

BE COMPLIANT, STAY IN BUSINESS



THE
ETHICAL
RECRUITMENT
AGENCY

The way engineering and construction businesses hire and manage workers is changing. Businesses that do not adapt will fail or fall behind. Here is how your businesses can take advantage and beat the competition.

FIVE PRACTICAL STEPS TO STAY AHEAD



DISRUPTING THE OLD WAY

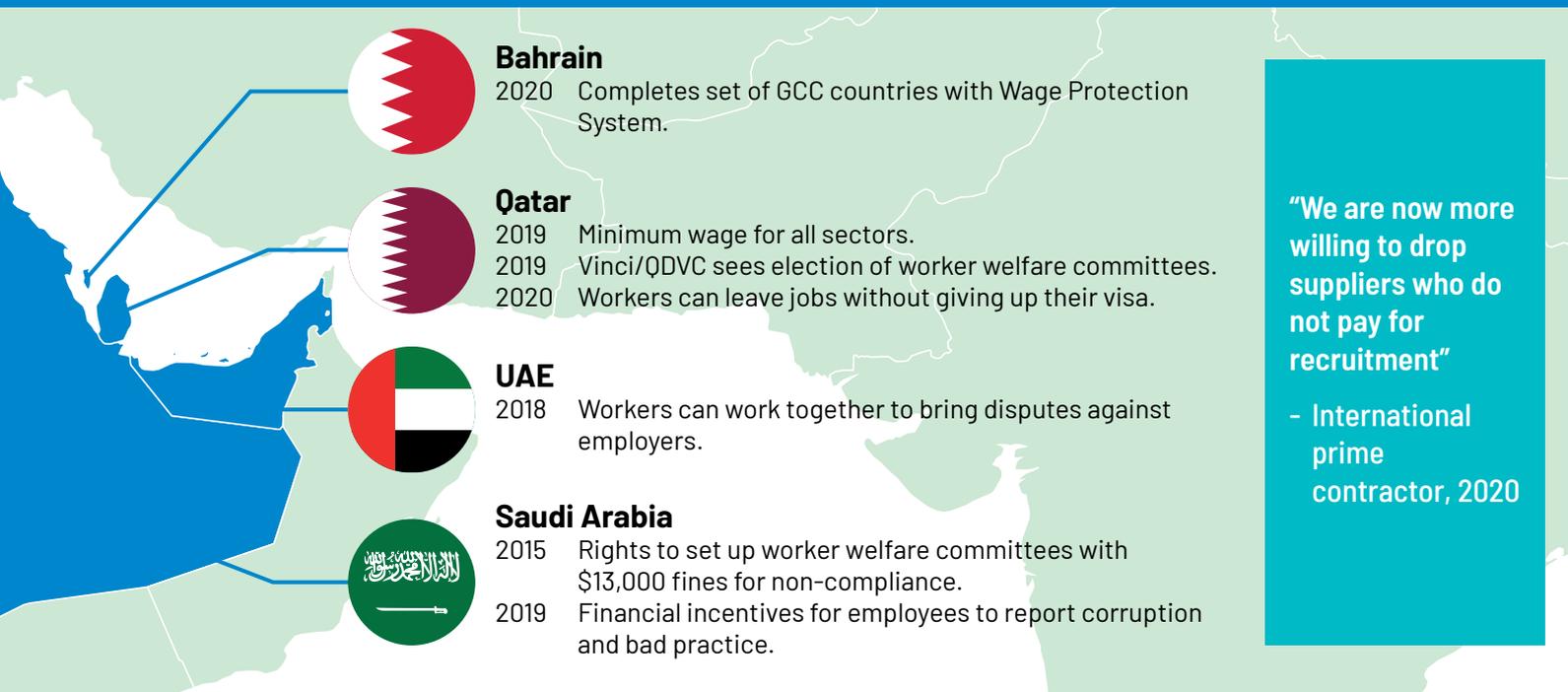
TAKING ADVANTAGE

PAYOFF

<p>1 Employer sponsorship is weakening. Foreign staff will soon be able to leave your company without losing their visas.</p>	<p>Collect regular feedback from workers to understand their concerns and implement cost-effective ways to retain them.</p>	<p>Motivated staff achieve more and stay with you longer.</p> <p>Recruit more staff in-country and avoid international recruitment costs.</p>
<p>2 Prime contractors are concerned about their supply chains - especially recruitment. Paying for recruitment is benefiting employers and becoming the industry standard.</p>	<p>Connect with professional recruiters that provide prepared, trained workers who know the job from day one.</p>	<p>Effective staff, lower training costs, and a stellar reputation that helps you stand out to reliable prime contractors.</p> <p>Save money and time through stronger compliance.</p>
<p>3 Governments are cracking down. Stricter enforcement punishes labour violations. Workers, unions and NGOs are targeting the E&C industry.</p>	<p>Develop compliant, ethical behaviour as a value proposition to win business.</p>	<p>Avoid fines and legal fights with workers, NGOs and unions. Instead have prime contractors seek you out for business.</p> <p>Build a more effective, motivated and productive workforce.</p>
<p>4 Technology is king. New technology is transforming construction sites globally.</p>	<p>Access (often free!) training and technical support to get the funds to upgrade.</p>	<p>Do more with less. Software will streamline project management, costing, and workforce management.</p>
<p>5 Labour costs are going up. Governments are promoting local hiring and introducing penalties for non-compliance.</p>	<p>Get more out of each hire. Hire trained and prepared workers better matched with the job.</p>	<p>Lower wage bills with more effective teams.</p> <p>Gain advantages in public procurement as governments introduce localisation clauses.</p>

Laws are Rapidly Changing

Industry insiders agree – contractors need to change now to stay in business



“We are now more willing to drop suppliers who do not pay for recruitment”

- International prime contractor, 2020

Act Today for a Healthier Business



Understand what these changes mean for your business. Access free consultations and materials by [getting in touch with TERA](#). Check what your government is doing to help businesses like yours become compliant.



Prioritise. What steps would bring the biggest benefits in the shortest amount of time?



Meet. Set up a meeting with department heads and discuss your top ranked changes.



Plan. Turn meeting minutes into a realistic plan of action. What is immediately achievable? What help do you need and where will you get it?



Act. Decide you will lead these changes and commit to taking action each week.

I thought the worker welfare committee was trouble. But we've spent 100 fewer hours fighting disputes than last year.



TERA is here to help

The Ethical Recruitment Agency is a company dedicated to empowering other businesses to succeed through workforce solutions and professionalisation.



THE ETHICAL
RECRUITMENT AGENCY

GLOBAL
FUND
TO
END
MODERN
SLAVERY

TERA is offering free business improvement consultations. Send an email in English or Arabic to info@ethicalrecruitmentagency.com to set up a time to speak with one of our experts today.