



...the one advantage that stands the test of time...is people.

Mark Salisbury

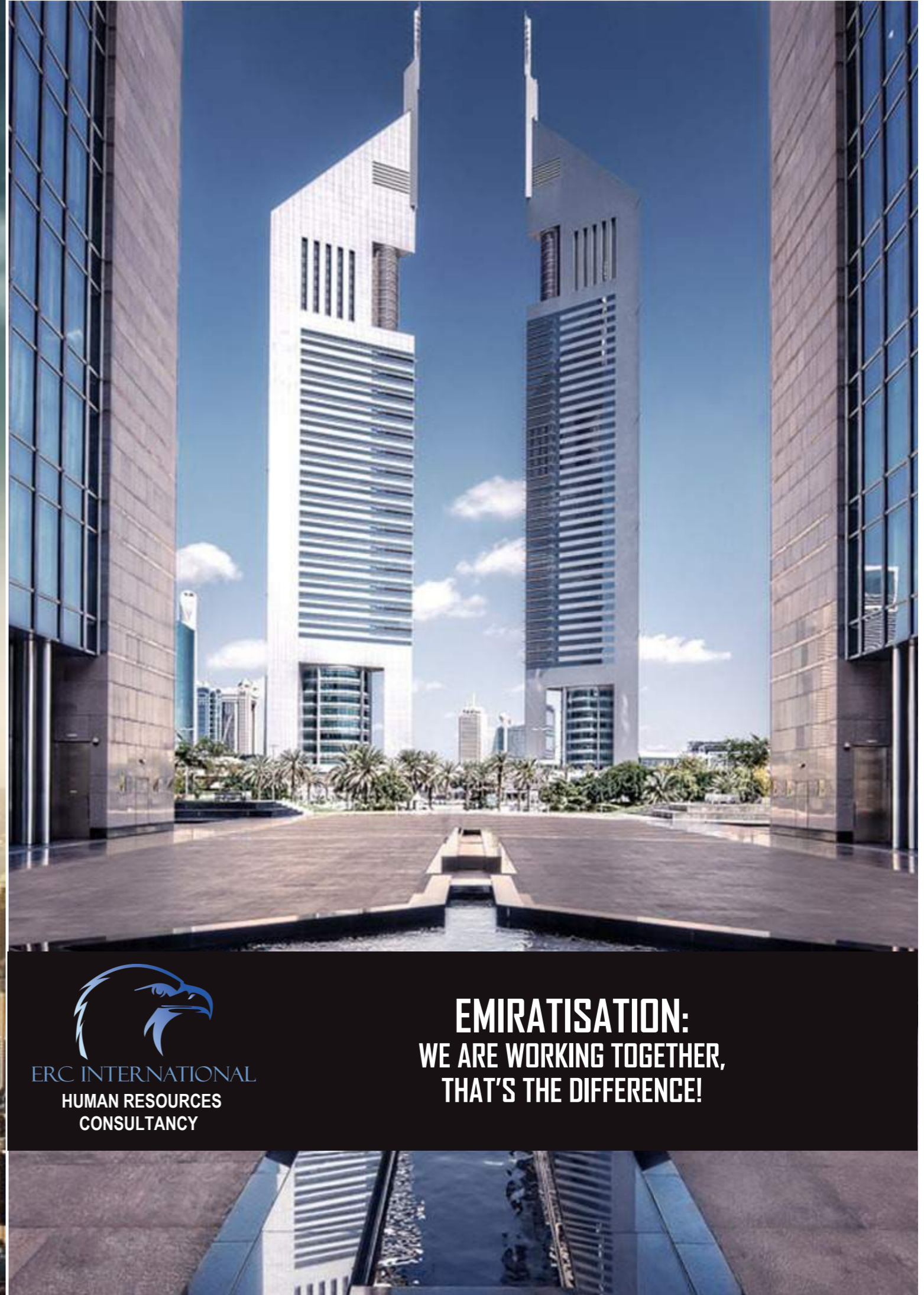
Let us help you find those talents with guaranteed success!

ERC International
Office 407, 4th Floor
Bayswater Tower
Burj Khalifa District, Business Bay
Dubai
Mob +971558977172
Tel: 044526163
email: info@erc-int.com
Website: www.erc-int.com



ERC INTERNATIONAL

**HUMAN RESOURCES
CONSULTANCY**




ERC INTERNATIONAL
**HUMAN RESOURCES
CONSULTANCY**

**EMIRATISATION:
WE ARE WORKING TOGETHER,
THAT'S THE DIFFERENCE!**



Seek greater business potential through the right hiring

We help government, semi-government organisations as well as large private companies manage their Emiratisation obligations and plans by connecting them to leading UAE local professionals from every industry and profession.

Emiratization is instrumental for the success of any present or future economic plan. As such it remains a key priority of different government, semi-government and private sectors in the UAE. Accordingly to Human Resources Authority, the number of Emirati jobseekers ranges between 12,000-13,000 annually, with the Emirates expecting to create more than 600,000 new jobs over the next decade.

The existing strategy is to rectify the current imbalance between private and public sectors in providing employment for UAE nationals.

By law, Emiratisation in the private sector has to attain the below quotas:

- 1) 2% for commercial entities over 50 employees
- 2) 4% for banks even though majority are around 30%
- 3) 5% for insurance companies with over 50 employees

Article 14—A game changer in Emiratisation

A mechanism / Article of Law which will be soon operational to govern labor relations and private businesses requirements to the Labor Department. It relates to approving and employment of Non-Nationals provided that Labor Department is satisfied that no National can be deployed for that role—the purpose of this Article is to ensure that there are no unemployed Nationals registered with the Employment section, who are capable of performing the work required.

Minister Nasser Al Hamli said 400 selected professions in 2,000 private establishments will now have to give priority to Emiratis when recruiting.

Currently private companies employ 2% of Emiratis and only 12 % of employees in the UAE are Emirati nationals. By 2020 an additional 250,000 Emiratis are expected to join the existing 310,000 in the workforce (270,00 with jobs and 40,000 without jobs) bringing the total number of Emiratis needing jobs to 560,000 According to the existing data the unemployment rate amongst the UAE citizens is as high as 13.8% and majority of the unemployed are fresh graduates below 25 years.

We are here to help organisations employ more and more Emirati talents and close the existing gap! Let us take care of you

Our candidate profile sample is equipped with:

- * **TECHNICAL ABILITY:** possesses business or function specific education, experience and technical expertise to grow further
- * **INTELLECTUAL ABILITY**
- * **INTERPERSONAL ABILITY**
- * **ASPIRATION** to grow in an organization and accept more responsibilities
- * **ENGAGEMENT** with the workplace and organization to feel and become an integral part of the organization



WE HAVE A DATABASE OF OVER 10,000 CVS AND GROWING EACH DAY

Our Emiratisation Division Recruits into the following Sectors:

- | | |
|----------------------|-----------------------|
| * IT | * INDUSTRIAL SERVICES |
| * HEALTHCARE | * ENGINEERING |
| * LIFE SCIENCES | * OIL & GAS & ENERGY |
| * FINANCIAL SERVICES | * CONSUMER & RETAIL |
| * INSURANCE | * AIRLINES |
| * EDUCATION | * GOVERNMENT |

HOW ARE WE DIFFERENT?

- ◇ We have an extensive database of over 10,000 Emiratis and growing daily
- ◇ End - to—End account management tailored to each client
- ◇ Detailed approach to recruitment focused on a special understanding of the market sectors we are involved in
- ◇ A proven track record and expertise with government and semi-government entities predominantly such as Du, Abu Dhabi Tourism Authority, First Abu Dhabi Bank, Henkel, Cleveland Clinic (CCAD)
- ◇ We handle from normal recruitment to executive search as well as recruitment campaigns in a timely manner and in large volumes supplying high quality of candidates.



EMIRATISATION CASE STUDY — CLEVELAND CLINIC (CCAD), PART OF MUBADALA

ALONG WITH OUR PARTNER TASC OUTSOURCING WE HAVE BEEN LABELLED AS THE BEST RECRUITMENT AGENCY IN ASSISTING THE EMIRATISATION PROCESS:

- ◇ We have supplied the largest numbers of Emiratis through a total number of 10 campaign sessions spread intensely over 2 months
- ◇ Total number of booked candidates over 800
- ◇ Total number of attendees over 500 candidates
- ◇ Total number of selected candidates over 60
- ◇ We have delivered and lined-up candidates at times within a matter of few hours depending on Client's request
- ◇ We have provided numerous candidates for positions which are difficult to find such as Clinical Engineer
- ◇ We have built amazing relationships with our candidates that are long-lasting
- ◇ We have filled up the numbers of candidates when other agencies of recruitment bodies could not deliver including Tetween

As important as secretarial jobs are and all jobs are important, we need to have UAE nationals in more important roles and responsibilities.

Sheikh Mohamed Bin Rashid Al Maktoum



We are the solution to your Emiratisation hiring needs

Diversification of industries: from entry level, technical to Top management

Engagement Strategy - we offer a personalised touch to recruitment understanding the clients' needs as well that of candidates as well as cultural affinities

Creation of Better Opportunities - for our UAE National Candidates especially for that workforce that is out of the job market and desperate to get back in and as such reducing the unemployment rate

Growth— we follow our candidates progress from closer as their grow in their career paths and that way we gain their trust