

LOCAL EMPLOYMENT

ENKA AND ITS SUBSIDIARIES CONTRIBUTE DIRECTLY TO THE SOCIAL AND ECONOMIC DEVELOPMENT OF THE COMMUNITIES IN TURKEY AND EVERY COUNTRY THEY OPERATE IN THROUGH LOCAL EMPLOYMENT PRACTICES. THIS CONTRIBUTION MAY TAKE THE FORM OF DIRECT EMPLOYMENT OR IT MAY BE THE RESULT OF THE INDIRECT EMPLOYMENT OPPORTUNITIES THAT ENKA CREATES IN THE REGION IN QUESTION WITH ITS EXTENSIVE SUPPLY CHAIN AND SUBCONTRACTOR NETWORK.

While ENKA plans its employment strategies in a fair and transparent manner, it gives the employment priority to the local communities living in the areas affected by the project and with this approach, it is aimed to increase the positive effects in the region where the project is located. Local employees are supported with technical, administrative and social skills training programmes and many employees gain new vocational skills through these programmes.


The Dhi Qar and Samawa Combined Cycle Power Plant projects currently continuing in Iraq are very significant for the region given the fact of ongoing economic crisis and limited employment opportunities in the region. While 848 of the 1,692 personnel employed at the Dhi Qar project are local employees, whereas this number is 831 in the Samawa project, which has 1,579 employees in total. Employees working on these projects are given new professional trainings on the use of hand tools, defensive driving techniques, first aid trainings, occupational health and safety and hygiene trainings. In addition, certification programmes in areas like machinery and equipment operating, lifting and rigging, welding, flagger, train the trainer are provided to enable them to acquire new vocational skills and expertise.

With the local employment policy implemented since 1993 at Tengiz projects in Kazakhstan and in line with the recruitment, training, development and sustainability practices in force, the percentage of Kazakh citizens employed in on-going projects has reached 90%. Local employment efforts continue in order to maintain this success. The number of local employees at the ongoing 3GP project in Tengiz has reached the 4,000 mark in 2019 and 60,000 person-hours training has already been completed within the scope of vocational training.

In the peak period of ongoing Route 6 Motorway project in Kosovo, a total of 3,353 personnel from 13 different countries were employed as workforce and local employees made up 80% of this workforce. Within the scope of this project, a total of 103,500 hours of occupational health and safety training has been provided in 57 different fields.

Cimtas Ningbo, which has been successfully manufacturing piping, skid, module and rapid-attachment flange installation components in China ever since its foundation and delivering them to more than 50 countries, has a local employee rate of more than 93%. At ENKA's real estate subsidiaries which continue their activities in Russia, the rate of local employees remains over 70% in total, while the rate of OMKH, operating among these companies, reaches 95%.

ENKA never pays its employees with salaries lower than the legal minimum wage set in the countries it operates in. 99.9% of ENKA employees receive salaries higher than the minimum wage.



ÇİMTAŞ STEEL WELDING TRAINING WORKSHOP AND EMPLOYMENT-BACKED WELDING TRAINING:

Welders have been trained and certified by Çimtaş Welding Technologies Centre at Çimtaş Steel Welding Training Workshop since 1981. A School of Welding was also established within the Welding Department at Cimtas Pipe in 2006. The proficiency of the welders trained here is validated by independent certification companies conducting examinations in line with international standards (ASME, EN, AWS, LR etc.). To date, more than 4,500 welders have been trained at welders' training sessions organised by a team of experts including welding trainers, welding inspectors and welding engineers. In 2019, 328 individuals attended welders training and 208 of these individuals were then employed at Çimtaş Steel and 120 were employed at Cimtas Pipe.

The table below shows the distribution of employees who work at various positions in ENKA İnşaat by place of origin. Employees from regions where ENKA operates are categorised as "local employees". Employees who are citizens of a third country, other than Turkey and countries where ENKA operates categorised as "other employees".

	NUMBER OF EMPLOYEES	RATE
TURKISH EMPLOYEES	3,196	19.42%
LOCAL EMPLOYEES	11,051	67.16%
SUBCONTRACTOR EMPLOYEES	306	1.86%
OTHER EMPLOYEES	1,901	11.55%
TOTAL	16,454	100%

■ Number of Local Employees in Senior Management throughout ENKA

NUMBER OF LOCAL EMPLOYEES IN SENIOR MANAGEMENT	LOCAL	FOREIGN	LOCAL EMPLOYEE RATE
ENKA OVERALL	108	25	81%

