

Local Employment

At mid-year 2010, Chadians and Cameroonians held nine out of ten of the project's direct jobs. The high level of nationalization comes as a result of the project's goal to replace expats in the work force, bringing workers up through the ranks by a combination of skills training, career tracking and on the job training.

Achieving 90%
Nationalization



At the annual workshop presented to the Chadian government on nationalization, statistics showed the progress of the nationalization program since production began about six years ago. For example, at the end of the construction era in 2003, Chadians held 64% of project jobs at EEPCL. Now, in mid-2010, the Chadian workforce at EEPCL had grown to 90%.

At mid-2010, for the project as a whole, the national workforce made up 90% of all project workers in Chad and Cameroon combined.

Commitment to Nationalization

Abdelkerim Batil Tagoi, Director of ONAPE, the Chadian government employment office: *“From 2003 many expats have been replaced. Of course my mission is always to do better, to move people up into the high skill jobs, the best paying jobs. So we have a database of Chadian resumes to facilitate placement whenever Esso needs a person. We insist that each company develop a long term training plan and follow it. We always insist they work alongside expats to get training and eventually replace the expat. That is the goal.”*



Yolla Zongre, Government and Public Affairs Manager, EEPIC: *“I began working to help create an oil industry in my country nearly thirty years ago in 1982 as an engineer for the government and now I work for Esso. In 1989 a Minister told me this is only a far away dream. Yet, here we are now. As a Chadian I can say we are living our dream. Our people have real hope of a better life.”*



Colin Eggleston, Baker Hughes: *“In the last two years we have brought on seven Chadians in high level positions and we are adding three more. They are recent graduates and all are or will be receiving training in Cape Town, Dubai and the United States. For the first seven, within a year or two they will replace expats on our work force. That’s the goal. We work with some of the most sophisticated technology in the oil business, so at the end Chad and Chadians will have this technical capacity. That’s major because Chad had no oil industry when the project began.”*



Nationalization in the Field: Working at the Marine Terminal

In the beginning stages of production, the highly technical work on the Floating Storage and Offloading vessel was heavily staffed by expats. Now, six years later, nearly all the jobs at the Marine Terminal are performed by Cameroonians.

Henry Abongwa, Deck Foreman: "I have worked five years here on the FSO, one-third of my time at sea. Usually being a seaman means being away from family for long periods but now they are always close by with this permanent mooring. It is also important for everyone to understand this FSO is now being run more and more by Cameroonians. I began as a general maintenance worker and now I am a foreman. That is only one of many examples of the project building Cameroonians into the work force."



Thomas Priso, Materials Coordinator: "I started in the warehouse in 1997, even before construction began. Working here has changed my perceptions of people because in this job we work and live closely with people around the world, many cultures. From the beginning my wish has been more than a job with a living for my family. It is interesting work and, very important to say, a big part of development for Cameroon."



Youssoufa Abo, Administrative Assistant: "My work began in 2001 as a socioeconomic monitor in the north. For three years I have worked here on the FSO. I had never worked on the sea, very interesting, and I learned many things. The work here goes well, conducted very efficiently, always emphasizing safety and doing things correctly. The job has been great for my family. We have our own house and I am able to pay for my four children to attend school."



Local
Employment
Statistics

Wages

Wages paid to the project's national workers for the last four quarters totaled 38.0 billion FCFA (\$79.5 million).

- Wage payments to Chadian workers for the first quarter of 2010 totaled an estimated 8.3 billion FCFA (\$17.5 million). For the second quarter, wages were estimated at 8.9 billion FCFA (\$17.2 million).
- Wage payments to Cameroonian workers for the first quarter of 2010 totaled an estimated 1.5 billion FCFA (\$3.3 million). For the second quarter, wages were estimated at 1.4 billion FCFA (\$2.8 million).

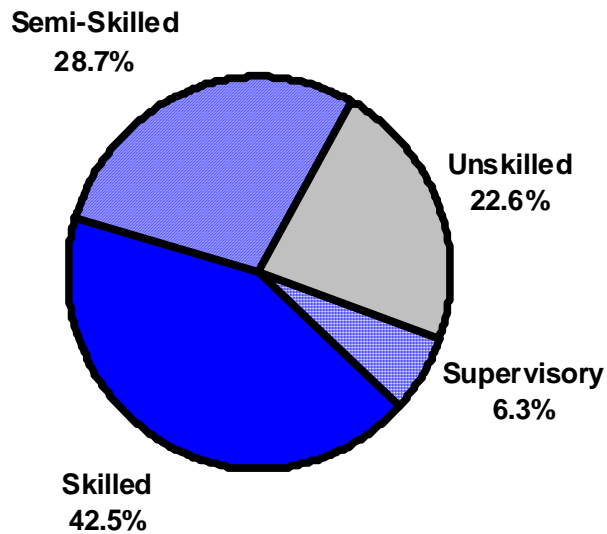
◀ Tally of Total Project Workforce Quarter by Quarter

	<i>End 3rd Qtr 2009</i>	<i>End 4th Qtr 2009</i>	<i>End 1st Qtr 2010</i>	<i>End 2nd Qtr 2010</i>
Chad				
Nationals	6,442	6,328	6,338	6,513
Expatriates	838	860	775	764
Total Chad	7,280	7,188	7,113	7,277
Cameroon				
Nationals	1,140	1,125	1,056	990
Expatriates	81	68	64	68
Total Cameroon	1,221	1,193	1,120	1,058
Project Total	8,501	8,381	8,333	8,335

Wage estimates and employment level tallies have been based on the latest available reports from project contractors and may be adjusted in future reports.

Skill Categories ◀ National Workers Employment Skill Levels

	<i>Supervisory</i>		<i>Skilled</i>		<i>Semi-Skilled</i>		<i>Unskilled</i>	
	<i>1st Qtr 2010</i>	<i>2nd Qtr 2010</i>	<i>1st Qtr 2010</i>	<i>2nd Qtr 2010</i>	<i>1st Qtr 2010</i>	<i>2nd Qtr 2010</i>	<i>1st Qtr 2010</i>	<i>2nd Qtr 2010</i>
Chad	253	261	2,789	2,866	1,901	1,954	1,395	1,432
Cameroon	214	209	297	323	261	196	284	262
Project Total	467	470	3,086	3,189	2,162	2,150	1,679	1,694



Over 71% of the Chadians and Cameroonians working for the project held skilled or semi-skilled positions at mid-year 2010. An additional 6% held supervisory positions. Skilled jobs include such positions as control room operators, technicians for oilfields, construction, machinery, electrical and instrumentation; EMP monitors and welders. Examples of semi-skilled jobs include food service assistants, security guards and welder helpers.