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### Explanation

- **Introduction**: General overview of the report.
- **International Oil Companies – Expatriate Staff Data**: Details on expatriate staff for international oil companies.
- **IOC\(s\) – Summary – Expatriate Staff by IOC**: Summary data for expatriate staff by individual IOC.
- **IOC\(s\) – Summary – Top Nationalities**: Top nationalities among expatriate staff.
- **IOC\(s\) – Summary – Breakdown by Nationality**: Breakdown of staff by nationality.
- **Oil Service Companies – Expatriate Staff Data**: Data on expatriate staff for oil service companies.
- **OSC\(s\) – Summary – Expatriate Staff by OSC**: Summary data for expatriate staff by individual OSC.
- **OSC\(s\) – Summary – Top Nationalities**: Top nationalities among expatriate staff.
- **OSC\(s\) – Summary – Breakdown by Nationality**: Breakdown of staff by nationality.
This survey has been prepared at the request of the Council of Ministers to list all expatriate staff currently in the Kurdistan Region.

There are over 4000 expatriate staff currently in the Kurdistan Region. All Oil and Gas related companies must acquire MNR approval for Visas or Residencies for their expatriate staff.

Attached is the list of expatriate staff for all International Oil Companies (IOCs) and the 25 largest Oil Service Companies (OSCs) at November 2014.
There are currently 26 International Oil Companies (IOCs) operating in the Kurdistan Region of Iraq (KRI). Combined the IOCs employ a total of 1639 expatriate staff members. In this report, an employee is considered to be an expatriate when his or her nationality is not Iraqi.

The 5 biggest employers of expatriate staff members are DNO, TTOPCO, Chevron, Dana Gas, and (Mol) Kalegran.

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<td>DNO</td>
<td>178</td>
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<td>TTOPCO</td>
<td>147</td>
</tr>
<tr>
<td>Chevron</td>
<td>117</td>
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<tr>
<td>Dana Gas</td>
<td>105</td>
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<td>Kalegran</td>
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له نیستادا ۲۶ کمپانی‌یا نیروی‌لویتی نموت چیی که له هدفی ویک یه کیه کار دمکن. به یک‌پاکه، کمپانی‌یا نیروی‌لویتی‌کی نموت کوری ۱۱۹۳ کارمندی، بیانیان ویه. له رابورت‌دا. کارم‌نیسیک به بینی دامدنیت که هانگ‌ریزه‌کارانه‌ی عیراقی یه نیو ییچ کمپانی‌یا که زورتین کارمندی بیانیان ویه بیرونی له ده ثیر نه، نه لی نویکو، چیپرون، دانا گاز، نه نو دی کالیگران.
Top 10 Nationalities

- British 22%
- American 15%
- Indian 13%
- Canadian 9%
- Hungarian 5%
- Turkish 4%
- Australian 4%
- Russian 4%
- Venezuelan 3%
- Pakistani 2%
- Other 19%

Expatriate Staff

- Majority of expatriate staff have multiple diplomas/certificates relating to the Oil & Gas Industry
- At least 67% have a formal qualification

Highest Qualifications

- Diploma 32%
- Bachelors 23%
- Masters 11%
- PhD 1%
- N/A 33%

- 26 International Oil Companies in the KRI
- A total of 1639 expatriate staff workers
- Most common nationality is British

- تا ۶۲،۶۹۱ کارمندی نهادهای نفت و گاز کردستان
- کدام کارمندی نهادی بیش از ۱۶۳۹ کارمندی نهادی باشد.
- زیاترین نهادی کارمندی نهادی باشد.
The above graph shows the breakdown of the total expatriate staff by nationality with the top 10 nationalities being: British, American, Indian, Canadian, Hungarian, Russian, Turkish, Australian, Venezuelan, and Pakistani.

There are in total 60 different nationalities within the International Oil Companies operating in the KRI.
This survey assessed the 25 largest Oil Service Companies (OSCs) active in the Kurdistan Region of Iraq (KRI). Combined the OSCs employ a total of 2995 expatriate staff members. In this report, an employee is considered to be an expatriate when his or her nationality is not Iraqi.

The 5 biggest employers of expatriate staff members are Casco Petroleum, Sakson, OILSERV, Schlumberger, and GGFZ CO.
### OSCs - Summary

**Top 10 Nationalities**

- **Egyptian**: 25%
- **Other**: 22%
- **Moldovan**: 9%
- **Indian**: 10%
- **Romanian**: 8%
- **Syrian**: 5%
- **Hungarian**: 3%
- **Pakistani**: 9%
- **Algerian**: 2%
- **Chinese**: 7%

### Expatriate Staff

- Majority of expatriate employees have multiple diplomas/certificates relating to the Oil and Gas Industry
- At least 72% have a formal qualification

### Data

- 25 largest Oil Service Companies in the KRI
- A total of 2995 expatriate staff members
- Most common nationality is Egyptian

### Highest Qualifications

- Diploma: 44%
- Bachelors: 26%
- Masters: 2%
- PhD: 0%
- N/A: 28%

- Total of 2995 employees
- Most common nationality is Egyptian
- Majority of employees have multiple diplomas/certificates relating to the Oil and Gas Industry
- At least 72% have a formal qualification
The above graph shows the breakdown of the total expatriate staff by nationality with the top 10 nationalities being: Egyptian, Indian, Moldovan, Pakistani, Romanian, Chinese, Syrian, Hungarian, Algerian, and Canadian.

There are in total *67 different nationalities within the Oil Service Companies operating in the KRI.

*The following nationalities have not been included in the graph above due to spacing: Portuguese, Ukrainian, Swiss, Scottish, Guatemalan, Armenian, Angolan, Austrian, Belgian, Bolivian, Danish, Palestinian (All nationalities have 1 person in country)