

APPENDIX No 5

PROPOSAL FOR EMPLOYMENT AND TRAINING OF CITIZENS OF ZAMBIA

5.1 Proposal for Employing Zambian Citizens

Arab Contractors Limited will abide by Zambian Labour laws. Apart from company management team, the company will engage professional, skilled and unskilled labour force.

It is the policy of Arab Contractors Limited to contribute to the local community in terms of employment creation. The project will therefore draw about 80% of its labour requirement from the local community and therefore contribute to job creation resulting into increased household income.

Priority would be given to members of the local community in terms of employment so as to create jobs and increase household income and therefore contributing to poverty alleviation and improved local economy.

5.2 Proposal for Training Zambian Citizens

The economy will run on-the-job training for the unskilled force for various labour aspects Open Pit and Crushing Plant operations.

The company will also encourage professional training among its skilled labour force at recognised high institutions of learning within Zambia.

As a matter of policy, the company will provide compulsory training in Safety and Occupational Health and HIV/AIDS awareness to all levels of employees.

Training Type	Institution	Target Group
Blasting License lessons and tests	Mine Safety Department	Quarry Supervisors
Crusher Operating	On-the-job	Operators
Basic First-Aid course	Zambia Red Cross	Quarry Supervisors
Drilling	On-the-job	Rock drill operators
HIV/AIDS awareness	On-the-job	<ul style="list-style-type: none">All employees

		• Local community
Supervisory Skills	On-the-job	Quarry Supervisor

5.3 Manpower

The project will initial engage about 40 direct employment places for both skilled and unskilled manpower, drawn mostly from the local community in Kafue District. On the job training will be encouraged. Full manpower requirement is indicated in the table below.

S/No.	Designation	Number
5.3.1	Quarry Manager's Office	
1	Quarry Manager(QM)	1
2	Secretary	1
3	Driver	1
4	Office Messenger	1
	Sub Total	4
5.3.2	Engineering Section	
1	Maintenance Engineer	1
2	Maintenance foreman	1
3	Quarry maintenance Technician	1
4.	Crushing Plant Maintenance Technician	1
5	Utility Drivers	2
	Sub Total	6
5.3.3	Accounts, Suppliers and Human Resource Section	
1	Accountant	1
2	Assistant Accountant	1
3	Supplies Officer	1
4	Stores Clerk	1
5	Administration Officer (HR)	1
6	First-Aid Officer	1
7	Cleaners/General Workers	2

	Sub Total	8
5.3.4	Crushing Plant	
1	Plant Fitters	2
2	Welder	1
3	Heavy Duty Operators	4
4	Electrician	1
5	Bin/Weigh Bridge Operator	1
6	Crusher Operators	2
7	Crusher Attendants	4
	Sub Total	15
5.3.5	Quarry Section	
1	Blasters	2
2	Drillers	4
3	Compressor/Water pump Attendant	1
	Sub Total	7
	Grand Total	40

5.4 corporate Social Responsibility

Arab Contractors (Z) Limited has a sound corporate social policy. As such, the company always plans to plough back to local community within which it operate so as to contribute positively to the social-economic well-being of the local community.

The company therefore pledges to work with government and non-governmental bodies towards contributing to the well-being of the community and the economic growth of the area within which it operates in general.