

## Employment

The project is divided into the construction and the operation phases. The construction phase will demand 30-40 workers at the beginning. This figure is expected to increase to 120-140 during the summer month year 1 and 2 of construction. The operation phase will require approximately 97 employment positions within the categories described in table 1.1. Catering and housekeeping duties will most probably be outsourced to local businesses. The majority of the employers will work 4 weeks on and 2 weeks off.



Potentially unemployed workers can benefit from the job opportunities created by TANBREEZ during both the construction and operation phases. However, the most likely scenario is that the project will mainly attract workers who are already employed in other sectors. Indirectly, this will create new opportunities for the unemployed workers.

Nanortalik has a pool of labour which is suitable for the requirements for employment at the TANBREEZ project after minor appropriate training. Furthermore, it is likely that people who left Kommune Kujalleq due to the lack of jobs will move back to Narsaq and Qaqortoq, when new job opportunities are created. In general, the mobility of people is very high in Greenland, and it is likely that people will move for jobs opportunities (Mobilitetsstyregruppen, 2010; SLICA, 2007; Interview with Grethe Nielsen).

The aim of the project is to operate with a maximum of local workforce in all job categories. With the exception of key managerial and professional positions, all positions will be offered to local workers. In addition it is expected that the Mining School in Sisimiut will be able to assist in training personnel for key technical and professional roles. An estimate of the expected local involvement in workforce for the beginning of operation at the TANBREEZ project is presented in Table 1.

Job category	Expected workforce	Expected local workforce	Expected % local
Elementary occupations	6	6	100%
Plant and machine operators	6	6	100%
Operators	22	22	100%
Apprentice + Cooks	4 + 2	4 + 2	100%
Clerical support workers	4	4	100%
Technicians and associate professionals	28	28	100%
Professionals	6	0	0%
Managers	2	0	0%
<b>Total</b>	<b>80</b>	<b>72</b>	<b>91%</b>

**Table 1. Overview of expected employment for the mine's operating phase.**

The impact of the direct employment during operation are characterised as positive medium to high, with the operation of mine and processing plant being the activities that will create the largest amount of jobs. A majority of job positions are available to local workers (from Kommune Kujalleq municipality), but measures should be taken in order to maximise the final share of local employment. While the duration of the employment will cease with the completion of project, benefits related to employment, such as enhancement of qualifications and experience, pension and savings, etc. will last beyond the employment time.

## Business life

TANBREEZ Mining will outsource activities related to transportation of goods and staff as well as servicing of the camp, including catering, cleaning of the camp and offices, and laundry.

The significance of impacts on business life is rated high compared to direct employment in Greenland. The main direct positive impact on business life is expected to be related to the following areas:

- Transport of goods and staff
- Services to the camp
- Provision of fuel
- Provision of goods and food
- Provision of technical services

The same trend is expected for indirect impacts on business life due to expenditure by workers. The positive impact will be more noticeable in small and medium size towns, particularly in Nanortalik, Narsaq and Qaqortoq, but will be diluted if the workers' residences are, for example, in Nuuk or Sisimiut.

For the planned and on-going industrial activities in Greenland (Alcoa project and oil activities) the employment multiplier factor has been estimated at 1 to 1. This means that for each job created at the mine, one job will be created in the community. The overall impact for the business life is assessed to be positive medium to high.