

Local Employment

ENKA creates significant local employment opportunities both in the activities it carries out in Turkey and through the projects it undertakes in various other parts of the world, particularly in regions where employment opportunities are limited. A large proportion of the tasks, which ENKA carries out under its projects, are labour-intensive. Through its policy of recruiting the manpower needed for these tasks locally, ENKA creates considerable economic value in the locations where it carries out its activities.

ENKA plans and implements skill development programmes for its employees in

order to develop the skills required to fulfil the needs and expectations of its projects. These programmes include training in social skills as well as training in vocational skills for the construction profession. ENKA employees therefore enjoy significant opportunities to improve themselves continuously in their fields of expertise and to be considered for different fields of work and different job opportunities at a future date.

The data on local employment in 2017 are as follows:



ENKA Group



11,486

A monthly average of 11,770 local personnel were employed on the ongoing projects.



48,4%

The consolidated local staff ratio for all the projects and subsidiaries was 48.4%



23,000

Training was given to a total of 13,500 local personnel out of a total of 23,000 staff.



1,100,000

The total person-hours spent on Occupational Health and Safety and Environmental Training reached 1,100,000 person-hours.



334

A total of 334 interns were employed.

ENKA İnşaat



35%

The ratio of local white-collar personnel working on the projects was 35%.



12,225

12,225 person-hours of training was given on technical subjects,



515

A monthly average of 515 local personnel were employed at Istanbul Headquarters.

Number of Local Employees employed in the Senior Management throughout ENKA

	Local	Foreign	Percentage
Number of Local Workers employed in the Senior Management	196	15	93%

The table below gives a breakdown of the white-collar personnel working in various positions at ENKA İnşaat. "Local personnel" is defined as the employees hired from the host countries in which the activity is being carried out. The personnel who are citizens of a third country, other than Turkish citizens and citizens of the country where the work takes place, are categorised as "other personnel".

Category of Personnel	Ratio
Turkish Personnel	50%
Local Personnel	37 %
Subcontractor Personnel	2%
Other Personnel	11%

Compensation

Under no circumstances are ENKA employees paid less than the minimum wage set by the countries where they are working. The great majority (99.9%) of ENKA's employees receive wages higher than the minimum wage.

	Women	Men
Percentage of employees receiving the minimum wage	0.1%	0.1%
Percentage of employees receiving more than the minimum wage	99.9%	99.9%

Examples of Local Employment from the Projects



Route 6 Motorway Project, Kosovo

This 65-kilometre two-way motorway project links Pristina, the capital of Kosovo, to Hani I Elezit on the border with Macedonia, forming part of the Southeast Europe Motorway Network. During the most intensive period of the project, a total of 2,465 personnel from 11 different countries including Kosovo, Turkey, Albania, Romania, Macedonia and the USA were employed. Approximately 80% of the workforce requirements of the project were met by employing citizens of Kosovo. A total of 40,000 person-hours of training was provided on the environment, safety, health, quality and other significant skills during the reporting period.

South Caucasus Pipeline Expansion (SCPx) Project, Georgia

Under the South Caucasus Pipeline Expansion (SCPx) Project, BEJV, a joint venture between Bechtel and ENKA, is responsible for the construction of two compressor stations and a pressure reduction and metering station at a total of three different locations within the borders of Georgia, together with all related earth works. A monthly average of 2,400 personnel were employed on the project, and 68% of the total manpower requirements were met through the employment of Georgian nationals. A total of 265,000 person-hours of training was provided to the local personnel in the scope of this project.

Tengiz Projects, Kazakhstan

Thanks to the local employment policy implemented since 1993, and in line with the recruitment-training-development-sustainability practices in force, the percentage of Kazakh citizens employed on the ongoing projects has reached 90%. Local employment efforts are continuing in order to maintain this success.

In 2017, a monthly average of 2,250 local staff were employed on the projects undertaken in Kazakhstan, and the ratio of local personnel to total project personnel was 85%. In all, 145,000 person-hours of training was provided to the local employees.



Kashirskaya Multi-Functional Trade Centre, Russia

A monthly average of 2,400 local personnel were employed on the Kashirskaya Multi-Functional Trade Centre project, which is due to be completed in 2018. The ratio of local personnel to the total project payroll was 92%. Approximately 280,000 person-hours of training was provided to the local personnel during the reporting period.



Çimtaş Steel Welding Training Workshop and Employment-Backed Welding Training

Welders have been trained and certified by the Çimtaş Welding Technologies Centre at the Çimtaş Steel Welding Training Workshop since 1981. A School of Welding was also established within the Welding Department at Cimtas Pipe in 2006.

The welding training is organised by a team of experts including welding trainers, welding inspectors and welding engineers. To date, more than 4,500 welders have been trained. The proficiency of the welders trained is validated by independent certification companies conducting examinations in line with international standards (ASME, EN, AWS, LR etc.).

Cimtas Pipe collaborates with institutions and schools in its region, such as the public employment agency İŞKUR, the Bursa Chamber of Commerce and Industry Educational Foundation (BUTGEM), the Coşkunöz Educational Foundation, the Bursa Ovaakça Şarık Tara Vocational and Technical Anatolian High School and the Bursa Gemlik Vocational and Technical Anatolian High School to provide employment-backed welding training programmes. The welders trained are employed in the company's factories. In this way, Çimtaş acquires a qualified workforce as well as making a contribution to the national vocational training movement.