

# UNFAIR RECRUITMENT

## EMPLOYER & HR

**DEFINE JOB OFFER**  
Role & salary range

*often appoint external  
recruiters*

**Prevent  
salary  
range info  
in job ad**

**UNFAIR  
ADVANTAGE**

**JOB ADS = MARKET SIGNAL**

**Supposed to  
attract  
applicants**



**Lack of  
transparency misleads  
& discourages**

**RECRUITER  
SELECTS**



**SCREENS &  
DEMANDS  
PAYSLIPS**

**UNFAIR  
ADVANTAGE**

**Income inequality indicates racist, sexist and unfair job offers. This can be solved through correct policy protections and legislated human resource management standards.**

**#HRMustFall**