



Must manage working hours and performance directly

Ensure status in country allows recruitment in own NS's name

High turnover of staff

Limited control over allocated resources – competition with other clients

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No control over ethical management standards

## Hired as staff

## Hired as daily labourers

## Outsourced

## Included in warehouse lease

Permanent staff with benefits

Can be trained and retained

Flexible workforce

Wide pool to recruit from

HNS can provide volunteers

Flexible workforce

Guaranteed professional service

Not included in head count

No direct management