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KAY KAY & KAY
ASSOCIATES
MANPOWER CONSULTANTS
O.E.P. License No.1273/LHR



کی کی ایند کی
ایسوسی ایٹس
مکتب تو ظیف العمال
رخصتہ رقم: او.ای.بی. ۱۲۷۳ لاہور

بِسْمِ اللّٰهِ الرَّحْمٰنِ الرَّحِیْمِ

﴿شروع اللہ کے نام سے جو بڑا مہربان نہایت رحم والا ہے۔﴾



History

KAY KAY & KAY ASSOCIATES was founded in 1974 by Mr. Fazal Karim Bhatti (Late) under the license no. 1273/LHR as a government-licensed overseas employment promoter, a well-reputed businessman with 30 years of experience in manpower export. We have successfully exported thousands of professional, skilled and unskilled manpower to countries like Saudi Arabia, Oman, Qatar, Kuwait, the U.A.E and the rest of the world with highly satisfied clients and planning to expand our services to European countries shortly.

KAY KAY & KAY ASSOCIATES is situated in the Heart of Pakistan, Lahore and is easily accessible to clients. We carefully select the manpower from our database to provide our clients with the best services available in the market. We go through a professional procedure to recruit the best possible human resources and invite our client delegations for them to select their desired manpower which has led us to become one of the leading manpower exporters in Pakistan.

After the demise of Mr. Fazal Karim Bhatti in 1992; His son, Mr. Kashif Karim Bhatti took charge of the company. Mr. Kashif Karim Bhatti accompanied his father with an experience of 30 years in this field making it a vast experience of 48 years. KAY KAY & KAY ASSOCIATES have exported approximately 50,000+ workers to highly satisfied clients since 1974.

Following the footsteps of his father, Mr. Hamza Karim Bhatti S/O Kashif Karim Bhatti has also become an integral part of this Association in 2018 with an experience of 5 years in manpower export. Mr. Hamza Karim Bhatti not only assisted the delegations but also deals with the technical & trade center to gather more manpower, and recruitment procedure and is a member of the recruitment committee.



Message from the Founder/Chairman:

"KAY KAY & KAY ASSOCIATES was established in 1974 under license no. 1273/LHR as a Government licensed overseas employment promoter. KAY KAY & KAY ASSOCIATES was founded by Mr. Fazal Karim Bhatti (Late), a well-reputed businessman with 30 years of experience in manpower export. The foundation of the company was set on the idea of providing the right man for the right job, and since then, it has exported thousands of unskilled, skilled and highly skilled manpower to countries like Saudi Arabia, UAE, Kuwait, Oman, and Qatar and rest of the world. For us, zero complaints from clients are the main goal, and we never compromise on it. Following the zero-complaint philosophy, the agency has set very high professional standards for itself and is always striving hard to achieve and maintain the same. Our client always trusts us in getting their workers from highly skilled to unskilled."



Message from CEO:

"I, Kashif Karim Bhatti, joined my father's business after completing formal education. After his death, I took charge of the company with the same passion as my father. For me, it is the experience that drives any entity towards success, and I contributed to this organization with the experience that I obtained working internationally in both blue and white collars jobs. My journey toward this position was full of hardships, but I took every hardship as a learning opportunity, and my resilience has already enabled me to drive the company towards the journey of being one of the best recruiting agencies in town. My experience has also enabled this company to understand what it takes to find the right match for recruiters. Up till now, my company has exported approximately 50,000+ workers with 100% satisfaction, and in future, I am passionate about delivering the further best quality. My mission is to set new benchmarks in recruiting industry with the right resources for the right job, and I see my team doing this with full integrity."



Kashif Karim Bhatti
(CEO)

Message From Executive Director:

I, Hamza Karim Bhatti, would like to introduce myself as the Executive Director of KAY KAY & KAY ASSOCIATES. My goal is to revolutionize our family business with innovation, diversification and market development. After graduating from a top-notch business school, I committed myself to this business with full dedication to follow the footsteps of my father Mr. Kashif Karim Bhatti and grandfather Mr. Fazal Karim Bhatti (Late) contributing to the satisfaction of all stakeholders. I also have 5 years of experience in the recruitment of manpower. My first venture for this business was introducing the 'Travels and Tours' segment in 2018 with the name of KAY KAY INTERNATIONAL TRAVELS & TOURS. We are specialized in a skilled workforce for recruitment with a vast experience of 48 years. In future, I am keen to target the recruitment of knowledge workers, including engineers, doctors, teachers and other professionals, to serve the purpose of the right person for the right job at the right place. My plans also include expanding in European markets to provide better opportunities to employees and employers from a wider market.



Hamza Karim Bhatti
(Executive Director)





Message from General Manager:

"I would like to state that our strength as a manpower exporter is in the breadth of our technical knowledge and market research. Our research experience and knowledge base help us to understand the client's business, the work culture, the job profile and the prospective executive's profile to avoid any mismatching. Our vast industry experience and exposure allow us to service the individual needs of all clients to their satisfaction. Our innovative and flexible approach ensures that our services are specific to the individual needs of our clients. An experienced team is compressing of highly qualified professionals who are trained to screen and shortlist the right persons for customized needs of our clients."



Humaira Bhatti
(General Manager)

Mission:

To connect recruiters from around the globe, with professional manpower, that best suits their needs and strive to accommodate all your human resources with training, recruitment and much more, under one roof, at an international standard.

Core Values:

Integrity, Commitment, Innovation, Reliable Quality and Clients Preference - We do not promise what we cannot deliver.

Vision:

To be the world's best platform that connects recruiters with the right skilled personnel.



OVERSEAS EMPLOYMENT PROMOTERS LICENCE



Government of Pakistan Ministry of Overseas Pakistanis & Human Resource Development Bureau of Emigration & Overseas Employment

Overseas Employment Promoter's Licence Renewal

[Not – Transferable see rules 7 and 9(1)]

Licence No 1273 / LHR

27/05/1992

issued on

authorizing Mr/Miss/Mrs Kashif Karim Bhatti
of Messers Kay Kay and Kay Associates



Whose photograph is affixed above, authorising him/her to engage in assisting persons to emigrate for the purpose of employment by obtaining or helping to obtain, for them the necessary passage from Pakistan, subject to the provisions of the Emigration Ordinance, 1979 (XVIII of 1979), and the emigration Rules, 1979, is hereby renewed for the period 01/01/2021 to 31/12/2023

Kashif A. Bhatti
Director General

Bureau of Emigration & Overseas Employment
Ministry of Overseas Pakistanis & Human Resource Development
Government of Pakistan

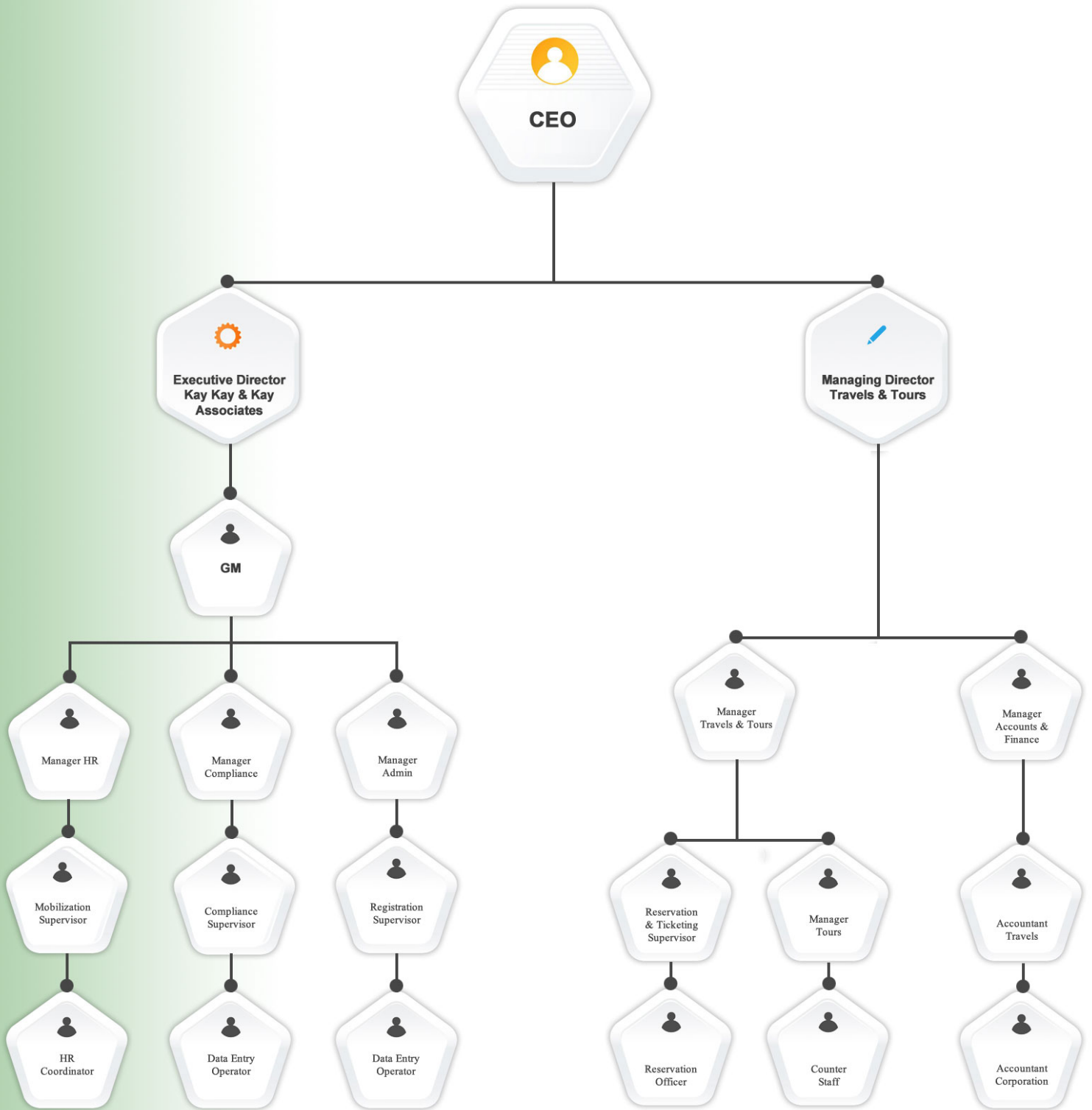
Islamabad, 28/12/2020
Dated the

Instructions and Conditions

- The licensee shall carry this licence on his person whenever engaged in any work under Emigration Ordinance, 1979, and the rules made thereunder and shall produce it on demand by a bonafide person including the emigrants' employers in foreign countries and any official of the Government of Pakistan in Pakistan or abroad.
- Any licensee who causes, or assists in, the emigration of any person in contravention of the provisions of the Emigration Ordinance, 1979, or the rules made thereunder, shall be punishable in accordance with the law.
- Any violation of the Emigration Ordinance, 1979, or the rules made thereunder, shall render him liable to any one or more of the following measures:-
 - Suspension of licence;
 - Cancellation of licence;
 - Forfeiture of security money in part or full; and
 - Prosecution in a court of law under the said Ordinance and the Rules.



ORGANIZATION CHART





Our Services:

At KAY KAY & KAY ASSOCIATES, we provide our clients with the best personnel requirements of multinational and corporate clients as well as industrial, constructional and commercial business houses. Our services provide relief from the hectic employment procedure thus helping you in cost reduction. Our experience has enabled us to understand our client's needs and offer them customized solution to their recruiting needs.

Since firm's incorporation, we have enjoyed an impressive record of consistent growth and superior performance. Constant dialogue with the clients helps us to understand their needs & wants and offers them customized solutions to their recruiting needs. All of our placements are highly suitable because we are aware that how important a suitable placement is to the employee and the company.

We provide candidates with an enormous database of human resource varying from professional level in skilled, semi-skilled and fresh manpower as we have covered our client in various sectors like Construction, Engineering, Medical, Hospitality, Electronics, Marketing, Oil, Food, Manufacturing Industries as well and we are specialized in Construction Industry.

KAY KAY & KAY ASSOCIATES welcome you to contact us via email or telephone and we shall be more than happy to assist you. Our head office is situated in Lahore to assist our client anytime in order to improve our high standard services. We cordially invite our client to visit us if you happen to visit Lahore. We will be pleased to do business with you because guest hospitality is our faith!

OUR CLIENTS





SEARCH JOBS:

The employment instruction is followed by criteria provided by international employers. The employees are contacted personally and through communication where we decide which job suits them best. We have an extensive network of commercial trade test centers across the country to meet the needs of our major clients. A written contract is concluded, which is signed by the employer/client and the OEP (Overseas Employment Promoter). We generally deal in;

1. Construction & Maintenance
2. Electrical & Mechanical Staff
3. Educational Staff
4. Administration & Management Staff
5. Agricultural & Live Stock
6. Information Technology Field
7. Health Services
8. Hotel Management
9. Railways
10. Roads & Bridges
11. Telecommunication
12. Transportation





OUR RECRUITMENT CYCLE:

KAY KAY & KAY ASSOCIATES strive to provide our client with an efficient hiring process that you can trust and rely on, at all times. We specialize in recruiting the best talent to fill vacancies that requires certain kind of skilled labor for our client.

The first step in recruitment is, the applicant has to submit a job application form to us and that's it. Now it's KAY KAY & KAY ASSOCIATES' turn to find the right skilled candidates for our client, to choose from our database system. We are available on your first call and receiving applications on our database sources. Our recruitment system is under the supervision of highly qualified and reliable staff. We carefully make sure that requirements of our clients are fulfilled to their maximum capabilities with the applicants in our database. We also use various techniques to make our recruitment process as unique as possible.

After the pre-selection of applicants, we forward their documents to the employer for further processing and examination. The employer then sends the processed information to our human resource department along with the interview schedules for shortlisted candidates. Our HR department then makes the necessary arrangements, such as emails, calls and messages to the shortlisted candidates. KAY KAY & KAY ASSOCIATES arranges interviews by setting up a platform where both the interviewer and the interviewee can interact in the best possible way.

Following is a brief summary of the various steps and features of our recruitment cycle:

Advertising

Job vacancies are advertised and posted on our official website www.kkandk.net and in major newspapers.

Interview / Trade Test

After the pre-selection/shortlist of applications, for job interviews and trade tests, the candidate's competence is tested in a practical way to assess the execution and its conformity with international standards.





Medical Inspection

Every potential candidate undergoes a full medical examination that includes a full body checkup. Those medical tests are then accredited by medical centers recognized by GCC (Gulf Cooperation Council), which is Saudi approved for medical fitness test.



Visa Endorsement

KAY KAY & KAY ASSOCIATES are responsible for the visa stamping process and passport collection at the relevant Embassy/Consulate.



Registration

After visa stamping, KAY KAY & KAY ASSOCIATES submits the passports for registration with the Protectorate of Emigrants (Bureau of Emigration & Overseas Employment).



Reservation / Ticketing

KAY KAY & KAY ASSOCIATES also have a fully operational sister concern TRAVEL & TOURS firm that not only serves open clients but also reserves airline tickets for selected candidates.





KAY KAY INTERNATIONAL TRAVELS & TOURS

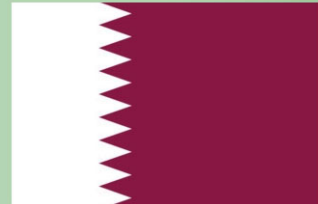
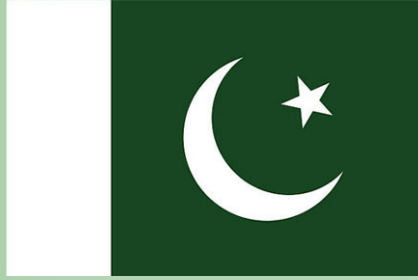
Destinations with economy and convenience, KAY KAY INTERNATIONAL TRAVELS & TOURS is a platform to support frequent travelers and tourists as a sister concern company. KAY KAY INTERNATIONAL TRAVELS & TOURS is featured as one of the best Travels & Tours companies and working with several Airlines since 2018. We are offering reservation services for domestic and international flights at competitive prices. You can get customized tour packages for several destinations. We operate Umrah packages on a private basis to meet our customer's demands and as well on group/sharing basis. The drivers and guides are assigned to you, your family and your friends during Ziarats. Our ground staff is also present to serve you during your entire stay. KAY KAY INTERNATIONAL TRAVELS & TOURS facilitate its valuable bureaucratic and corporate customers in making a selection of the most luxurious and customized tours that are economically feasible.



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مکتب ۱۰۳، الاول منزل، صادق بلازہ، ۶۹ دی مال لاہور (الباکستان)

ہاتف: ۰۰۹۲.۴۲.۳۶۳.۳۸۵۴ فاکس: ۰۰۹۲.۳۶۳۶۸۸۱۴ جوال: ۰۰۹۲.۳۰۰.۹۴۲۲۳۳۳

البرید الکترونی: info@kkandk.net, kays1273@yahoo.com

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