

27 DIFFERENT WAYS TO SPELL “MUHAMMED”: THE GROWING PAINS OF GLOBAL CHECKS

DID YOU KNOW?

- There are 27 different ways to spell the name “Muhammed”
- In India, each person has TWO birthdays – the actual date and the date when the birthday is officially recorded
- Throughout Latin America, criminal history records are recorded under a person’s mother’s maiden name
- Japanese law forbids third parties to obtain criminal history information

These are just a few of the “hurdles” you face if you want to screen potential employees from other countries.

The amount of growth alone in India and Asia offers its own challenges. In the United States, a projected 1.5 million new jobs will be created this year. That number is dwarfed by a predicted **20 million new jobs in China**, and **12 million in India**.

Not only that, a number of countries have very strict privacy laws.

For example, Australia won’t allow investigators access to education records, even if the person in question is going to work in the United States. And in Japan, criminal records are off limits to outside parties. Only a Japanese citizen can obtain a certificate from the courts that he or she does not have a criminal record. However, it is illegal to require such a person to get that certificate as a condition of employment.

Easier times should be on the horizon in the world of international background screening, though. India is currently considering a national identification system, and other countries are contemplating linking background screening with the application process for work visas.

Technology is also paving the way to better background screening on an international scale. For instance, some databases are now available online creating a faster turnaround of results. Electronically published government watch lists also help.

And at API Services we have the resources to overcome a lot of these border barriers. We know what’s out there and what it takes to get the job done – right! So you know exactly who is working with you, no matter where they are from.

