

BENCHMARK 2020

APAC

BACKGROUND SCREENING SUMMARY

From March–April 2020, our global benchmark survey asked people professionals around the world about their background screening habits. Here's a brief summary of some of the initial findings from APAC (excluding India):

Note: Figures may not add up to 100% due to multiple-selection questions.

Our survey said...

PRE-EMPLOYMENT SCREENING

The most commonly run checks in the region are:

80%
Previous employment and/or references

67%
Identity

66%
Education

60%
Criminal

There has been a notable uptick in identity checks, increasing from 53% in 2019 to 67% this year.

EXTENDED WORKFORCE SCREENING

The top non-employee workers screened are:

Temporary workers
44%

Independent contractors
41%

Interns
29%

None
29%

2020

Businesses in the region are divided on their approach to screening their extended workforce. Whilst many screen certain types of workers, almost a third don't screen their non-employees.

CANDIDATE DISCREPANCIES

Employment discrepancies

Education discrepancies



India

86%

70%



Rest of APAC

72%

54%



EMEA

66%

64%



US & Canada

47%

38%

Compared to India, companies in the rest of APAC are less likely to find discrepancies with their candidates' employment or education details. However, these discrepancy rates are higher in the APAC region than those reported in EMEA and the US & Canada.

SCREENING IN-HOUSE

Just over half of APAC companies conduct some form of screening in-house (52%).

The top challenges seen when screening in-house are:

1 Verifying the information (70%)

2 Quality of information (66%)

3 Time (51%)

4 Internal efficiencies (30%)

25% of those who perform checks in-house are not happy with the types and quality of checks performed. Is it time for these businesses to look for other ways to manage their background screening process?

BENEFITS OF SCREENING

The top benefits seen from screening in APAC are:

1 More consistent safety and security (53%)

2 A better quality of hire (51%)

3 Improved regulatory compliance (49%)

Around half of the participants reported these three main benefits from conducting background screening.