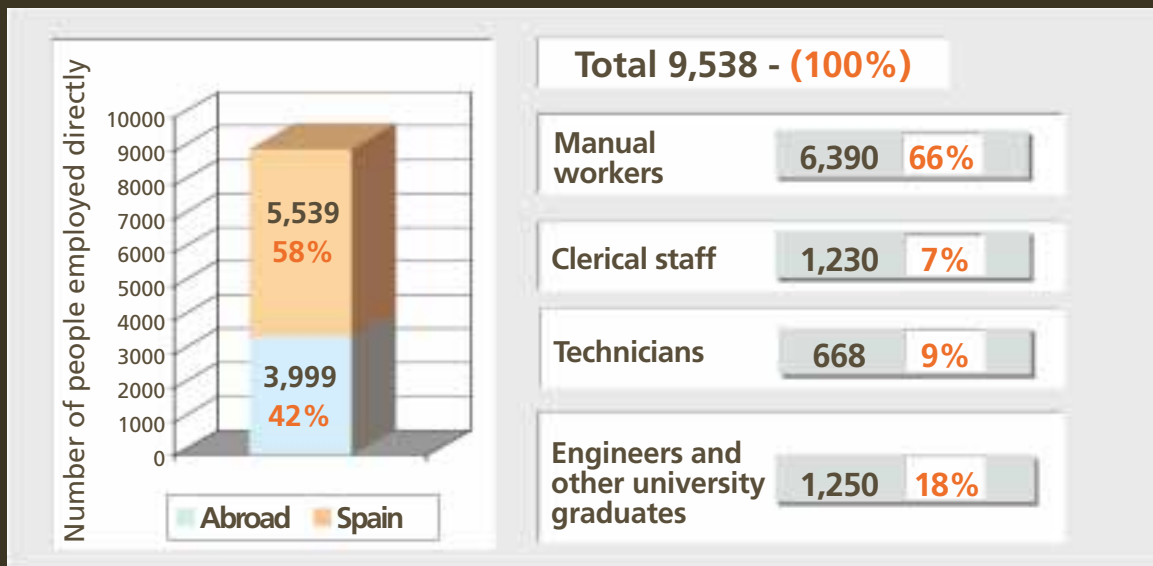


Human Resources

Average figures for human resources in 2001



Human Resources



Occupational safety

The number of occupational accidents fell by 20.5% in 2001, with particularly big reductions in the higher-risk companies.

Significant developments in the area of risk prevention included the introduction of a new occupational hazard management system in the companies belonging to the Group, enabling everybody to be involved in solving problems through Problem Resolution Reports (PRR) and initiatives or suggestions for improvement (IA). PRR/IA processing is carried out using two computer applications installed on user PCs, with management based on the organisational structure of each company. In order to familiarise employees with this system and encourage its use in the companies belonging to the Group, as well as addressing other prevention issues, various occupational safety and health seminars were held for those responsible for risk prevention in each company.

Schemes and activities carried out as part of the occupational safety action plans implemented by the companies and organisational units included the following:

- 779 modular training events totalling 14,227 hours of teaching were attended by 6485 people. A further 171 distance courses were organised for site managers (elementary course approved by the INSHT – National Institute for Health and Safety in the Workplace).
- In order to monitor safety conditions, 323 visits were made to inspect places of work and project sites, and PRR/IA reports were produced as a result, specifying the irregularities observed. A new self-assessment system was also implemented with checklists to enable those responsible for workplaces to identify the shortcomings of their occupational hazard prevention system.
- Over 2475 medical check-ups were carried out to monitor the health of people employed in the companies belonging to the Group. A campaign was also carried out to encourage vaccination against influenza.

Training

The busy agenda of training activities in 2001 is evidence that the professionals employed by Abengoa need to continually upgrade their training to achieve the high level of expertise required in their work.

Training activities included the following:

- 294 courses each with a duration of 10 or more hours, totalling 54,215 hours of training and attended by 1423 employees.

Of these, 46 were elementary courses, courses on finance, strategy and management skills for employees with university degrees, aimed at explaining corporate culture in each of these disciplines, improving their knowledge of finances, so that they are aware of the consequences and importance of their decisions in this area; improving interfunctional dialogue and helping them to understand the reasons behind management decisions; showing them how corporate strategy defines specific parameters on which they must base their individual decisions; and teaching them how they can get better results by improving their leadership skills and increasing the motivation of the teams they lead.



These courses were taken by a total of 798 employees with university degrees belonging to Abengoa, Abener, Abensur, Abentel, Carrierhouse, Inabensa, Internet Datahouse, Desarrollos Eólicos, Eucomsa, Nicsa, Protisa, Sainco, Sainco Tráfico, Sainsel, Siatec, Sichel, Telvent Interactiva and our Latin American companies. The courses totalled 9730 hours of training.

- A further 587 days of training lasting less than 10 hours were attended by 8465 employees and amounted to a total of 27,692 hours of training.

The courses in demand were basically those on skill building, new technology, quality assurance and environment, occupational safety, language learning, refresher training, management and production.