Screen candidates for suitability through a structured, merit-based selection process.

04

Prepare

Confirm contracts and brief workers on their terms, roles and destination before departure.

05

Support

Provide worker support, welfare monitoring and compliance reporting after arrival, tailored to the agreed service.

“FSI Worldwide’s work centers around demonstrating to employers that an ethically recruited and managed workforce is significantly more efficient and effective than one made up of bonded, demoralised and exploited workers.”

UNITED NATIONS GLOBAL INITIATIVE TO FIGHT HUMAN TRAFFICKING, 2013

CREDENTIALS AND RECOGNITION

On The Level Level 3, Fair Hiring Initiative. Founding member of the Fair Labour Alliance. FSI Europe Ltd: SIA Approved Contractor Scheme for security guarding. CHAS, SafeContractor and RISQS. Audited in source countries by the US Department of State and national Ministries of Labour. Featured in the ILO good-practice database. UN Global Compact and UNODC Business Leader’s Award to Fight Human Trafficking, 2013, awarded to founder Tristan Forster. Honourable Mention, Thomson Reuters Foundation Stop Slavery Award, 2017.

EXPERIENCE ACROSS DEMANDING ENVIRONMENTS

Commercial delivery. Recruitment and deployment across logistics, facilities management, hospitality and other commercial sectors, supporting employers in the Gulf and wider international markets.

Government contracts. Experience as a subcontractor supporting UK Foreign, Commonwealth & Development Office, US Department of State and US Department of Defense contracts.

Delivery at scale. Experience managing high-volume recruitment programmes, from candidate sourcing and assessment through documentation, pre-departure preparation and coordinated mobilisation.



ACCOUNTABILITY THROUGHOUT RECRUITMENT

Direct oversight at source

Our teams in source countries manage candidate sourcing and selection, providing visibility over how workers are recruited and helping prevent informal broker involvement and unauthorised fees.

Clear terms before departure

Workers receive employment terms in a language they understand and are briefed on their roles, conditions and destination before travelling. Clear expectations help reduce misunderstandings and disputes.

A documented recruitment process

Records of sourcing, selection, agreed terms and pre-departure briefings provide employers with evidence to support client reporting, compliance reviews and audits.

WHY FSI

Operational value

Employer-funded recruitment protects workers from recruitment debt. Careful selection and accurate expectations help employers build a workforce equipped for the role and more likely to complete the contract.

Tailored recruitment

We align sourcing, assessment and mobilisation with your roles, employment terms and deployment schedule, drawing on local knowledge in source countries and experience across destination markets.

Support beyond deployment

We work with employers to establish appropriate worker support and routes for raising concerns. Welfare monitoring and follow-up are tailored to the agreed scope of service.

Discuss your workforce requirements

Share your roles, headcount, employment terms and target deployment dates. We will propose suitable source countries, an indicative mobilisation schedule and a clear fee structure.

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