**Annex 4B. REPORT ON THE SECOND HANÖNÜ WORKSHOP**

Table of Contents

[Introduction 2](#_Toc256000000)

[Rural Development Working Group: 4](#_Toc256000001)

[Urban Development Working Group: 9](#_Toc256000002)

[Results and Recommendations for the Next Workshop 14](#_Toc256000003)

[Annex 1. List of Participants 16](#_Toc256000004)

[Annex 1.1. Participant List of Rural Development 16](#_Toc256000005)

[Annex 1.2. Participant List of Urban Development 16](#_Toc256000006)

[Annex 2. Workshop Program 18](#_Toc256000007)

[Annex 3. Project Recommendations of the Rural Development Group 19](#_Toc256000008)

[Annex 4. Project Recommendations of Urban Development Group 26](#_Toc256000009)

[Annex 5. Photographs 30](#_Toc256000010)

[Annex 6. News on the Workshop 32](#_Toc256000011)

[Annex 7. Homework from the First Hanönü Workshop 33](#_Toc256000012)

[Annex 7.1. Hanönü Municipality 33](#_Toc256000013)

[Annes 7.2. SRM Consulting 36](#_Toc256000014)

[Population Projection 36](#_Toc256000015)

[Education, Health and Infrastructure Needs Based on The Population Projection 40](#_Toc256000016)

[Education Needs 40](#_Toc256000017)

[Health Needs 40](#_Toc256000018)

[Infrastructural Needs 41](#_Toc256000019)

[Annex 7.3. Asya Maden 42](#_Toc256000020)

[Fields to Train Qualified Staff for Asya Maden 42](#_Toc256000021)

[Employment Plan of Asya Maden 44](#_Toc256000022)

[Employment Plan of Köseoğlu Company 45](#_Toc256000023)

[Employment Plan of Asya Maden Operation Phase 49](#_Toc256000024)

# Introduction

The Second Hanönü Workshop was held in Hanönü under the leadership of Hanönü Municipality, Asya Maden and SRM Consulting on May 10th , 2016; as a follow-up to the First Hanönü Workshop, organized to ensure "public-civil-private sector cooperation on local level" on February 25th , 2016.

Prior to the Second Workshop, action recommendations determined in the first workshop were realized by the related institutions. The “homework" that was drafted in consequence of these action recommendations is shown in Annex 7. Works prepared by the institutions were shared with the moderators prior to the Second Workshop.

Two working groups were formed under "*Rural Development*" and "*Urban Development*" subjects in the Second Hanönü Workshop. Attention was paid to inviting to the workshop participants who were informed on both of the subjects and could contribute to the project production process. Thus, fewer institution representatives were invited to the workshop.

Both group members shared their opinions and suggestions regarding works that "could be conducted" and "should be conducted" in Hanönü district, they determined doable project subjects and prioritized them.

In the last part of the workshop, the project ideas generated in the workshop were presented to all stakeholders in Hanönü district and their questions, opinions and suggestions were received. The workshop program is shown in Annex 2.

Second Hanönü Workshop welcomed participants from both local areas and the region, as well as from major cities such as Istanbul and Ankara. A total of 39 persons attended the Second Hanönü Workshop; 25 from Hanönü, 10 from Kastamonu, 3 from Istanbul and 1 from Ankara provinces. Full participant list is shown in Annex 1. Distribution of participants based on their settlements is shown in Figure 1 below.

Participants from both local areas and region took place in the workshop as representatives of different institutions. Figure 2 below shows distribution of participants based on their profiles and settlements.

Figure 2. Distribution of the Second Hanönü Workshop Participants based on their Settlements and Profiles

Focusing on Rural Development and Urban Development, both working groups were attentive to provide participants with equal right of speech and to enable them to freely articulate their project ideas. The role of women in development was emphasized especially in the Rural Development group with participation of Hanönü Association of Women Entrepreneurs. Figure 3 below shows the distribution of participants from both workshop groups based on their genders.

# Rural Development Working Group:

**Moderator**: Prof. Ömer Küçük - Kastamonu University Dean of Faculty of Forestry

**Members of the Working Group**:

Table 1. Members of Rural Development Working Group

|  |  |  |
| --- | --- | --- |
| Name - Surname | Institution | Settlement |
| İbrahim Şenkon | Hanönü District Governor | Hanönü |
| Asst. Prof. Ekrem Mutlu | Kastamonu University Faculty of Aquaculture | Kastamonu |
| Ass. Prof. Ece Özcan | Kastamonu University Faculty of Forestry | Kastamonu |
| Egemen Çakır | ORKOOP Central Union | Ankara |
| Aykut Onat | NADA | Kastamonu |
| Ramazan Yıldırım | ARDSI | Kastamonu |
| Derya Salcı | ARDSI | Kastamonu |
| Fevzi Kılıç | İŞKUR | Kastamonu |
| Aysel Ay | Member of Hanönü Association of Women Entrepreneurs | Hanönü |
| Birgül Yılmaz | District Governorship of Hanönü Director SASF | Hanönü |
| Ekrem Ünalan | Hanönü District Directorate of Food, Agriculture and Livestock | Hanönü |
| Gönül Tuncel | Member of Hanönü Association of Women Entrepreneurs | Hanönü |
| Hüseyin Öztürk | Hanönü Chamber of Tradesmen and Artisans | Hanönü |
| Mecidiye KÜÇÜKŞABANOĞLU | Member of Hanönü Association of Women Entrepreneurs | Hanönü |
| Mehmet Kaba | Hanönü Agricultural Credit Coop. | Hanönü |
| Melahat Masgü | Hanönü Alderman | Hanönü |
| Şükrü Özbek | Hanönü Public Education Center | Hanönü |
| Veysel Balcı | Hanönü District Director of Agriculture | Hanönü |
| Volkan Dama | Hanönü Forestry Operation Directorate | Hanönü |
| Zeynep Uçar | President of Hanönü Association of Women Entrepreneurs | Hanönü |
| Zeynepcan Akar | SRM Consulting | Istanbul |
| Gökhan Metin | SRM Consulting | Istanbul |

**Secretariat:** Özlem Coşkun

Rural Development group initiated its activities by requesting several project recommendations and designs from each of its participants. Then, project recommendations were discussed respectively in the working group and institution or person recommending the project responded to the questions regarding the project. Among project recommendations, some similar projects were collected under a single chapter. Lastly, project recommendations were prioritized.

In this report, project recommendations submitted during the workshop were gathered under specific subject matters. Subject matters in prioritized order are as follows:

1. Beekeeping
2. Handicrafts
3. Livestock
4. Vocational Training/Entrepreneurship
5. Forestry
6. Social Development
7. Tourism
8. Local Development

Prominent fields and subjects determined during prioritization process are respectively, starting from the most significant, as follows:

Table 2. Priority Subjects of Rural Development Group

|  |  |  |
| --- | --- | --- |
| Order of Priority | Category | Subject |
| 1 | Livestock | 1. Support for bovine and ovine livestock |
| 2 | Vocational Training/Entrepreneurship | 1. Improvement of vocational competence in forestry, construction and mine labor sectors,  2. Support for vocational courses for training intermediate staff,  3. Support for entrepreneurship (enterprises, intermediate staff, farming, service sector etc.) |
| 3 | Local Development | 1. Development of and support for vegetable growing in farms and closed fruit orchards, 2. Support for agricultural infrastructure (irrigation etc.) and mechanization, 3. Assessment of the products peculiar to the region (walnut, fruit, wild fruit etc.) |
| 4 | Forestry | 1. Support for the increasing education, mechanization and added value in forestry sector, 2. Support for income producing afforestation activities |
| 5 | Social Development | 1. Building a Cultural Center, 2. Increasing life satisfaction of the elderly |
| 6 | Tourism | 1. Improvement of accommodation, foods and beverages, rest stops, ecological, natural tourism activities and constructing facilities thereof |
| 7 | Handicrafts | 1. Production of handicrafts peculiar to the region (woodenware, Gökçeağaç rug, etc.) |
| 8 | Beekeeping | 1. Improvement of and support for beekeeping |

The following projects and subjects were discussed during the workshop under said subject matters. Detailed information on the activity is shown in Annex 3.

**Beekeeping**

* Production of bee products (Honey - Pollen)

**Handicrafts**

* Production of wooden souvenirs
* Project for Opening Hand Workmanship Workshop (providing contract production in workshops where hand workmanship can be conducted for big brands)
* Project for the Establishment of Gökçeağaç Rug Workshop

**Livestock**

* Project on the Support for Bovine Animal Livestock in Hanönü
* Project for Hanönü Ovine Livestock Cooperative (establishment of a modern livestock facility that produces milk/meat)

**Vocational Training/Entrepreneurship**

* Project on the Improvement of Vocational Competence in Forestry Sector, Construction and Mine Labor (vocational competence training on logging and grading operating, construction and mine sectors)
* Project for Extraction and Enrichment Facility of Copper Mine Triggering Entrepreneurship in the District (with the project, mining investment will develop entrepreneurship culture in a way to include Kastamonu Merkez, Taşköprü and Boyabat districts)
* Project for Youth Settlement in Hanönü Makes Hanönü Win (training the youth of the district and supporting them to acquire vocations and build businesses in order to contribute to the increase of the young population and district population)
* Training Intermediate Staff for Employment in the Region

**Forestry**

* Project for Mechanization of Education and Increasing Added Value for Forestry Sector
* Afforestation with Income-Generating Trees (villagers gaining products received from the lands created by afforestation with high yielding, climate-appropriate types of trees [walnut, almond, rose hip, wild pear])

**Social Development**

* Project for Life Satisfaction for the Elderly (Building nursing homes or day cares or providing home services for our seniors; vocational training for women and youngsters in this field)
* Excursion Area of Gürlek Waterfall (creating a center of attraction that will develop brand value by regarding public interest)

**Tourism**

* Hanönü Tourism Establishment (providing potential customers that utilize the route with accommodation, food and beverage, rest stops and farming tourism)
* Exhibiting of Local Products on the Road Route (publicity, utilization and sale of natural products peculiar to the region)
* Utilization of Natural Areas (utilization of natural wonders like lakes and waterfalls within the scope of ecotourism and integrated with the public)
* Hanönü Protects its Values (enabling women to contribute to the economy by establishing the facility in which local cuisine will be produced naturally)
* Branding Hanönü Local Products
* Tourism Information Office (opening an office in order to promote Hanönü in Kastamonu and nearby provinces)

**Local Development**

* Project on Developing Vegetable Growing and Closed Fruit Orchards
* Win-Win Project in Hanönü (Providing the sale, marketing and consumption of agricultural and animal products produced in Hanönü, in Hanönü)
* Project for Ecological Village EKOKÖY (creating a self-sufficient village in terms of forestry, agriculture and livestock and encouraging natural life)
* Utilizing by-products that grow in natural forests, Branding the Hanönü Local Products (apple, quince, cornus mas tart, rose hip, thyme, sage, linden, noodle, salep, hawthorn, wild pear)
* Developing Infrastructure and Mechanization in Agriculture
* Project on Producing Local Seed and Sapling Peculiar to the Region (Pear, Quince, Cherry, Apple)
* Production of Forest Tea and Integrated Facility

Samples from the projects that the Rural Development group conducted during the workshop are as follows;

Table 3. Project Samples of Rural Development Group

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| GROUP | PROJECT | AIM | IMPLEMENTATION AREA | ACTIVITIES | COOPERATING UNITS |
| Livestock | Project on the Support for Bovine Animal Livestock in Hanönü | Increasing the subsistence level of the villagers to prosperity, insuring the animal and plant products and securing them,  ensuring prevalence in terms of aimed types and fields thanks to grants and credits to be provided for the Villagers - Conducting informative activities to increase productivity by increasing fine breed assets in the region | The Center or Villages of the District | - Water Buffalo Farming - Milk Cow Farming - Increasing the number of cattle fattening, Simmental and Holstein types of animals and animal assets by utilizing zero-interest government credit  - Insuring current farmer, animal and plant products with Agricultural Insurance Pool (TARSIM) | District Directorate of Agriculture  - ARDSI  - Its cooperatives  - Agricultural Bank of the Republic of Turkey - Directorate of Food, Agriculture and Livestock |
| Local Development | Win-Win Project in Hanönü | Providing the sale, marketing and consumption of agricultural and animal products produced in Hanönü, in Hanönü | With the start of Asya Maden operations (with approximately 500 people, 2,000 together with their families),  demand for agriculture and animal products will increase. Each party will win if production, sale and marketing of these products and necessary related organizations are conducted in Hanönü. Hanönü farmers will win by selling their products to Asya Maden employees and their families, employees in Asya Maden will win by being employed and Asya Maden will win by extracting mine. | - Determining a pattern and a production plan for the products needed in the district  - Providing farmers with technical and supports in-kind and in cash (by related institutions) - Landing a contract between representative institutions of producers (Cooperatives) and Asya Maden - Organizing the market place | - Hanönü Municipality - District Governorship of Hanönü - Agriculture, Forestry and Irrigation Cooperatives - District Directorate of Agriculture - SASF - Mukhtars - Farmers - ASYA MADEN |
| Handicrafts | Hand Workmanship Workshop | By establishing hand workmanship workshops for women, it is aimed to make contracted production for big brands and prevent immigration by increasing employment and thus the income | Hanönü Districts and Villages | Placing contract with companies by making a Market Research - Training women to work in workshops - Technical visits - Blending the project - Construction work and purchasing Machinery equipment | - İŞKUR  - Public education  - NADA  - ARDSI (Places with cheaper workmanship are not preferred. Big brands prefer places with cheaper workmanship.) |
| Tourism | Exhibition of Local Products on Road Route | Increasing both production and employment for local people through publicity, utilization and sale of the natural products peculiar to the region | Establishing a rest stop on Sinop-Kastamonu route at a point close to Hanönü district center, especially on a public land or forest; with a warm family environment, rather than a rest stop  a combination of excursion area, rest stop and shops. | Thanks to this environment, people who travel on the route could rest and relax with their families and enjoy local dishes (etli ekmek, kuyu kebabı) aside from the products peculiar to the region like rice, garlic, walnut, apple, pear, pickle and syrup. | For establishment: General Directorate of National Real Estate, Forestry Operation Directorate, Directorate of Land Registry For products to be served at the establishment: District Directorate of Agriculture Operation of the facility: Association of Women Entrepreneurs |

# Urban Development Working Group:

**Moderator:** Prof. Saim Ateş - Dean of Tourism Faculty, Kastamonu University

**Members of the Working Group:**

Table 4. Participant List of Urban Design Group

|  |  |  |
| --- | --- | --- |
| Name - Surname | Institution | Settlement |
| İbrahim Şenkon | Hanönü District Governor | Hanönü |
| Serkan Uçar | Mayor of Hanönü | Hanönü |
| Asst. Prof. Nur Belkayalı | Kastamonu University Faculty of Engineering and Architecture | Kastamonu |
| Asst. Prof. Canan Tanrısever | Kastamonu University Faculty of Tourism | Kastamonu |
| Çağrı Yıldırım | Hanönü Municipality | Hanönü |
| Çetin Metin Karakoç | Karakoçlar İnşaat | Hanönü |
| Hüseyin Önder | Director of Land Registry Services of Hanönü | Hanönü |
| Kadir Özdemir | Hanönü Municipality | Hanönü |
| M. Gökhan Ercan | Public Health Center | Hanönü |
| Recep Keskin | Hanönü Head of The Registry Office | Hanönü |
| Yılmaz Karakoç | Karakoçlar İnşaat | Hanönü |
| Yusuf Yılmaz | Mukhtar of Hanönü Merkez | Hanönü |
| Sadık Avcı | SRM Consulting | Istanbul |

**Secretariat:** Çağla Özlem Özkan

Urban development subjects were assessed under 12 separate topics in terms of implementation method in urban development work. These topics are;

1. Open green fields
2. Infrastructure
3. Education
4. City identity
5. Culture and art
6. Health
7. Social activities
8. Agriculture and Livestock
9. Trade
10. Tourism
11. Transportation
12. Evaluation of the investments

Subjects obtained following the categorization were organized, although in different categories, mutual recommendations were grouped and gathered under mutual topics. Since recommendations regarding agriculture and livestock were evaluated in the Rural Development group, these recommendations were directed to this group. They were not included in this chapter.

Accordingly, groupings for recommendation and evaluations are as follows.

1. Infrastructure
2. Education
3. Festivals and festivities
4. Workplaces
5. Accommodation
6. Vocational Training and Qualified Labor Force
7. Organization, Coordination among Stakeholders
8. Landscaping and Restoration Works
9. Health
10. Social courses
11. Social Facilities
12. Publicity
13. Transportation

**Infrastructure**

* Updating the Reconstruction Plan
* Establishing drinking water treatment plant
* Establishing sewage treatment plant
* Developing sewage infrastructure and system
* Developing drinking water infrastructure and system
* Improving roads and pavements
* Improving rainwater drainage and establishing rainwater harvesting pools

**Education**

* Completing the construction of the new high school building
* Supplying teachers for missing branches to schools that are short of branch teachers
* Conducting cultural and touristic field trips for students
* Opening a vocational high school and related departments to serve the mining sector in the district

**Festivals and Festivities**

* Organizing Hanönü Festival
* Organizing fairs
* Organizing highland festivals

**Workplaces**

* Establishing small trade centers
* Opening shopping malls
* Constructing small industrial area
* Detecting the needs of the region in terms of workplaces and opening them in the small industrial area (workshops, manufacturing units, maintenance and repair units, lathe, planer, repair shops etc.)
* Building Closed Market Place
* Establishing handicraft selling areas (3x3 meters, 10-15 of miniature wooden houses in parking lots and on the side of the roads)
* Opening sales areas of traditional handicraft and local products on the side of the roads, in and out of Hanönü
* Opening a seafood restaurant
* Opening stopovers for bus passengers
* Preparing investment plans in cooperation with Kastamonu University
* Providing training for artisans
* Establishing cold storage units

**Accommodation**

* Building accommodation facilities in the district, increasing housing stocks, supporting new house construction projects
* Building accommodation facilities in the district (hotel, guest house, hostel, bed and breakfast etc.)
* Encouraging opening a boutique hotel establishment in the district

**Vocational Training and Qualified Labor Force**

* Constituting a place of education/course for vocational training courses
* Establishing handicraft education center
* Determining occupational groups that Asya Maden and its affiliations need and providing vocational training courses on these subjects
* Organizing vocational training courses
* Organizing vocational courses for elderly care

**Organization, Coordination among Stakeholders**

* Forming Hanönü Advisory Council (HAC), discussing all matters in this council, issuing resolutions, also representing mine company in this council. This council should follow price policies that businesses implement, including house rents in Hanönü district. Holding regular HAC meetings, issuing resolutions in HAC, representing Asya Maden in this council
* Appointing representatives of stakeholders from Hanönü to HAC, informing stakeholders regarding the meetings
* Contribution of district chambers of tradesmen and artisans to the development of Hanönü by supporting cooperativeness with mutual decision
* Establishing a transportation cooperative and conducting transportation of mine via this cooperative
* Establishing associations (NGOs) focusing on nature and environment

**Landscaping and Restoration Works**

* Organizing the square and other areas of the city
* Organizing Hanönü square, restoration of the Historical inn
* Restoration of the old buildings on Atatürk street
* Improving the view of the city by conducting landscaping project that spans from the entrance of the city to the exit
* Burying electrical and telephone cables underground
* Utilizing traditional architectural buildings as accommodation, trade centers and restaurants by restoring them
* Detection, registration, restoration and landscaping of historical buildings
* Conducting afforestation in and out of the city
* Renewing the appearance of the city and improving boulevards, streets and buildings

**Health**

* Requesting a dialyzer and a surgeon
* Procurement of disabled vehicles in order to transport disabled patients to the hospital
* Procurement of patient transport vehicles
* Transforming Public Health Center into a hospital
* Drafting projects on Healthy City, Healthy Habitats
* Increasing the number of Ambulances to 2

**Social Courses**

* Home economics course for women,
* Child care,
* Opening courses for theater, drama, music, drawing etc.
* Building hobby gardens

**Social Facilities**

* Increasing the number of playgrounds for children
* Establishing excursion areas
* Building stopover facilities within forests
* Establishing picnic areas
* Building stopover facilities near the dam
* Building a wedding hall
* Building sports facilities (football field, basketball court etc.)
* Building a Turkish bath
* Building a cultural center
* Building up a library
* Opening a Sheik Şaban-ı Veli museum
* Building an open-air and movie theater
* Establishing tea houses that will be open every season
* Building concert and theater halls
* Increasing parking and green areas in the city, building a city park
* Building a nursery for the elderly

**Publicity**

* Shooting an introductory clip for Hanönü
* Publishing a book about Hanönü and preparing informative posters and flyers
* Promoting Gökçeağaç rug
* Branding Gökçeağaç
* Creating a website that presents Hanönü
* Organizing activities to promote the district such as photography contests
* Organizing promotional trips to Hanönü
* Conducting activities for tourism in the district (mountain tourism, hunting tourism, ecotourism etc.)
* Including Hanönü district into rural tourism network
* Offering Saray crater lake to tourism
* Offering waterfall areas to tourism with various projects
* Organizing weekend walks with participation of the city administrators and the public

**Transportation**

* Building a bus terminal
* Building parking garages and creating parking lots in the city
* Asphalting the roads
* Improving the roads of villages and neighborhoods
* Building bicycle and pedestrian roads
* Increasing the number of public transport vehicles between Hanönü - Taşköprü - Kastamonu
* Building a stop system for public transportation
* Creating a regular minibus line
* Providing hourly transportation to Taşköprü Hospital for half a day

Some project samples of Urban Development group that formed during the workshop are as follows. Detailed list is provided in Annex 4.

Table 5. Project Samples of Urban Development Group

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| PROJECT | AIM | IMPLEMENTATION AREA | ACTIVITIES | COOPERATING UNITS |
| Local Products market | Sale of our local products under "Gökçeağaç" brand and creating sales areas on the roadside | Building sales areas on the roadside and to the entrance and exit of the city | Sale of every kind of products, stopovers, etc. | Hanönü Municipality, Entrepreneurs |
| Inter-City Transportation | Providing private public bus ring-trips 3 times a day, (morning, noon, night) to the villages | Yenimahalle, Vakıf,  Gelinbükü, Merkez | One bus (of 25 people) will be the transportation vehicle | Hanönü Municipality, Entrepreneurs |
| Drinking Water  Treatment | Refining the drinking water from lime and providing high quality water | Hanönü Merkez | Establishing drinking water treatment plant | Hanönü Municipality, GDSHW,  Mukhtars, Producers of Water Treatment Devices, Provincial Directorate of Health |
| Sports Facilities for the Elderly | Constructing rest facilities, sports equipment and walking tracks for the elderly due to high population of seniors throughout the district | Green areas appropriate to the population of the city | Constructing green areas that include sports facilities | Hanönü Municipality,  Provincial Directorate of Youth and Sports |
| Accessible Health Care Service | Enabling easy access to health centers considering the senior population | Providing family medicine service in Hanönü Merkez | Providing examination services in this center in a place located in the center with 2 rooms and no stairs | Hanönü Municipality,  District Governorship of Hanönü, Provincial Directorate of Health |

# Results and Recommendations for the Next Workshop

At the end of the Second Hanönü Workshop, projects and titles that were prominent in Rural Development and Urban Development working groups and recommended to be worked on are as follows;

**Rural Development**

1. Project on the Improvement of Vocational Competence in Forestry Sector, Construction and Mine Labor (vocational competence training on logging and grading operating, construction and mine sectors)
2. Project for Extraction and Enrichment Facility of Copper Mine Triggering Entrepreneurship in the District (with the project, mining investment will develop entrepreneurship culture in a way to include Kastamonu Merkez, Taşköprü and Boyabat districts)
3. Project for Youth Settlement in Hanönü Makes Hanönü Win (training the youth of the district and supporting them to acquire vocations and build businesses in order to contribute to the increase of the young population and district population)
4. Win-Win Project in Hanönü (Providing the sale, marketing and consumption of agricultural and animal products produced in Hanönü, in Hanönü)
5. Project for Life Satisfaction for the Elderly (Building nursing homes or day cares or providing home services for our seniors; vocational training for women and youngsters in this field)
6. Project for Mechanization of Education and Increasing Added Value for Forestry Sector
7. Afforestation with Income-Generating Trees (villagers gaining products received from the lands created by afforestation with high yielding, climate-appropriate types of trees [walnut, almond, rose hip, wild pear])
8. Project on Developing Vegetable Growing and Closed Fruit Orchards
9. Exhibiting of Local Products on the Road Route (publicity, utilization and sale of natural products peculiar to the region)
10. Utilization of Natural Areas (utilization of natural wonders like lakes and waterfalls within the scope of ecotourism and integrated with the public)
11. Project for Opening Hand Workmanship Workshop (providing contract production in workshops where hand workmanship can be conducted for big brands)

**Urban Development**

1. Updating the Reconstruction Plan
2. Developing drinking water infrastructure and system
3. Completing the construction of the new high school building
4. Supplying teachers for missing branches to schools that are short of branch teachers
5. Organizing Hanönü Festival
6. Constructing small industrial area
7. Detecting the needs of the region in terms of workplaces and opening them in the small industrial area (workshops, manufacturing units, maintenance and repair units, lathe, planer, repair shops etc.)
8. Building accommodation facilities in the district, increasing housing stocks, supporting new house construction projects
9. Building accommodation facilities in the district (hotel, guest house, hostel, bed and breakfast etc.)
10. Constituting a place of education/course for vocational training courses
11. Determining occupational groups that Asya Maden and its affiliations need and providing vocational training courses on these subjects
12. Forming Hanönü Advisory Council (HAC), discussing all matters in this council, issuing resolutions, also representing mine company in this council. This council should follow price policies that businesses implement, including house rents in Hanönü district. Holding regular HAC meetings, issuing resolutions in HAC, representing Asya Maden in this council
13. Renewing the appearance of the city and improving boulevards, streets and buildings
14. Procurement of patient transport vehicles
15. Opening courses for theater, drama, music, drawing etc.
16. Increasing the number of playgrounds for children
17. Establishing excursion areas
18. Building sports facilities (football field, basketball court etc.)
19. Building a cultural center
20. Organizing promotional trips to Hanönü
21. Improving the roads of villages and neighborhoods
22. Increasing the number of public transport vehicles between Hanönü - Taşköprü - Kastamonu
23. Providing hourly transportation to Taşköprü Hospital for half a day.

By taking into consideration the outcomes of the Second Hanönü Workshop, it is recommended to;

* Form a Hanönü Advisory Council by the next workshop; to come up with suggestions regarding duties, responsibilities and stakeholders thereof,
* Communicate the outcomes of the Second Workshop to the relevant institutions through formal letter from Hanönü District Governor and Mayor until the next workshop,
* Hold the Third Hanönü Workshop between September 1 and 15

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# Annex 1. List of Participants

Participants are shown in the list below based on their working groups.

## Annex 1.1. Participant List of Rural Development

|  |  |  |  |
| --- | --- | --- | --- |
| *Name - Surname* | *Institution* | *Phone No* | *Settlement* |
| İbrahim Şenkon | Hanönü District Governor |  | Hanönü |
| Prof. Ömer KÜÇÜK | Kastamonu University Dean of Faculty of Forestry | 0542 5803858 | Kastamonu |
| Asst. Prof. Ekrem Mutlu | Kastamonu University Faculty of Aquaculture | 0539 3474601 | Kastamonu |
| Ass. Prof. Ece Özcan | Kastamonu University Faculty of Forestry | 0532 5003012 | Kastamonu |
| Egemen Çakır | ORKOOP Central Union | 0532 6064096 | Ankara |
| Aykut Onat | NADA | 0366 2125852 | Kastamonu |
| Ramazan Yıldırım | ARDSI | 0505 4758194 | Kastamonu |
| Derya Salcı | ARDSI | 0543 2888374 | Kastamonu |
| Fevzi Kılıç | İŞKUR | 0537 3772832 | Kastamonu |
| Mehmet Kaba | Hanönü Agricultural Credit Coop. | 0532 4067150 | Hanönü |
| Birgül Yılmaz | District Governorship of Hanönü Director SASF | 0542 8993437 | Hanönü |
| Veysel Balcı | Hanönü District Director of Agriculture | 0542 5769860 | Hanönü |
| Şükrü Özbek | Hanönü Public Education Center | 0533 3184337 | Hanönü |
| Ekrem Ünalan | Hanönü District Directorate of Food, Agriculture and Livestock | 0544 5685789 | Hanönü |
| Hüseyin Öztürk | Hanönü Chamber of Tradesmen and Artisans | 0535 8258921 | Hanönü |
| Volkan Dama | Hanönü Forestry Operation Directorate | 0546 4146344 | Hanönü |
| Melahat Masgü | Hanönü Alderman | 0531 2525396 | Hanönü |
| Zeynep Uçar | President of Hanönü Association of Women Entrepreneurs | 0543 3204037 | Hanönü |
| Aysel Ay | Member of Hanönü Association of Women Entrepreneurs | 0551 4426527 | Hanönü |
| Gönül Tuncel | Member of Hanönü Association of Women Entrepreneurs | 0507 1000061 | Hanönü |
| Mecidiye KÜÇÜKŞABANOĞLU | Member of Hanönü Association of Women Entrepreneurs | 0536 5753735 | Hanönü |
| Zeynepcan Akar | SRM Consulting | 0212 2873362 | Istanbul |
| Gökhan Metin | SRM Consulting | 0212 2873362 | Istanbul |
| Özlem Çoşkun | Secretariat |  | Hanönü |

## Annex 1.2. Participant List of Urban Development

|  |  |  |  |
| --- | --- | --- | --- |
| *Name - Surname* | *Institution* | *Phone No* | *Settlement* |
| İbrahim Şenkon | Hanönü District Governor |  | Hanönü |
| Serkan Uçar | Mayor of Hanönü |  | Hanönü |
| Prof. Saim Ateş | Kastamonu University Dean of Faculty of Tourism | 0505 2243173 | Kastamonu |
| Asst. Prof. Nur Belkayalı | Kastamonu University Faculty of Engineering and Architecture | 0533 4608179 | Kastamonu |
| Asst. Prof. Canan Tanrısever | Kastamonu University Faculty of Tourism | 0533 7770792 | Kastamonu |
| Hüseyin Önder | Director of Land Registry Services of Hanönü | 0505 5626090 | Hanönü |
| Recep Keskin | Hanönü Head of The Registry Office | 0535 8981556 | Hanönü |
| Yusuf Yılmaz | Mukhtar of Hanönü Merkez | 0507 1072810 | Hanönü |
| Çağrı Yıldırım | Hanönü Municipality | 0534 4832213 | Hanönü |
| Kadir Özdemir | Hanönü Municipality | 0505 8048692 | Hanönü |
| M. Gökhan Ercan | Public Health Center | 0505 8555476 | Hanönü |
| Çetin Metin Karakoç | Karakoçlar İnşaat | 0536 3647023 | Hanönü |
| Yılmaz Karakoç | Karakoçlar İnşaat | 0532 3635400 | Hanönü |
| Sadık Avcı | SRM Consulting | 0532 2444801 | Istanbul |
| Çağla Özlem Özkan | Secretariat | 0544 7643767 | Hanönü |

# Annex 2. Workshop Program

**Workshop format:**

Section 1: Working groups (determined institution representatives only)

09.30-16.00

Section 2: Results and Discussion (open to public)

16.00-18.30

**Program**

09:30-10:00 Reception and registration

10.00-10.45 Opening speeches

Asya Maden representative

Sadık Avcı SRM Consulting (recap of the first workshop, explaining the aims of this workshop)

Mayor of Hanönü

Hanönü District Governor

10.45-11.00 Coffee Break

11.00-12.30 Session 1 (working groups)

12.30-14.00 Lunch (in multipurpose hall)

14:00-15:30 Session 2 (working groups)

15.30-16.00 Coffee break

16.00-18.00 Presentations of the Working Groups and Protocol Closing Speeches (open to public)

18.00-18.30 Coffee Break

# Annex 3. Project Recommendations of the Rural Development Group

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| GROUP | PROJECT | AIM | ACTIVITIES | COOPERATING UNITS | PRIORITIZATION (1: Lowest, 5: Highest) |
| Beekeeping | Beekeeping in Hanönü | Production of bee products  (Honey - Pollen) | - 300 hives shall be purchased within the scope of the project - Purchased bees shall be of races suitable for our region - Machinery and equipment for beekeeping shall be purchased | ARDSI | 1 |
| Handicrafts | Production of wooden souvenirs | Increasing added value of forestry products | Training,  Procurement of needed equipment,  Product design peculiar to the region,  Branding,  Building selling areas | ORKOOP, KÖYKOOP, Hanönü Municipality, District Governorship of Hanönü, NADA, ARDSI | 2 |
| Handicrafts | Hand Workmanship Workshop | By establishing hand workmanship workshops for women, it is aimed to make contracted production for big brands and prevent immigration by increasing employment and thus the income | Placing contract with companies by making a Market Research - Training women to work in workshops - Technical visits - Blending the project - Construction work and purchasing Machinery equipment | İŞKUR - PUBLIC EDUCATION CENTER - NADA - ARDSI  (Places with cheaper workmanship are not preferred. Big brands prefer places with cheaper workmanship.) | 2 |
| Handicrafts | Establishment of Gökçeağaç Rug Workshop | Increasing the popularity of Gökçeağaç rug, one of our region's values, and contributing to its production and gaining regional benefit | - Project preparations - Construction Works - Purchasing machinery and equipment - Ensuring visibility and awareness - Supporting hemp production (no hemp) - Trademark registration was made - Procurement of madder (none in the district, shall be sought in other provinces) | ARDSI - DIRECTORATE OF PUBLIC EDUCATION - İŞKUR - NADA | 2 |
| Livestock | Project on the Support for Bovine Animal Livestock in Hanönü | Increasing the subsistence level of the villagers to prosperity, insuring the animal and plant products and securing them,  ensuring prevalence in terms of aimed types and fields thanks to grants and credits to be provided for the Villagers - Conducting informative activities to increase productivity by increasing fine breed assets in the region | - Water Buffalo Farming - Milk Cow Farming - Increasing the number of cattle fattening, Simmental and Holstein types of animals and animal assets by utilizing zero-interest government credit  - Insuring current farmer, animal and plant products with Agricultural Insurance Pool (TARSIM) | DISTRICT DIRECTORATE OF AGRICULTURE- ARDSI - COOPERATIVES- AGRICULTURAL BANK OF THE REPUBLIC OF TURKEY DIRECTORATE OF FOOD, AGRICULTURE and LIVESTOCK | 5 |
| Livestock | Project for Hanönü Ovine Livestock Cooperative | Establishment of a mutual modern livestock facility that produces milk/meat by gathering producers living in x village under cooperatives | Drafting the project - Construction work - Purchasing machinery and equipment - Purchasing livestock - Business capital (forage etc.) - Lamb and sheep breeding (in Taşköprü for Kuyu Kebabı [kebab cooked in underground oven]) - Training of the staff to work in the establishment | DISTRICT DIRECTORATE OF AGRICULTURE- ARDSI - COOPERATIVES | 5 |
| Vocational Training/Entrepreneurship | Project on the Improvement of Vocational Competence in Forestry Sector, Construction and Mine Labor (Vocational Competence Training on  Logging and Grading Operating , Construction and Mine sectors) | Meeting the need of qualified production worker by ensuring that local people switch from traditional methods to technical ones Providing employment not only in the region (in the village) but everywhere forestry assets are produced, thanks to certified, professional labor | Maintenance, zoning and network activities for forests - Applications for on logging and grading operating training were collected in 2016 and approximately 300 people shall be trained within the following days | Certificate for Professional Competence Training will be granted by the Directorate of Public Education,  Central Union of ORKOOP (after 2016), Certification Office and Turkish Accreditation Agency | 5 |
| Vocational Training/Entrepreneurship | Extraction and enrichment facility for copper mine triggering the entrepreneurship in the district | Although mining activities contribute a great deal to the region in which the investments are made; if the activity does not land on a sustainable entrepreneurship ecosystem following its completion, the region with the mine may turn into a ghost town. Thus, by implementing this project, the aim is for the mining investment to develop an entrepreneurship culture in a way to include Kastamonu Merkez, Taşköprü and Boyabat provinces. | Categorizing based on technological necessity the products and services that the investor company will purchase during investment and operation phases, such as grinding balls etc. Determining products and services that need low, medium and medium-low technology, Informing entrepreneur candidates for procurement of these products, Training the entrepreneurs, Drafting a financial support program for the procurement of these products and services that are produced solely for these needs, Providing the investment financing of the entrepreneur through public contribution, Improving competition levels of the entrepreneurs with similar facilities, for the procurement of national and international products and services, (informing on investment financing, business opportunities, holding B2B meetings) | Asya Maden, Local Investors,  Institutions that can mentor and finance the project:  NADA, KOSGEB, ARDSI, Angel Investor networks, Universities | 4 |
| Vocational Training/Entrepreneurship | Youth Settlement in Hanönü Makes Hanönü Win | Reducing emigration of the young population of the district, training them and supporting them to acquire vocations and build businesses in order to contribute to the increase of youth and district population The population rate of 50-year and above age group is 48% in the district. This rate is 37% for 15-49 age group. These rates indicate that young population emigrate and the population is aging in the district. In order to ensure youth settlement in the district, necessary encouragement and opportunities should be provided for the young population in the district who wish to set up their own business, to acquire a profession and to be active in the field of agriculture. Thus, it is recommended to help the young population learn drafting projects, to provide supports in cash and in-kind and set up a fund for the youth who complete KOSGEB entrepreneurship course and wish to acquire profession through public education centers, who wish to be farmers in Hanönü but cannot afford to do so. | - KOSGEB entrepreneurship courses - KOSGEB projects for business set up support - KOSGEB support for business set up - Support for vocational courses by Asya Maden - Support for young farmers by local institutions - Providing financial support to those who receive support for business set up (by Asya Maden) | KOSGEB- İŞKUR- DISTRICT DIRECTORATE OF AGRICULTURE- ASYA MADEN- DEVELOPMENT AGENCY- DISTRICT DIRECTORATE OF PUBLIC EDUCATION CENTER- DISTRICT GOVERNORSHIP- HANÖNÜ SASF- HANÖNÜ MUNICIPALITY | 4 |
| Vocational Training/Entrepreneurship | Constructing a Cultural Center for Course Purposes | Easy access for trainees to benefit from our services  Constructing a new building for vocational training and social and cultural courses in the city center or allocating course locations | Hanönü Public Education Center is considered unsuitable in terms of transportation for trainees due to its location outside the city, although it is sufficient as a building | Municipality National Education | 3 |
| Vocational Training/Entrepreneurship | Training Intermediate Staff for Employment in the Region | Nature Tourism / Accommodation Providing local employment,  Exhibiting and selling handicrafts peculiar to Hanönü, Tour guide, cook, waiter, driver, manager, accountant, cashier, sales assistant, security guard etc. | - Bicycle roads / ATV route - Horse riding - Hiking tracks - Balloon - Accommodation in wooden or tree house For winter: ice skate, sledge, ski, hunting | Forestry Operation Directorate District Governorship of Hanönü Hanönü Municipality Media (Publicity) Can be established with KOSGEB support  (Support for qualified staff is received from KOSGEB once again. Around 20% of the number of staff may be received from İŞKUR under On-The-Job-Training (OJT) program - at no cost) | 3 |
| Forestry | Project for Mechanization of Education and Increasing Added Value for Forestry Sector | Making local labor force qualified, mechanically developing labor force and organize activities to increase added value | Education - Support for vocational certification - Turkey being an implementation place for the latest machinery - Developing Organizations and Cooperatives | ARDSI- NADA - ORKOOP- PROVINCIAL DIRECTORATE OF AGRICULTURE- REGIONAL DIRECTORATE OF FORESTRY | 4 |
| Forestry | Afforestation with Income-Generating Trees | Forestry Operation Directorate supplying forest lands with new facilities in order to contribute to the economy of the forest villages - Villagers will obtain the products received from the lands created by afforestation with highly productive, climate-appropriate types of trees (walnut, almond, rose hip, wild pear) Sales revenue will be used as financial contribution for the village population | - Expenses of the facility will be covered by the Forestry Operation Directorate, local people will work in the facility and they will also provide maintenance, and the financial contribution will be made | DISTRICT DIRECTORATE OF AGRICULTURE- AGRICULURAL DEVELOPMENT COOPERATIVE | 3 |
| Social Development | Project for Life Satisfaction for the Elderly (Increasing the life satisfaction of our seniors and vocational training for women and youngsters in this field) | Building nursing homes or day cares or providing home services for our seniors, providing them with high quality elderly life satisfaction. Making the grounds for the experts to provide women with vocational training in the field, ensuring employment by preventing unemployment | - Conducting a satisfaction survey for the elderly - Creating an environment for them where they can rest and have a talk with their peers - Organizing seminars on subjects like active aging etc. in order to raise awareness - Forming Council of Elders in the district and villages for their active engagement in the society and development process - Constructing hobby gardens for elders who wish to work - Helping women and the youth in the district who were trained in elderly and patient care, master their vocational training by enabling them to participate in the implementation processes in and out of country within the scope of the project - Sending our women to workshops on this matter | District Governorship SASF Municipality Hanönü Directorate of Public Education Center Asya Maden | 3 |
| Social Development | Excursion Area of Gürlek Waterfall | Striking the protection-utilization balance with the intention of protecting the nature on the lands that have an ecologically fragile structure,  Creating a center of attraction that will develop brand value by regarding public interest, pursuant to the related regulations, | One-day field trips for middle and upper class people to get together with their friends and families on the weekends and spend some alone time in the nature within certain time periods, |  | 2 |
| Tourism | Hanönü Tourism Establishment | Providing potential customers who utilize the road route and visit our district with accommodation, food and beverage, rest stops and farming tourism, | - Offering local flavors to the customers - Accommodation service - Horse riding - Building recreational areas | ARDSI and NADA | 3 |
| Tourism | Exhibiting of Local Products on the Road Route | Increasing both production and employment for local people through publicity, utilization and sale of the natural products peculiar to the region | Thanks to this environment, people who travel on the route could rest and relax with their families and enjoy local dishes (etli ekmek, kuyu kebabı) aside from the products peculiar to the region like rice, garlic, walnut, apple, pear, pickle and syrup. | For establishment: General Directorate of National Real Estate, Forestry Operation Directorate, Directorate of Land Registry For products to be served at the establishment: District Directorate of Agriculture Operation of the facility: Association of Women Entrepreneurs | 3 |
| Tourism | Hanönü Village Historical Houses and Nature Tourism | Offering forest villages, especially the ones on high altitudes, to tourism with restoration of historical wooden houses located there and presenting its unique nature to people who are tired of the busy city life | - Accommodation - Hiking in the nature - Trips on horses or motor vehicles - Introducing medical or aromatic plants - Hunting tourism - Organic life - Harvest of edible wild fruits, mushroom festivals | To support repair and restoration of historical houses: institutions such as NADA and ARDSI | 2 |
| Tourism | Utilization of Natural Areas | Offering natural areas in the region to tourism Utilizing natural wonders like lakes and waterfalls within the scope of ecotourism, integrated with the public | - Ecotourism activities - Building hiking tracks  - Building nature education areas | Forestry Operation Directorate NADA | 2 |
| Tourism | Hanönü Protects its Values | Helping our women contribute to the economy through positive discrimination by establishing facilities in which historical local flavors that face extinction will be produced naturally in the district | Drafting the project - Construction work and purchasing machinery equipment - Procurement of goods for business capital - Publicity and advertising to create awareness | ARDSI -ASSOCIATIONS -COOPERATIVES -İŞKUR -PUBLIC EDUCATION CENTER | 2 |
| Tourism | Branding Hanönü Local Products | Branding and promoting local products in our district and making contributions to the women of the village | - Participating in the fair - Purchasing the products our village women made - Promoting and selling products in Hanönü Inn during tourism week - Holding meetings with village women, introducing the association, explaining the aims | Branding and selling our products with the support of institutions in our district | 2 |
| Tourism | Tourism Information Office | As a result of population increase due to the mine, the demand for the district increased, people started to be curious about Kastamonu and they started to look for different activities. Thus, we need to open a tourist information office in order to promote our city. | - Summer time - Winter time: For skiing, Ilgaz may be an option. Field trips can be organized to historical places, to waterfalls, mountains and caves | MUNICIPALITY- DISTRICT GOVERNORSHIP- ASYA MADEN | 1 |
| Local Development | Project on Developing Vegetable Growing and Closed Fruit Orchards | Supporting vegetable growing in farms and closed fruit orchards in the district | Activities consisting of purchasing fruit and vegetable seedlings, determining willing farmers, planting seedlings, maintenance and cultivation | Provincial and District Directorate of Agriculture, Cooperatives, ORKOOP, Agricultural Credit Cooperative | 5 |
| Local Development | Win-Win Project in Hanönü | Providing the sale, marketing and consumption of agricultural and animal products produced in Hanönü, in Hanönü | - Determining a pattern and a production plan for the products needed in the district  - Providing farmers with technical and supports in-kind and in cash (by related institutions) - Landing a contract between representative institutions of producers (Cooperatives) and Asya Maden - Organizing the market place | Hanönü Municipality - District Governorship of Hanönü - Agriculture, Forestry and Irrigation Cooperatives - District Directorate of Agriculture - SASF - Mukhtars - Farmers - ASYA MADEN | 4 |
| Local Development | Hanönü ...... Village Project for Ecological Village EKOKÖY | Modeling of self-sustained villages, 100% renewable energy, organic agricultural products, utilizing electric vehicles in transportation, livestock products | Determining a village suitable for organic agriculture - Renewable energy implementations - Electric cars for transportation  - Livestock activities (beekeeping, bovine, ovine) - Growing and selling fruits and vegetables - Home-based bed and breakfast - Organization - Horse riding, cycling and such activities | DISTRICT DIRECTORATE OF AGRICULTURE -ARDSI -COOPERATIVES  REGIONAL DIRECTORATE OF FORESTRY | 3 |
| Local Development | Utilizing by-products that grow in natural forests Branding Hanönü Local Products (apple, quince, cornus mas tart, rose hip, thyme, sage, linden, noodle, salep, hawthorn, wild pear) | Utilizing by-products that grow in the forests of the region Branding and promoting local products in our district and making contributions to the women of the village | Determining and harvesting by-products that grow in the forests of the region, popularizing and commercializing them |  | 2 |
| Local Development | Developing Infrastructure and Mechanization in Agriculture | Developing irrigation infrastructure and mechanization in Hanönü | Establishing and supporting irrigation infrastructure,  Activities for mechanization | ARDSI, Provincial and District Directorate of Agriculture, Development and Irrigation Cooperatives, Forest Cooperatives, ORKOOP, Agricultural Credit Cooperative | 2 |
| Local Development | Project on Producing Local Seed and Sapling Peculiar to the Region (Pear, Quince, Cherry, Apple) | Producing highly adaptable seeds and saplings suitable to the district | Purchasing and cultivating seed and sapling | Farmers, Agricultural Credit Cooperative, ORKOOP, District Directorate of Agriculture | 2 |
| Local Development | Production of Forest Tea and Integrated Facility | Economically utilizing natural plant types that grow in the forest as forest tea | Selection of forest tea plants and producing forest tea | Hanönü Directorate of Forest, ARDSI, Forest Cooperatives | 1 |

# Annex 4. Project Recommendations of Urban Development Group

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| GROUP | PROJECT | AIM | IMPLEMENTATION AREA | ACTIVITIES | COOPERATING UNITS |
| Open green fields | Sports Facilities for the Elderly | Building rest facilities, sports equipment and walking tracks for the elderly due to high population of seniors throughout the district | Green areas appropriate to the population of the city | Building green areas that include sports facilities | Hanönü Municipality, Provincial Directorate of Youth and Sports |
| Open green fields | Barbecue Area with a Hill View | Increasing social areas and building at least 12 camellia and picnic area for a livable Hanönü | Making camellia and picnic area arrangements where water reservoir is located (camellia, water, parking lot, garbage container, toilet) | Creating a picnic area | Hanönü Municipality, Directorate of Forest Operations, Energizer, other related institutions |
| Infrastructure | Drinking Water Treatment | Refining the drinking water from lime and providing high quality water | Hanönü Merkez | Establishing drinking water treatment plant | Hanönü Municipality, GDSHW, Mukhtars, Producers of Water Treatment Devices, Provincial Directorate of Health |
| Infrastructure | Establishing Rainwater Harvesting Pools and Utilizing Them for Irrigation of Open Green Fields | Utilizing water resources efficiently and productively by replacing over-costing irrigation with rainwater irrigation that is recovered from costless resource values | Bounds of Hanönü district zoning plan | Constructing irrigation system by establishing rainwater harvesting gutters and pools | Hanönü Municipality |
| Education | Educating Public and Training Qualified Staff | Conducting vocational training for production | In needed fields, providing certification trainings and employment for journeyman and workman, especially for construction workers, on mastery level. | Providing qualified staff trainings via National Education Centers | Hanönü Municipality, NEC, Ministry of National Education, Private Education Institutions |
| City identity | Creating a brand (for apple, pear, rice, garlic, rug) | Branding and positioning "Gökçeağaç" | Branding the product types | Embedding this brand into all of the products | Hanönü Municipality, mukhtar, related institutions etc. |
| Culture and Art | Wandering Around Hanönü | Providing a good time for visitors, organizing trips and creating picnic areas | Hanönü and its villages | Trips, organizations, forest and observation tours of Bağdere-Waterfall-Geymene-Akgöl etc. itinerary | Hanönü Municipality, Forestry Operation Directorate, Entrepreneurs |
| Health | Easily Accessible Health Care Service | Enabling easy access to health centers considering the senior population | Providing family medicine service in Hanönü Merkez | Providing examination services in this center in a place located in the center with 2 rooms and no stairs | Hanönü Municipality, District Governorship of Hanönü, Provincial Directorate of Health |
| Social activities | Hanönü covered Market Place and Organic Product Sales Area | Constructing a Market Place for our villagers to market and sell their products and for the publicity of Hanönü | Hanönü Merkez Market Place | Building a market place | NADA, Hanönü Municipality |
| Social activities | Rehabilitation of Social Areas | Including closed areas into 2 currently open tea houses in order for them to function in winter time as well | Kale and Merkez Tea gardens | Enabling operators to invest and provide service every season free of charge by extending the renting period | Hanönü Municipality and entrepreneurs |
| Agriculture and Livestock | Professional Irrigated Organic Agriculture | Transitioning to irrigated agriculture in wetlands | Yeniköy Karayaprak lands | Constructing an irrigation canal | Hanönü Municipality, District Governorship of Hanönü, District Special Administration Directorate, Hanönü Forestry Operation Manager, Irrigation Cooperative, Villagers, Land owners |
| Agriculture and Livestock | Koop Shopping Mall (Selling Area of Hanönü Consumer's Cooperatives) | Every product that Hanönü needs should be offered to consumers in the most favorable way | Hanönü Merkez (market products, butcher products, construction and other products, bakery, local products sales areas) | Constructing a big sales area, Sale opportunity with a big indoor cooperative sense, | All enterprises should unite, the Municipality and cooperatives should be partners for a multi-partnered structure, a consumer cooperative should be formed that has low profit, focusing more on service |
| Trade | Local Products market | Sale of our local products under "Gökçeağaç" brand and creating selling areas on the roadside | Building selling areas on the roadside and to the entrance and exit of the city | Sale of every kind of products, stopovers, etc. | Hanönü Municipality, Entrepreneurs |
| Tourism | Promoting Hanönü | Helping to Promote Hanönü |  | Organizing boar hunts in winters and excursions in summer | Hanönü Municipality, Forestry Operation Directorate, District Governorship of Hanönü, Entrepreneurs, Provincial Directorate of Tourism |
| Tourism | Hanönü adventure forest | Building a multifunctional city park for recreational purposes | Excursion Area of Hanönü Merkez (40 decares of land is convenient, it may even be larger still) | adventure park, mountain sledge, horse riding area, bicycle park (including skating), Dede Korkut and fairy tale village, countryside diner, trailer camp, tent camping area, picnic area,  go kart, landscape rooftop, space tent | NADA, ARDSI, Hanönü Municipality, Union of Providing Services to the Villages, ORKOOP, KÖYKOOP, Ministry of Forestry, Ministry of Tourism |
| Tourism | Bicycle track | Building bicycle parks in order to support healthy life, encouraging bicycle as transportation and providing bicycles free of charge (with annual membership) | Hanönü district center | Constructing bicycle tracks, bicycle renting, building bicycle parks, renting electric bicycle, encouraging bicycle as transportation and increasing awareness, determining bicycle routes, building an adventure park | Hanönü Municipality, Ministry of Health, ARDSI, NADA, Governor's Office of Kastamonu |
| Tourism | Building Hanönü Center of Health Tourism Fitness Center | creating healthy life style environment to serve all ages and geriatric people (focusing on care of the aging and the elderly) | Hanönü Merkez | facilities for sports, kindergarten, physical therapy, natural life, Turkish bath, sauna and spa center, accommodation, nursing home | NADA, ARDSI, Governor's Office of Kastamonu, Provincial Directorate of Social Services, Ministry of Tourism |
| Transportation | Inter-City Transportation | Providing private public bus ring-trips 3 times a day (morning, noon, night) to the villages | Yenimahalle, Vakıf, Gelinbükü, Merkez | Transportation with one bus (of 25 people) | Hanönü Municipality, Entrepreneurs |
| Evaluation of the investments | Establishing Gökçeağaç Gökırmak Green Hanönü Association | Establishing an NGO for nature and environment in Hanönü Establishing an NGO that will include Hanönü and its villages and raise public awareness for eliminating negative impacts of mine factory and other investors and for raising awareness in the public | Hanönü and its villages | Examining the investment projects and raising public awareness | Mukhtars, Hanönü Municipality, artisans, villagers |

# Annex 5. Photographs

Photograph 1. Second Hanönü Workshop group photograph.



Photograph 2. Group photograph with Kastamonu University participants after the Workshop.



Photograph 3. The Second Hanönü Workshop Rural Development Working Group.



Photograph 4. The Second Hanönü Workshop Urban Development Working Group.



# Annex 6. News on the Workshop

|  |  |  |  |
| --- | --- | --- | --- |
| *Website* | Headline | Link | Date |
| *Milliyet* | The Second Hanönü Workshop Completed | http://www.milliyet.com.tr/2-hanonu-calistayi-tamamlandi-kastamonu-yerelhaber-1364458/?tdnzrihoaaakbcvx | 10.05.2016 |
| *Radikal* | The Second Hanönü Workshop Initiated | http://www.radikal.com.tr/kastamonu-haber/2-hanonu-calistayi-basladi-2283736/ | 10.05.2016 |
| *Kastamonu Gazetesi* | Second Hanönü Workshop | http://www.kastamonugazetesi.com.tr/2-hanonu-calistayi-14373.html | 11.05.2016 |
| *MNE Hanönü District Directorate of National Education* | Second Hanönü Workshop | http://hanonu.meb.gov.tr/www/ii-hanonu-calistayi/icerik/118 | 11.05.2016 |
| *National Agency* | The Second Hanönü Workshop Completed | http://www.ulusalajans.com/guncel/2-hanonu-calistayi-tamamlandi-5765.html | 10.05.2016 |
| *Haberler.com* | The Second Hanönü Workshop Initiated | http://www.haberler.com/2-hanonu-calistayi-basladi-8424506-haberi/ | 10.05.2016 |
| *Hanonuhaber.com* | Second Hanönü Workshop | http://hanonuhaber.com/hanonugeleceginikonusuyor-hanonucalistay-hanonu/ | 10.05.2016 |
| *Kadınhaberleri.com* | The Second Hanönü Workshop Completed | http://www.kadinhaberleri.com/genel/2-hanonu-calistayi-tamamlandi-h662980.html | 10.05.2016 |

# Annex 7. Homework from the First Hanönü Workshop

## Annex 7.1. Hanönü Municipality

**HANÖNÜ MUNICIPALITY**

1. **Preparing information regarding social facilities that will be built in the first year by the municipality**

* Turkish Bath, Guest House, Conference Hall, Cultural Center and Stores are planned to be built on block No. 222 and parcels No. 1, 2 and 3 on Hanönü Neighborhood, Vali Topaloğlu Boulevard.
* Drafted by Istanbul University Faculty Member Prof. Eyüp KUTGÜNGİLLER, the improvement and reconstruction plan of Atatürk Square and nearby streets according to the historical pattern could not be realized due to financial incapability.

1. **Gathering information on child and young population based on settlement**

* Child population aged 0-4 in 2015: 154,
* Child population aged 5-14 in 2015: 389
* Young population aged 15-29 in 2015: 615,

1. **Preparing information on the employment status of the young population in the district**

* The young population in our district is employed as drivers, in cleaning services and some of them work in places like coffee houses, diners etc. since they are unqualified. There is also unemployed young population.

1. **Gathering information on areas planned to be excursion areas**

* Excursion areas are planned to be constructed on block No. 417 parcel no. 1 on forest land on 3,000 m2 of land; block No. 186 parcel No. 13 on forest land on 40,000 m2 of land; around Yılanlı Stream within the boundaries of Zoning Plan on 20,000 m2 of land.

1. **Preparing information regarding ongoing and future housing projects in the district**

* **Ongoing residence constructions:**

1. S.S. Hanönü Özcan Konut Yapı Koop.: 42 residences
2. Akkaya İnşaat: 6 residences
3. Karakoçlar İnşaat: Değirmen Street: 9 residences, Kavak Blv.: 12 residences, H. Doğan Blv.: 10 residences
4. Melahat KIZILIRMAK: 3 residences
5. Mehmet ÖZCAN: 2 residences

* **Forthcoming residence projects**

1. Hanönü Municipality: 36 residences
2. Necip YILDIRIM (Boyabat Blv.): 7 residences
3. **Requesting informative activities from KOSGEB and NADA**

* Official letter No. 110 of 04.05.2016 was sent to KOSGEB to request informative meetings.
* Official letter No. 111 of 04.05.2016 was sent to NADA to request informative meetings.

1. **Concretizing the meeting held every 3 months (participants, responsibilities of the secretariat etc.)**

* Consultation meetings are planned to be held every 3 months with the leadership of the District Governorship and our Municipality.

1. **Establishing a commission on market value for rental prices**

* According to the statements of tenants, rental prices of 90 m2, 100 m2 and 120 m2 stove-heated houses are around TRY 200-300 and for 100 m2 and 120 m2 houses with central heating, the prices are approximately TRY 400-500.

1. **Meeting with TOKİ (Housing Development Administration)**

* Necessary negotiations were conducted with the Republic of Turkey Prime Ministry Housing Development Administration on 25 March, 2016 and infrastructure work began to offer housing to our district.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **QUESTIONS** | **Hanönü District** | **Hanönü Neighborhood (Merkez)** | **Vakıf Neighborhood** | **Yılanlı Neighborhood** | **Dereküme Evleri Neighborhood** | **Vakıf Geymene Neighborhood** |
| Number of constructed residence their distributions by neighborhoods, | **263** | 263 | 0 | 0 | 0 | 0 |
| Number of residences with construction permit, construction of which not yet started. Their distribution by neighborhoods, | **0** | 0 | 0 | 0 | 0 | 0 |
| Number of residences construction of which started but not yet finished. Their distribution by neighborhoods, | **9** | 9 | 0 | 0 | 0 | 0 |
| Detection and number of housings that currently exist and can be rented, | **75** | 75 | 0 | 0 | 0 | 0 |
|  | **stove-heated house** | **house with central heating** |  |  |  |  |
| Rent prices in the district (based on location, the size of the house, heating system [central, stove-heated]) | **TRY 250.00 - TRY 350.00** | **TRY 400.00 - TRY 550.00** |  |  |  |  |
|  | **HANÖNÜ** | **TAŞKÖPRÜ** |  |  |  |  |
| Rent prices employees of Asya Maden pay in Hanönü and Taşköprü and the features of the houses, | **TRY 500.00** | **TRY 650.00** |  |  |  |  |
| Psychological and financial thresholds of Asya Maden employees regarding the rents (for instance, if the rent is TRY 1,000) | **If between TRY 400.00 - TRY 600.00, stays in Hanönü, if not looks for alternative districts** |  |  |  |  |  |

## Annex 7.2. SRM Consulting

### Population Projection

#### Population Projection Methods

Various methods and variables based on these methods can be used for population projection process. Generally used methods are sequenced from the simplest to the most complex.

While in simple methods, the number of variables and calculation formula are few, these increase in complex methods.

For instance, while in the "linear, geometric and exponential" methods, some of the simple mathematics calculation methods, the population growth rate is calculated and generalized to the projected years. Various variations and calculations are used in complex methods, such as population, number of births and deaths and net immigration rate in a certain period, age groups based on gender and survival rate of certain age groups, fertility rate of women in certain age groups and life table.

Due to the low number of variables in the study and for easy calculation exponential method was selected for population projection. Shortly, the exponential method is the projection of the calculated population growth rate within a 5-year period, on estimated years. Tuncer Kocaman, one of the experts at State Planning Organization, stated that due to easy calculation; exponential method is chosen among simple methods; however, this method only yields 5-year results in population projection.[[1]](#footnote-1)

As a result, exponential calculation method was used among simple mathematical methods for population projection.

#### Population Information of Hanönü by Years

Table below shows population information for Hanönü from 1990, when it became a district.

Table 1. Population By Years in Hanönü District

|  |  |
| --- | --- |
| YEARS | POPULATION |
| 1990 | 7,360 |
| 2000 | 5,545 |
| 2007 | 4,487 |
| 2008 | 4,342 |
| 2009 | 4,229 |
| 2010 | 4,220 |
| 2011 | 4,071 |
| 2012 | 4,036 |
| 2013 | 4,112 |
| 2014 | 3,976 |
| 2015 | **3,898** |

Reference: TURKSTAT, 2016

2010-2015 was selected as the 5-year period for the study. The reason these years were chosen for population projection is that 2015 was the most current year, and 5 years prior to it was selected to be the basis.

#### 2010-2015 Period Exponential Value and Growth Rate of Population Information

The exponential value was found to be -0.013 in the calculations. According to this value, there was a decline in the population growth rate of the district and growth rate value was -1.3%.

#### Scenarios Used

##### Scenario A: Everything As Usual

In this scenario, populations of years 2016-2020 were estimated, assuming there would be no change in the current population trend in 2010-2015 and it would remain the same.

The reason for choosing 2015-2010 period in the calculation is that these years were needed for the 5-year population growth rate information to perform exponential population projection.

If there is no change in the population growth rate, it is foreseen that the population will drop by 247 people, decreasing to 3,651 people in 2020.[[2]](#footnote-2) This corresponds to 7% of the population in 2020.

Table 2. Scenario A Population Projection

|  |  |
| --- | --- |
| Starting Year | Population |
| 2015 | 3,898 |
| Years | **Estimated Population** |
| 2016 | 3,847 |
| 2017 | 3,797 |
| 2018 | 3,647 |
| 2019 | 3,699 |
| 2020 | 3,651 |
| Difference (2020-2015) | **-247** |
| Population Growth Rate | **-1.13%** |

Reference: SRM, 2016

##### Scenario B: Ideal Population

As an ideal situation, 9,000 people may be ensured to reside in the district in order to reach necessary figures to open an integrated hospital in the district. Two separate population points were determined as an ideal situation. These are;

1. In the first point is 5,000 people that constitute almost all of the 2000 population of the district
2. The other one is 9,000 people.

In order to reach 5,000 people in 2020, the district needs to have a population growth rate of 5%; whereas it can reach to 9,000 people in only 16 years later, in 2031.[[3]](#footnote-3)

As can be seen, for a population growth that constitutes the ideal situation, the district needs a very long time even with and unrealistic population growth rate. The reason this population growth rate is unrealistic is that while Turkey's annual growth rate was 1.4%, growth rate of Kastamonu province was 2.3% in 2012-2013. For many years it should not be anticipated for Hanönü to achieve such population growth rate since it did not even occur in the province and overall the country.

Table 3. Scenario B Population Projection

|  |  |
| --- | --- |
| Starting Year | Population |
| 2015 | 3,898 |
| Years | **Estimated Population** |
| 2020 | 5,000 |
| 2031 | 9,000 |
| Population Growth Rate | **5%** |

Reference: SRM, 2016

##### C. Asya Maden Impact: Changes in the Population Growth

Gökırmak Copper Mine Project, operated by Asya Maden, has an impact that may create changes in the growth of the population in the district. Construction activities in the district are still ongoing and operation is planned to be initiated in 2018.

The number of staff needed in the operation phase is 476 in total. The labor force foreseen to be supplied from the region is 233 people. The labor force foreseen to be employed from outside the region is 243 people.

In the event that all labor force employed during the operation phase resides in **Hanönü district**, the change to occur in district population will be as follows.

* 233 people from the district will be engaged locally. In this way, tendency of this population for emigration will be diminished.
* 243 people outside the region will be permanently residing in the district.
* Household size of the labor force to be employed was assumed as 3 people. The reason for assuming it as 3 people is that there may be unmarried people and/or households without children among the labor force to be employed. Thus, instead of assuming the household size as 3.7 persons as in the country average, it was assumed to be 3 people.
* In this case, it is foreseen that 1,428 people in total will be residing in the district, 699 of which from the district and 729 of which from outside the region.
* In order to determine the number of persons to benefit from local procurement, indirect employment and local trade during operation phase, total employment coefficient value created by the sector is used. Employment multiplier of the sector is 0.46.[[4]](#footnote-4) Thus, the number of people that are to be indirectly employed is 219. Since the household size is assumed as 3 people, the number of people affected is 657 in total.
* Thanks to Asya Maden, the number of population expected to settle in the district will be 2,085 in 2018.

Table 4. Population Foreseen to be Affected by Employment

|  |  |  |
| --- | --- | --- |
| Categories | Direct Employment | Number of Effected People |
| Local | 233 | 699 |
| Outside the Region | 243 | 729 |
| Total | **476** | **1,428** |
| Indirect Employment | 219 | 657 |
| Grand Total | **695** | **2,085** |

Source: Asya Maden, 2016 and SRM, 2016

The method explained below was followed in population projection.

* Population projection of 2018 was calculated according to the current trend (3,647 people) and labor force from outside the region to be employed in Asya Maden and population of their families (729 people) was added to this calculation (4,376 people in total).
* Projection of 2020 was done with the calculated population. Population growth rate was assumed as -1.3% in the population projection.
* According to the calculations, population of the district will increase by 364 people from 2015 and reach 4,262 people in 2020. This corresponds to 9% of the population in 2020.
* It is foreseen that the number of population that is engaged in the district and supported to reside in the district thanks to Asya Maden will be 2,085 people, which will correspond to 49% of the population in the district in 2020.

Table 5. Scenario C Population Projection

|  |  |
| --- | --- |
| Starting Year | Population |
| 2015 | 3,898 |
| Years | **Estimated Population** |
| 2016 | 3,847 |
| 2017 | 3,797 |
| 2018 | 4,376  (3,647 + 729) |
| 2019 | 4,319 |
| 2020 | 4,262 |
| Difference (2020-2015) | **364** |
| Population Growth Rate | **-1.13%** |

Reference: SRM, 2016

#### Comparison of the Scenarios

Table 6. Population Projection Scenarios

|  |  |  |  |
| --- | --- | --- | --- |
| Years | A. Everything As Usual | B. Ideal Increase | C. Asya Maden Impact |
| 2015 | 3,898 | 3,898 | 3,898 |
| 2016 | 3,847 | 4,098 | 3,847 |
| 2017 | 3,797 | 4,308 | 3,797 |
| 2018 | 3,647 | 4,529 | 4,356  (3,647 + 729) |
| 2019 | 3,699 | 4,761 | 4,319 |
| 2020 | 3,651 | 5,000 | 4,262 |
| Population Growth Rate | -1.3% | 5% | -1.3% |
| Difference Between 2020 and 2015 | -247 | 1,102 | 364 |
| Ratio of The Difference to 2020 | 7% | 22% | 9% |

Reference: SRM, 2016

### Education, Health and Infrastructure Needs Based on The Population Projection

### Education Needs

There is no education institution in villages apart from Hanönü district center. There are 1 kindergarten, 1 primary school, 1 secondary school and 1 multi-program high school (MPHS) in the district. The secondary school also functions as the regional boarding school (RBS).

It is decided to construct 1 Multi-Program High School (MPHS) in the district. The number of classrooms in the MPHS will be 12. The high school is foreseen to be operational in 2017-2018 school year. Following the operation of the new MPHS, the existing high school can be used for other levels of education (kindergarten etc.).

In the case that 20 students on average per classroom is accepted as the maximum number, 800 students in primary-secondary-high school education will be provided with education and training services through education institutions in the district. This number corresponds to 400 households assuming that there are 2 children in each household.

In current situation, the number of students on all levels is 471 in total. To this end, through newly-settling population thanks to Asya Maden and initiation of the new MPHS, it is seen that the education needs of the students in education age will be met.

Table 7. Educational Indicators of Hanönü District

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Types of School** | **Number of Classrooms** | **2014-2015 Schooling Rate** | **Number of Students (2015-2016)** | **Population Per Classroom**  **(2015-2016)** | **Maximum Number of Students (20 Students/Classroom)** |
| Pre-school | 3 | 46% | 37 | 12 | 60 |
| Primary School | 9 | 100% | 176 | 20 | 180 |
| Middle School | 9 | 100% | 159 | 18 | 180 |
| High School | 7 |  | 99 | 14 | 140 |
| New MPHS | 12 | NA | NA | NA | 240 |
| **Total** | **40** | **NA** | **471** | **NA** | **800** |

Hanönü District Directorate of National Education, 2015 and SRM, 2016

### Health Needs

Population projection calculations show that population of 9,000 that is needed to open an integrated hospital in the district will not be reached within short-terms and middle-terms. On the other hand, an integrated hospital may be opened without considering the size of the population. However, opening an integrated hospital is not anticipated in the long-term considering the district is rather close to Taşköprü district and the hospital there will be renewed by the end of 2016 and start operating in 2017. With this renovation, number of beds in the public hospital in Taşköprü will increase from 40 to 50.

Changes in the structure of population may increase in the number of Family Health Center (FHC). There is currently 1 FHC in the district, but pursuant to the related regulation, FHC units should be opened to serve with 1 family doctor per approximately 3,500 people.[[5]](#footnote-5) In the case that the population exceeds 4 thousand in the district, opening a second FHC or assigning a required number of doctors or other health staff in the current FHC may be necessary.

### Infrastructural Needs

Due to increasing number of residences and population to settle, the district will need to conduct infrastructural works.

Firstly, the Zoning Plan of the Municipality will be updated, settlement and concentration fields will be determined and infrastructural needs will be shaped based on this information.

In the current situation, only Hanönü Merkez neighborhood has sewage network. Population of the center of the district is expected to increase and almost all new residences are constructed in Merkez neighborhood of the district.

Hanönü Municipality will have to undertake many tasks on various subjects such as sewage, drinking water, waste water treatment, collection and disposal of garbage and construction of social facilities, parks and recreation for many parts of the society especially for children and youth. These needs will arise with the increased number of residence and structure of population in the district center.

Representatives of Hanönü Municipality stated that they plan to

* build an additional sewage line in the district center,
* build a waste water treatment facility,
* build Turkish bath, guest house, conference hall, cultural center and
* build two excursion areas.

Hanönü Municipality provides garbage collection service in 3 neighborhoods of the district center. According to 2014 data of the Provincial Directorate of Environment and Urbanization, the amount of garbage collected is 10 tons in summer and winter. Composition of garbage is mostly organic. The collected garbage is stored in a disorganized manner. Approximate surface area of garbage collection area is 7,000 m2 and the estimated amount of waste is 15,000 m3. The dump is next to the river and cemetery. 150-meter long dirt road is used to access the area. The dump land belongs to the Treasury. Transport of garbage to Taşköprü is envisaged as a method of refuse reclamation. Medical waste is collected by a private company.

## Annex 7.3. Asya Maden

### Fields to Train Qualified Staff for Asya Maden

Fields of professions foreseen to be locally employed and estimated number of persons during the operation process are shown in the table below. It is recommended to create a local labor force during construction period by organizing vocational training courses on fields stated in the table below and to procure the labor force that can be procured during construction period.

Table 8. Labor Force to be Supplied Locally at the Operation Phase of Asya Maden

|  |  |
| --- | --- |
| **OPERATION PHASE** | |
| **POSITIONS** | **LOCAL** |
| **ADMINISTRATIVE** |  |
| SHIFT ENGINEER | 1 |
| FOREMAN | 1 |
| **OHS GROUP** |  |
| SECURITY + GUARD | 2 |
| **MEASUREMENT TEAM** |  |
| CHAINMAN | 1 |
| RODMAN | 1 |
| **WORKSHOP PERSONNEL** |  |
| MACHINERY REPAIRMAN | 2 |
| TRUCK MECHANIC | 2 |
| TIRE REPAIRMAN | 1 |
| WELDER | 2 |
| ELECTRICIAN | 1 |
| SWITCHMAN | 1 |
| MAINTENANCE TEAM LEADER | 1 |
| GREASER | 8 |
| **BLASTING TEAM** |  |
| UNSKILLED WORKER | 4 |
| **CAFETERIA PERSONNEL** |  |
| ASSISTANT COOK | 1 |
| WAITER | 2 |
| CLEANING | 2 |
| **FIELD PERSONNEL** |  |
| TRUCK DRIVER | 97 |
| OPERATOR | 32 |
| VOUCHER ISSUER | 2 |
| BANKSMAN | 2 |
| **POSITIONS** |  |
| Mining Shift Engineer | 2 |
| Mining Shift Technician | 3 |
| Mapping Technician | 1 |
| Security | 15 |
| Security | 3 |
| **BENEFICIATION** |  |
| Control room operator | 4 |
| Breaking-screening op. | 9 |
| Mill-flotation op. | 20 |
| Filtration op. | 6 |
| Laboratory personnel (Sample taking staff) | 4 |
| **GRAND TOTAL** | 233 |

### Employment Plan of Asya Maden

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Positions** | **Required Diploma** | **Number of Personnel** | **Required Open Pit Mining experience - year** | **Recruitment calendar (bearing April 30, 2016)** | **Notes** | **From where to supply the labor force** |
| Mining Operations Manager | Mining Engineer | 1 | 10 | Within 2-3 months | After Köseoğlu starts the works | From outside |
| Mining Shift Engineer | Mining Engineer | 4 | 3 | After 4-5 months | After Köseoğlu starts the works | 50% from outside, 50% from the region |
| Drilling and Blasting Engineer | Mining Engineer | 1 | 5 | After 4-5 months | After Köseoğlu starts the works | From outside |
| Mining Shift Technician | Mining Technician | 6 | 3 | After 4-5 months | After Köseoğlu starts the works | 50% from outside, 50% from the region |
| Mining Milestone Engineer | Mining Engineer | 1 | 5 | After 4-5 months | After Köseoğlu starts the works | From outside |
| Mapping Technician | Mapping Technician | 2 | 3 | After 4-5 months | After Köseoğlu starts the works | 50% from outside, 50% from the region |
| Rock Mechanics Engineer | Mining Engineer | 1 | 3 | After 4-5 months | After Köseoğlu starts the works | From outside |
| Mining Planning Engineer | Mining Engineer | 2 | 3 | After 2-5 months | After Köseoğlu starts the works | From outside |
| Piramit Security | Security Certificate | 15 | 2 | After 4-5 months | After Köseoğlu starts the works | From the region |
| Piramit Security or another company | Secondary school / High school graduate - Cleaning staff | 3 | 1 | After 4-5 months | After Köseoğlu starts the works | From the region |

### Employment Plan of Köseoğlu Company

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Positions** | **Number of Personnel** | **Required Diploma** | **Required Open Pit Mining experience - year** | **Recruitment calendar** | **From where to supply the labor force** |
|
| **ADMINISTRATIVE** | | | | | |
| PROJECT MANAGER | 1 | Mining Engineer | 10 | After Signing the Contract | From outside |
| SITE MANAGER | 1 | Mining Engineer | 7 | After Signing the Contract | From outside |
| SHIFT ENGINEER | 3 | Mining Engineer | 2 | In the Mobilization Phase | 50% from outside, 50% from the region |
| MAPPING ENGINEER | 1 | Mapping Engineer | 5 | In the Mobilization Phase | From outside |
| MECHANICAL ENGINEER | 1 | Mechanical Engineer | 2 | In the Mobilization Phase | From outside |
| CAMP CHIEF | 1 |  | 5 | In the Mobilization Phase | From outside |
| FOREMAN | 3 |  | 5 | In the Mobilization Phase | 50% from outside, 50% from the region |
| **TECHNICAL OFFICE** | | | | | |
| ACCOUNTING | 1 | Operation Technician | 1 | At the End of Mobilization |  |
| PROCUREMENT | 1 | Technician | 1 | At the End of Mobilization |  |
| TALLYMAN | 1 |  |  | At the End of Mobilization |  |
| **OHS GROUP** | | | | | |
| OHS ENGINEER | 1 | Mining Engineer | 5 | In the Mobilization Phase | 50% from outside, 50% from the region |
| DOCTOR | 1 | Workplace Doctor | 5 | In the Mobilization Phase | 50% from outside, 50% from the region |
| HEALTH OFFICER | 1 | Health Technician | 2 | In the Mobilization Phase | 50% from outside, 50% from the region |
| SECURITY + GUARD | 4 | Security Certificate | 1 | In the Mobilization Phase | 50% from outside, 50% from the region |
| **MEASUREMENT TEAM** | | | | | |
| MAPPING ENGINEER | 1 | Mapping Engineer | 5 | In the Mobilization Phase | From outside |
| TOPOGRAPHER | 1 | Mapping Technician | 2 | In the Mobilization Phase | 50% from outside, 50% from the region |
| MAPPING TECHNICIAN | 1 | Mapping Technician | 2 | In the Mobilization Phase | 50% from outside, 50% from the region |
| CHAINMAN | 1 |  | Unnecessary | In the Mobilization Phase | From the region |
| RODMAN | 1 |  | Unnecessary | In the Mobilization Phase | From the region |
| **WORKSHOP PERSONNEL** | | | | | |
| WORKSHOP MANAGER | 2 | Vocational Training Certificate | 5 | In the Mobilization Phase | From outside |
| MACHINERY REPAIRMAN | 4 | Vocational Training Certificate | 2 | In the Mobilization Phase | 50% from outside, 50% from the region |
| TRUCK MECHANIC | 4 | Vocational Training Certificate | 2 | In the Mobilization Phase | 50% from outside, 50% from the region |
| TIRE REPAIRMAN | 2 | Vocational Training Certificate | 2 | In the Mobilization Phase | 50% from outside, 50% from the region |
| WELDER | 4 | Vocational Training Certificate | 2 | In the Mobilization Phase | 50% from outside, 50% from the region |
| ELECTRICIAN | 2 | Vocational Training Certificate | 2 | In the Mobilization Phase | 50% from outside, 50% from the region |
| SWITCHMAN | 2 | Vocational Training Certificate | 2 | In the Mobilization Phase | 50% from outside, 50% from the region |
| MAINTENANCE TEAM LEADER | 2 | Vocational Training Certificate | 2 | In the Mobilization Phase | 50% from outside, 50% from the region |
| GREASER | 8 | Vocational Training Certificate | 2 | In the Mobilization Phase | From the region |
| WAREHOUSE OFFICER | 2 | Vocational Training Certificate | 2 | In the Mobilization Phase | From outside |
| MACHINERY REGISTRY | 1 | Vocational Training Certificate | 2 | In the Mobilization Phase |  |
| **BLASTING TEAM** | | | | | |
| BLASTING ENGINEER | 1 | Mining Engineer | 2 | At the Start of Mining Works | From outside |
| BLASTER | 1 | Blaster Certificate | 2 | At the Start of Mining Works | From outside |
| UNSKILLED WORKER | 4 |  | Unnecessary | At the Start of Mining Works | From the region |
| **CAFETERIA STAFF** | | | | | |
| COOK | 3 | Vocational Training Certificate | 2 | In the Mobilization Phase | From outside |
| ASSISTANT COOK | 3 | Vocational Training Certificate | 2 | In the Mobilization Phase | 50% from outside, 50% from the region |
| WAITER | 2 |  | Unnecessary | In the Mobilization Phase | From the region |
| CLEANING | 2 |  | Unnecessary | In the Mobilization Phase | From the region |
| **FIELD PERSONNEL** | | | | | |
| TRUCK DRIVER | 194 | Driving License - Vocational Training Certificate | 2 | 20% in the Mobilization Phase - 80% At the Start of Mining Works | 50% from outside, 50% from the region |
| OPERATOR | 64 | Driving License - Vocational Training Certificate | 2 | 20% in the Mobilization Phase - 80% At the Start of Mining Works | 50% from outside, 50% from the region |
| VOUCHER ISSUER | 2 |  | Unnecessary | At the Start of Mining Works | From the region |
| BANKSMAN | 2 |  | Unnecessary | At the Start of Mining Works | From the region |
|  |  |  |  |  |  |
| **GRAND TOTAL** | **337** | **Note 1** | **The number of personnel may vary depending on the schedule.** | | |
|  |  | **Note 2** | **Vocational qualifications will be required from the staff to be hired at the regional level.** | | |

### Employment Plan of Asya Maden Operation Phase

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **PERSONNEL PLANNING** | | | | |
| ***Recruitment*** |  | **2017** | **2018** |  |
| **Position** | **Section** | **Recruitment Month** | **Recruitment Month** | **Number of People to be Recruited** |
| **Facility** | | | | |
| Process Director | Process |  |  | 1 |
| Process Manager | Process | August |  | 1 |
| Section Secretary | Process |  | February | 1 |
| Mineral Processing Engineer | Process |  | February | 1 |
| Mineral Processing Technician or Technical Expert | Process |  | February | 1 |
| Unit Engineer | Process | November |  | 4 |
| General Foreman (Technician) | Process | August |  | 1 |
| Shift Technician | Process | August |  | 4 |
| Control room operator | Process | October |  | 4 |
| Breaking-screening op. | Process | October |  | 9 |
| Hiab Operator | Process |  | February | 2 |
| Loder operator | Process |  | February | 4 |
| JCB Operator | Process |  | February | 2 |
| Mill-flotation op. | Process | October |  | 20 |
| Filtration op. | Process | October |  | 6 |
| **Total Facility** | | | | **61** |
|  |  |  |  |  |
| **Laboratory** | | | | |
| Laboratory Manager | Laboratory | June |  | 1 |
| Laboratorian | Laboratory | October |  | 4 |
| Chemist | Laboratory | October |  | 1 |
| Laboratory personnel (Sample taking staff) | Laboratory | October |  | 4 |
| **Total Number of Laboratories** | | | | **10** |
|  |  |  |  |  |
| **Maintenance** | | | | |
| Maintenance Manager | Maintenance |  |  | 1 |
| Planning Engineer | Maintenance | September |  | 2 |
| Project Engineer |  |  |  | 1 |
| Planning Staff | Maintenance |  | January | 1 |
| Electrical and Electronics Engineer | Maintenance | August |  | 1 |
| Automation Foreman | Maintenance | August |  | 1 |
| Automation Master | Maintenance | October |  | 1 |
| Electrical foreman | Maintenance | August |  | 1 |
| Electrical technician | Maintenance | October |  | 1 |
| Electrician | Maintenance | October |  | 6 |
| Senior Mechanical Engineer | Maintenance | August |  | 1 |
| Mechanical Engineer or Machine Technician | Maintenance | August |  | 1 |
| Mechanical foreman | Maintenance | October |  | 1 |
| Mechanical Technician | Maintenance | October |  | 1 |
| Mechanic | Maintenance | October |  | 7 |
| Welder | Maintenance | October |  | 3 |
| Lathe, Milling Machine Op. | Maintenance | October |  | 2 |
| **Total Maintenance** | | | | **32** |
|  |  |  |  |  |
| **Grand Total** | | | | **103** |

1. <http://sbu.saglik.gov.tr/Ekutuphane/kitaplar/biyoistatistik%20(8).pdf> [↑](#footnote-ref-1)
2. <http://www.metamorphosisalpha.com/ias/population.php> [↑](#footnote-ref-2)
3. http://www.miniwebtool.com/exponential-growth-calculator/?n1=3898&n2=&n3=5&n4=5000 [↑](#footnote-ref-3)
4. <http://www.akademikbakis.org/eskisite/34/13.pdf> [↑](#footnote-ref-4)
5. <http://ailehekimligi.gov.tr/genel-mevzuat/yoenetmelikler.html> [↑](#footnote-ref-5)