

47⁺ years in business | 470,000⁺ successful global placements | 24⁺ countries served

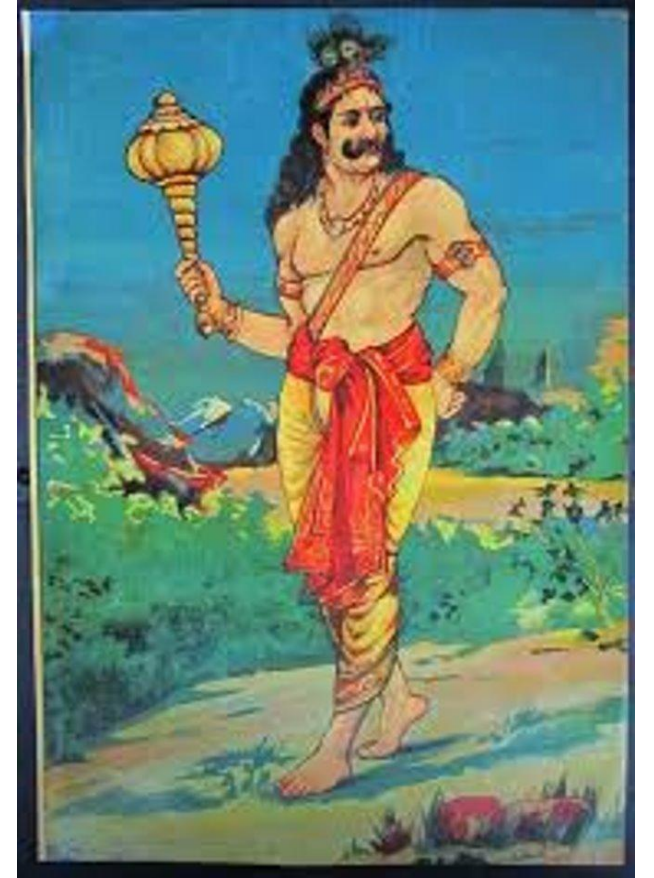
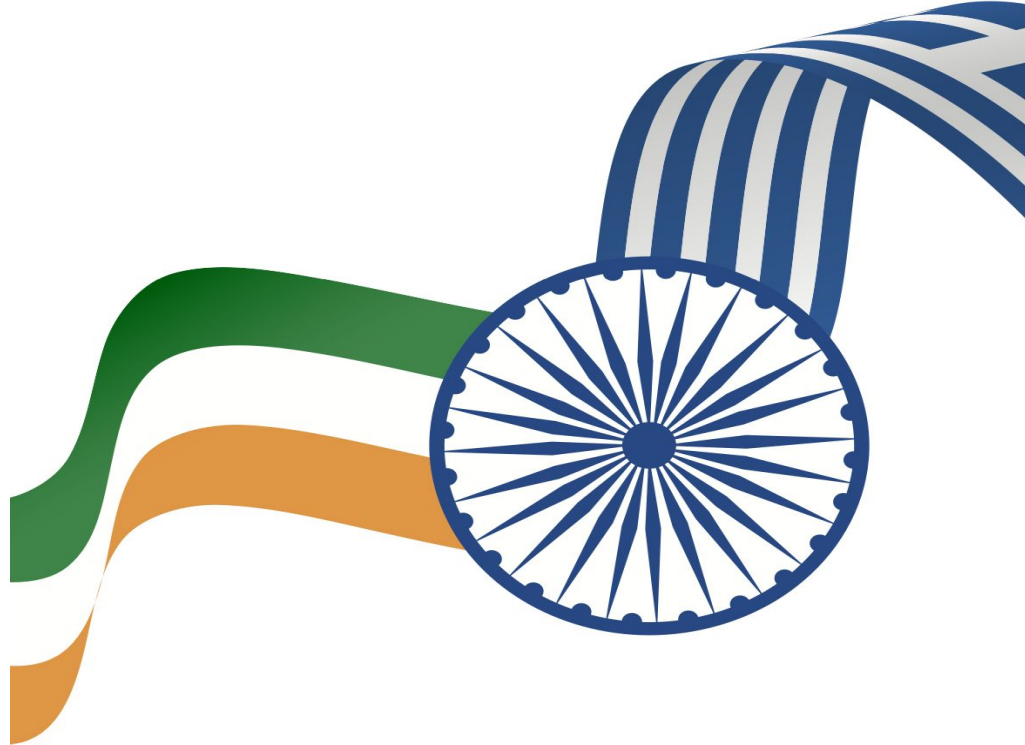
Building the lives of people



From India to Greece

Workforce Mobility
and the “Metaklisis” Model

**Labor mobility from India to
Greece: navigating with a
compass in Greece**





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Workforce Mobility
and the “Metaklisis” Model

1. Problem statement
2. India as a solution
3. The advantage of India.
4. Best-in-class talent
5. Solution Summary
6. 3 Potential hurdles
7. Success stories.
8. Conclusion

Demographic Crisis & Aging Population

- Greece has one of the lowest birth rates in the EU, leading to a shrinking working-age population.
- An aging population means more retirees and fewer young workers entering the labor market.

Skills Mismatch

There's a gap between education/job training and market needs (e.g., too many graduates in humanities, not enough in tech or skilled trades).

- Some industries (e.g., construction, healthcare) struggle to find qualified workers.

Dependence on Migrant Labour

- Migrant workers (especially from Albania, Bulgaria, Pakistan, etc.) filled low-wage jobs, but post-pandemic, many left due to better opportunities elsewhere.
- Strict immigration policies sometimes make it harder to replace these workers.

**Summary Table of Skill Shortages in Greece
(2024 Estimates)**

Industry	Estimated Worker Shortage
Construction	30,000–50,000
Healthcare	25,000–40,000
IT& Digital	15,000–25,000
Tourism	50,000–80,000 (seasonal)
Shipping	10,000–15,000
Agriculture	40,000–60,000
Manufacturing	20,000–30,000
Renewable Energy	5,000–10,000

India as a Solution

Annual Indian Emigrant Workers (2023–2024 Estimates)

Category	Estimated Workers per Year
Low/Unskilled Labor	1.2–1.5 million
Skilled Professionals	500,000–700,000
Semi-Skilled (Nurses, Drivers, Technicians)	300,000–500,000

Total Annual Outflow: ~2–2.5 million workers

Sector-Wise Breakdown

Sector	Annual Workers
Construction	600K–800K
Healthcare	150K–200K
IT/Tech	100K–150K
Domestic Work	300K–400K
Maritime	50K–70K

Talent Availability

- India has more than 50% of its population below the age of 25 and more than 65% below the age of 35.
- India is the 2nd-largest English-speaking country globally, reducing language barriers.
- Indian workers are known for quick adaptation to Western work cultures.
- Indian professionals are often highly qualified (many with degrees from IITs, NITs, and top private institutes).
- Internationally trained : A high percentage of candidates have worked in Middle East hence are trained internationally on global standards elevating the skills of the Indian talent to international levels.
- Maritime workers : India supplies 9% of the global maritime workers.
- Agriculture : India has over 250 million farmers, many with expertise in diverse crops (cereals, horticulture, dairy) experience in Mediterranean crops (olives, grapes, citrus fruits) due to similar climates in many regions

The Advantage of India

Industries

- Construction : Leading construction companies use Indian talent for projects. Think Dubai, think Burj, Khalifa, Burj Al Arab, their amazing roads – its all Indian manpower.
- **Hospitality** : Almost 50% of all Marriott staff in the Middle East comes from India. This start from Moxy and goes up till St Regis or Ritz Carlton. The talent is trained by industry leaders.
- **Maritime / Shipping**: India supplies 9% of the global maritime workers.
- **Manufacturing** : From iPhone, clothing to honey .

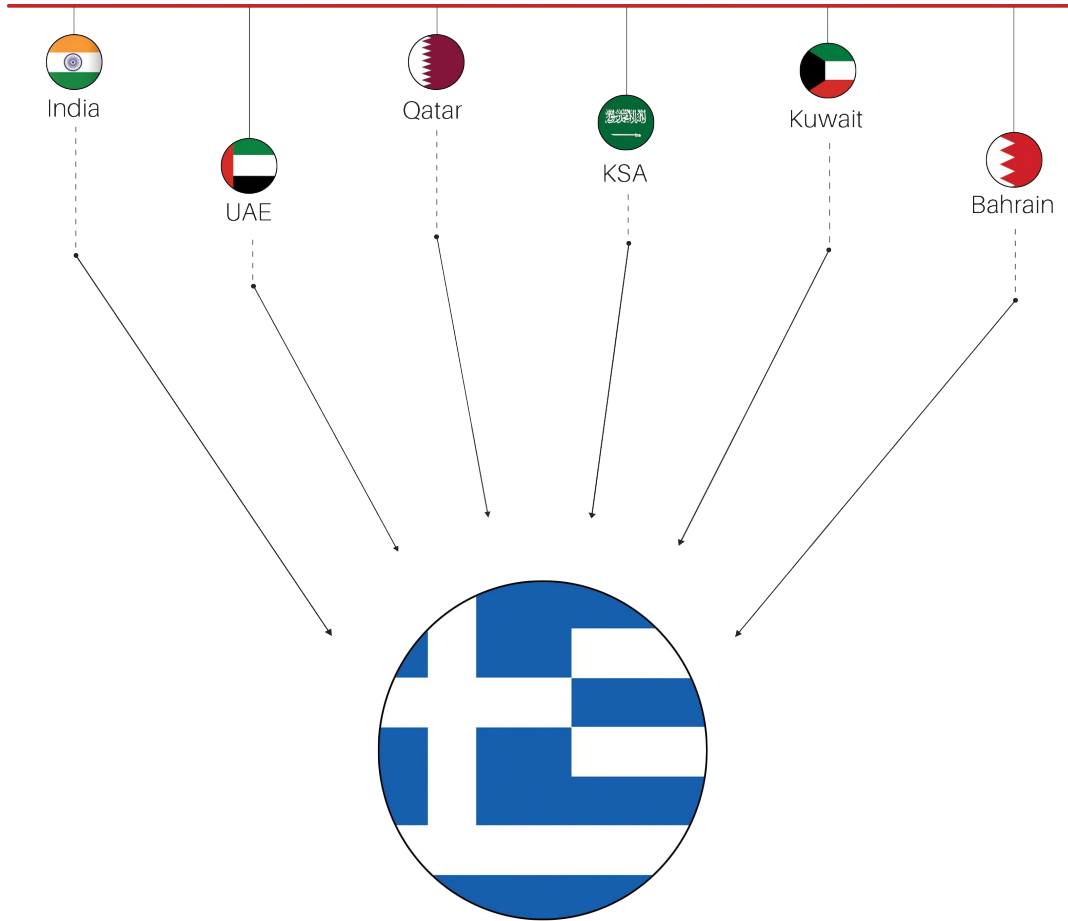


Talent readiness

- Abundance of highly trained manpower from different industries are ready, with international experience, eager to come and work in Europe.
- Average salary in India is EU250 / month and in the Middle East is Eu 400 / month for most skilled trades.
- The pay gap makes Greece a destination of choice. Here they earn more than double.
- Employers have their pick for candidates with 10+ year experience
- The trend has already begun and has empowered countries many European countries looking at India to fulfill their skill shortages.

The higher quality skilled candidates are used to travelling overseas for work due to higher pay. Middle East, Singapore, Malaysia, Poland, UK etc, have been utilizing best in class Indian Manpower for years.

Recruit From



Deploy to Greece



The advantage you have is to cherry pick best-in-class talent from many countries where Indians currently work.



1. Abundant trained & qualified talent available for all sectors
2. Greek companies are not just getting cheaper workforce.
3. You are getting highly qualified workforce as a cheaper wage.
4. There is no compromise on quality.

3 Potential Hurdles

1. Find the right agency
 - Locally incorporated which ensures accountability.
 - Should be licensed to operate from the country they are recruiting. They should not outsource your work to a third party.
 - Competent in their area of recruitment.
 - Conduct a reference check.
 - In our experience, clients are usually not satisfied with the foreign manpower they receive because the agency has given them services free of all charges.
 - You will feel like you are getting a great deal up front, but when the people arrive you will find them to not have the standard you are looking for
 - Always ensure ethical recruitment and don't buy services which are free and too good to be true – because they are.
2. Recruit the right candidates / trade test the candidates
3. Cultural integration / Onboarding

2. Recruit the right candidates

Virtual interviews

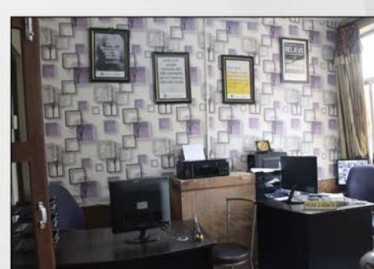
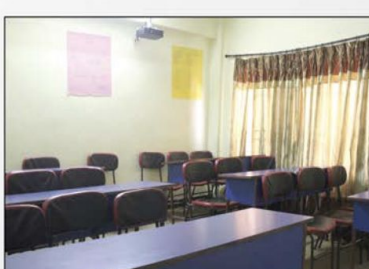
Test candidates in their practical and or theoretical knowledge.

Face to face interviews

Face to face interviews : Here, you visit the place where candidates are, to meet and technically test the them, to be fully satisfied of their knowledge.



2. Recruit the right candidates



Waiting Area



2. Recruit the right candidates



Electrical Trades



Cable Connection



Cable Connection



Electrical Board



Electrical Equipment



Steel Cutting



Scaffolder



Scaffolder



Scaffolder



Scaffolder



Scaffolder

2. Recruit the right candidates



Chennai Welding Center



Skid Loader Test



Wheel Loader Test



Split AC Technician



Insulation



Vadodara Welding Center



Kochi Welding Center



Front End Loader



Mining Dumper Test



Plumber Tools



Plumbing Works



Welding Test



Turner Machine



Trailer Operator Test



Crane Operator Test



Heavy Vehicle Mechanical Test



Machinist (Lathe Machine)

3. Cultural integration / Onboarding

Being concerned about the cultural fit for candidates from India to Greece is an acceptable concern.

With planning and precise execution, these challenges can be overcome as they already have in Croatia, Poland, Slovenia & the UK where the skilled workforce is predominantly from India.

Candidates learn about the Greek history, its culture.

Why?

Candidates need you as much as you need them. They understand to stay here for the time that they are required, they need to integrate into the society. It's a win in.

Candidates have
reached Greece and
are successfully
working there.

LET'S HAVE A
LOOK AT THEIR
**LANGUAGE
ADAPTATION,
COMMUNICATION
SKILLS, AND
OVERALL
INTEGRATION:**



Greek language training

Our candidates go through an intensive Greek language training program up to A1 level. Candidates are taught the basics about the Greek language and can speak basic Greek.

3. Onboarding

The recruitment services doesn't end when candidates sits on a plane. It continues post arrival. We're here to help and support you, hand hold though all challenges. You're not alone and you never will be.



3. Onboarding : Accommodation & Food

Accommodation facilities exist in Athens where your candidates can stay. Many come with kitchens where candidates can cook their own food and if the projects are in the outskirts catering can also be provided



The model is in motion. Hundreds of companies in Greece are now looking at the Metaklisis model to fulfill their skill shortages needs.

Project Name: CRETE AIRPORT, GREECE

Scope : For the Crete Airport project, DSS was hired to handle manpower recruitment. DSS successfully supplied the highly qualified engineers, carpenters, steel fixers, concrete workers, slip-form paver operators, and civil foreman needed for the project. Despite the project's relatively modest scope in comparison to previous large contracts, DSS was able to quickly assemble a committed team and meet the staffing requirements on schedule.

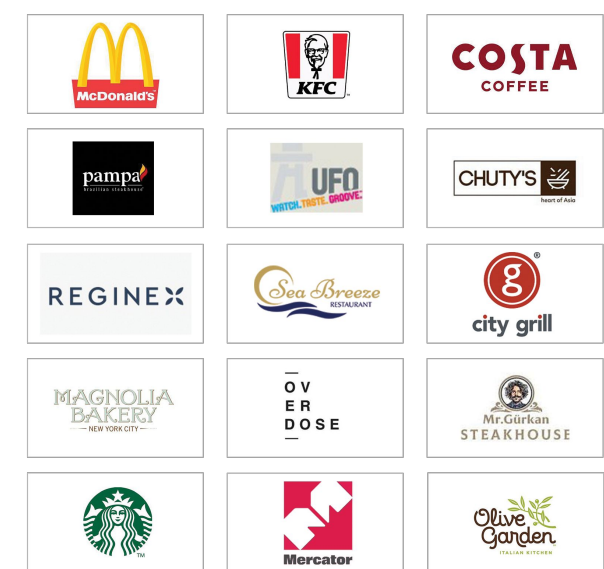
Key to Success : The close deadline and specialized nature of the required professionals was somewhat challenging. However, DSS utilized its wide contact network base and numerous recruitment campaigns to overcome the demand for skilled professionals within the deadline.



Project Name: RIVIERA PROJECT, GREECE

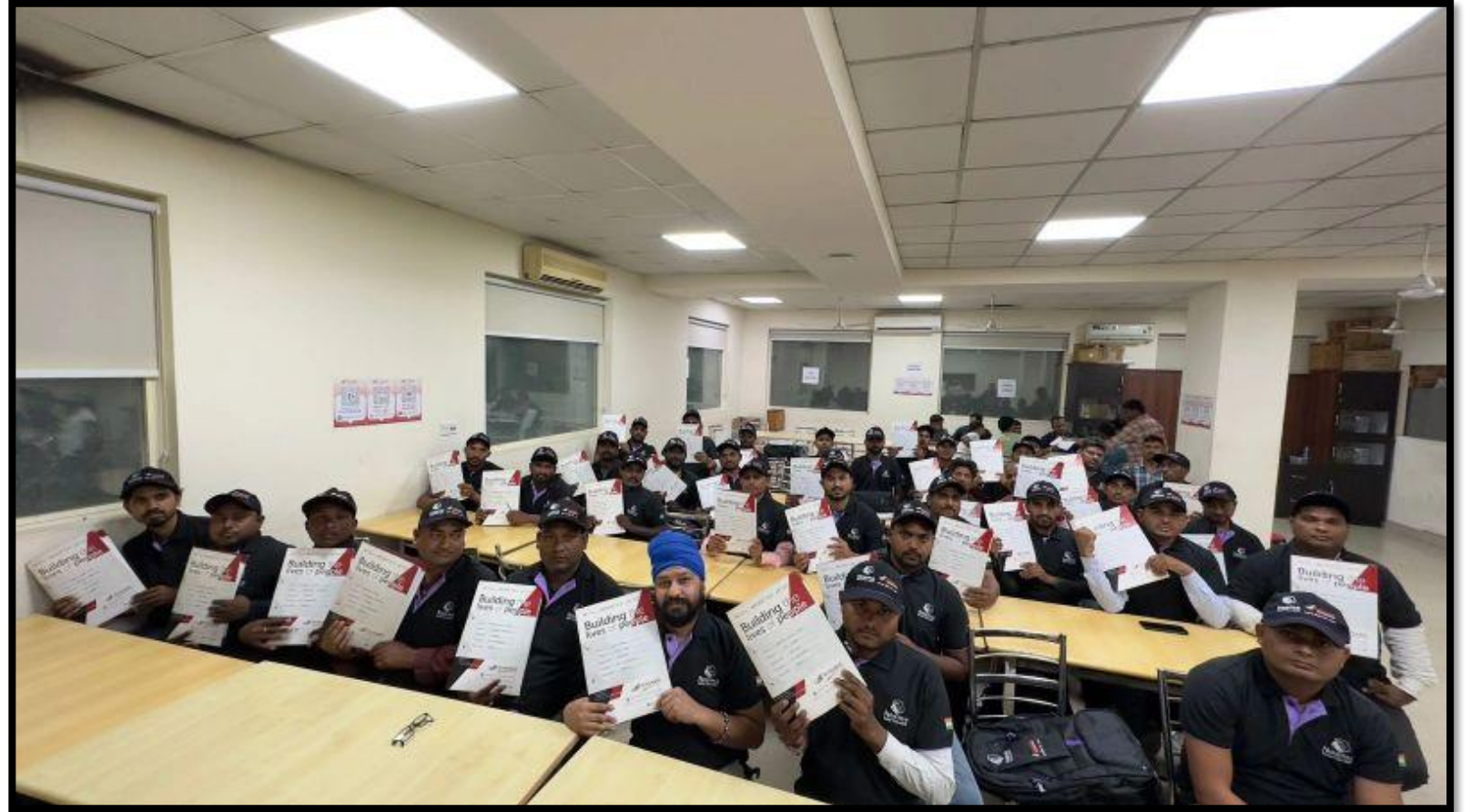
Scope : The Riviera Project required a wide range of engineering experts and DSS partnered to provide specialized and skilled engineers along with carpenters, steel fixers, concrete workers, slip-form paver operators, and civil foremen within a limited period. To meet the mega-project's strict personnel requirements, DSS effectively assembled a dedicated crew. Although the project's scope was extensive, DSS successfully met the staffing needs of specialists and provided the staffing requirements within the agreed timelines.

Key to Success : The size of the project and the high demand for multidisciplinary engineering professionals were principal challenges. DSS leveraged its extensive network, tailor-made recruitment process, and rapid mobilization tactics to recruit top-level professionals for the project.



This is not about cheap workers.

It's about highly qualified, best-in-class workers with international experience who happen to be extremely happy with a wage lesser than what's paid locally here.



You have enough challenges in your business, let's make sure skill shortage is not one of them.



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Thank you!