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## **Unemployed persons accept lower salaries**

They would accept 15% lower salaries because of strong competition: World Search Alliance

### **Manuel Lombera Martinez**

Unemployed qualified personnel are willing to accept salaries which may be lower by up to 15% compared to those which they had in their previous jobs, due to the fierce competition for job openings derived from the economic crisis, according to the global recruiting organization World Search Alliance.

These candidates would be willing to accept more flexible conditions, such as contributing their own technological resources, or working from their homes, particularly young candidates, assured firm executives.

### **Greater flexibility**

“The jobless candidate will be more flexible regarding his/her compensation, and will even accept a salary which is 10% or 15% lower than what he/she previously had”, stated Xavier de Zamacona, regional director of World Search Alliance for North and South America in a press conference.

In Mexico, the exception is the technological sector, where it is difficult to find candidates, and those which fulfill the pre-requisites already have jobs, said De Zamacona. “Normally, all such candidates are employed, and you have to offer better conditions”, said the director.

India and China are markets which are better suited to identify qualified personnel for the technological sector, since software development is not as strong in Mexico, highlighted the executive. In contrast, the areas for which our country offers greater human talent are finance, sales, marketing, and brand management, according to the managing director of World Search Alliance for the Americas Region.

In the face of the present global economic situation, “the candidates (for filling a job opening) have more questions regarding their job situation”, mentioned Jim Carlisle, global chairman of World Search Alliance. Even short-term contracts, where greater experience is desirable, are an international tendency which benefits “aging” candidates.

### **They demand higher salaries**

Regarding salaries for general directors, the candidates expect salaries of 400 thousand pesos per month, and finance managers may reach 170 thousand pesos a month. In terms of pre-requisites, he detailed, a management position requires experience, disregarding the academic background of a candidate. In contrast, if the candidates are young and searching for a job, the most significant aspect is where they graduated from and if they have studies at the masters’ level. The global recruitment market is valued between 10 and 12 billion dollars, mentioned De Zamacona.