

# ***BUSINESS ABROAD – THE NEED FOR QUALIFICATIONS***

Stephen Sparkes

Vice President: Corporate Responsibility



# MDG and Hydropower Development

- ▶ Potential employment opportunity for skilled, semi-skilled and non-skill labour force
- ▶ Economic stimulus and job creation as a direct and indirect result of hydropower investment
- ▶ Benefits to local and regional businesses and skills development



# Challenges

- ▶ Long period of preparation before an investment decision – little money available
- ▶ Developers reliant on Contractors/sub-contractors
- ▶ Local people “demand” employment

*How to find a solution given these three facts and requirements?*



# Practical Situation

- ▶ Contractors prefer their own labour force that is efficient, experienced and loyal
- ▶ CSR programs often start too late to include vocational training that can lead to construction jobs
- ▶ Local workforce have local priorities and responsibilities – loyal to families and clans, or labour needs for agricultural work



# Possible Measures (1)



- ▶ Principles and local laws referred to in Licenses
- ▶ Inclusion of preferences for local workers in contracts – strong preferences but no percentage
- ▶ Raise issues of local labour with contractors prior to mobilization
- ▶ Work with government on rates and conditions

## Possible Measures (2)



- ▶ Assist government in compiling lists of qualified people for contractors
- ▶ Establish recruitment offices with local authorities
- ▶ Start training courses on practical skills for potential hire
  - Carpentry and molding work
  - Masonry and concrete work
  - Welding
  - Driving
  - Language and accountancy skills

## Possible Measures (3)

- ▶ General long-term economic development in the region through job creation and opportunities
  - Guards and manual labour requirements for camps
  - Catering and supplies of food and essentials to camps
  - Securing supplies from local businesses and entrepreneurs
- ▶ Micro-credit support (mitigation)
- ▶ Training of operation staff for long-term management





**THANK YOU**



**Statkraft**  
PURE ENERGY

[www.statkraft.com](http://www.statkraft.com)