

CONSTRUCTION

OLS meets contractors' manpower needs

Recruitment services provider identifies key shifts in source markets.



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Recruiting the dream workforce is now the topic of discussion in the boardrooms of major construction companies involved in large developments that are taking place in the UAE leading up to events such as Expo 2020 and beyond.

Hiring decisions are no longer left to the Human Resource Officers but the CEOs and MD's at the helm of major organisations are now taking a keen interest in ascertaining that the next wave of recruits at all levels come with better skills and experience compared to those that were recruited in times past. Quality consciousness in the ultimate delivery of every major project in UAE is at its peak with most developments attracting international attention from investors from all corners of the planet. This is precisely why companies are now looking to recruit from non-traditional nations that were not considered in the past due to budget restrictions pertaining remunerations being offered.

For the past 36 years Overseas Labour Supply (www.olsuae.com), one of UAE's oldest and largest overseas recruitment organizations, under the management of its founder Mr. Mohammed Jindran has been providing its clients in the construction industry workforce from a handful of countries namely India, Pakistan, Nepal, Bangladesh and the Philippines. Although recruitment from these countries is at its peak and companies no longer hesitate to offer international standard salaries to highly competent personnel from these countries, the focus is gradually shifting to hiring from countries such as Vietnam, Indonesia, Egypt, Greece, Spain, Romania, Albania, Kenya, Uganda, Ghana, Cameroon and South Africa. Employers are now open to negotiating higher salary levels for these nationalities and are gearing up to send their selection teams to these locations seeking the best skill sets in the employees to be recruited.

With a recruited headcount of more than 110,000 workers in the past 36 years Overseas Labour Supply has taken the lead in establishing interview and trade testing facilities in the countries named above with recruitment projects currently underway.

Furthermore, for those companies still hiring from India under the new eMigrate system of the Indian Government, Overseas Labour Supply has arrangements in place to assist the employers in registering their companies on the eMigrate website in order to be granted the required permission from the Indian Government. Recruitment from India still commands the top position as far as blue-collar workers are concerned, and all construction companies are now adjusting their budgets to accommodate the new minimum salary levels stipulated by the Ministry of Overseas Indian Affairs.

India being the major source of skilled workers for more than four decades of recruitment carried out by GCC companies it is only fair that the best talents are compensated at salary levels that make it worthwhile for the employee to accept an overseas assignment, given the fact that that salaries across the board in India itself are being offered at comfortable benchmarks for each profession. It no longer makes any practical sense to expect the Indian workers to accept lower salaries as was the case in the past, because even if a worker does accept to be hired for a lower salary he will certainly want to discontinue his employment soon after joining duty because it does not take long for him to realize that the lower salary offered does not fulfill his family's needs back home, and he could have easily earned the same income in India. Keeping the above in mind the intending employers are well advised to accept the reality of the changing scenario as far as recruitment from India is concerned.

For all recruitment assignments undertaken by Overseas Labour Supply the employers are furnished a 3 month replacement guarantee in case the recruit is found to be medically unfit or unsuitable for the profession he is hired for.

Overseas Labour Supply encourages employers to visit www.olsuae.com and send in their inquiries for a frank and practical solution to their manpower requirements.