



Võõrtöötajõu värbamisega kaasnevad rõõmud ja mured

ISS Eesti AS

Madis Kase

ISS maailmas ja Eestis

ISS maailmas

- Üle 510 000 töötaja
- Esindatud 77 riigis (kontorid 53 riigis)
- TOP 5. tööandja maailmas (eraettevõtted)
- Käive 2014: 10,7 mld EUR

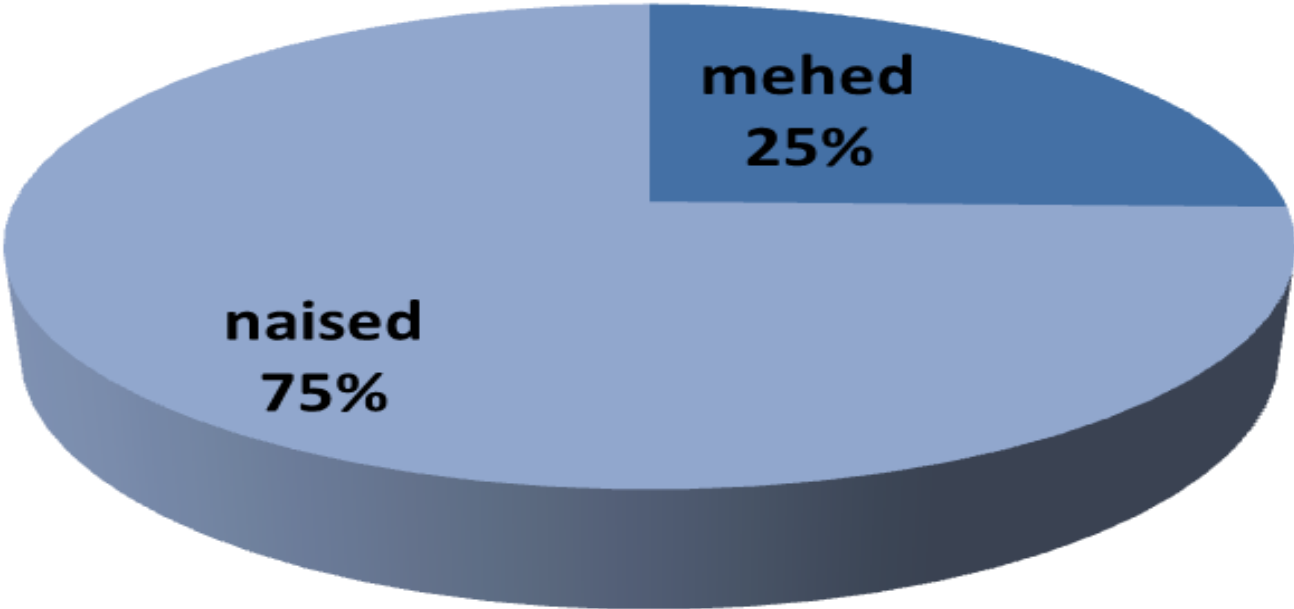
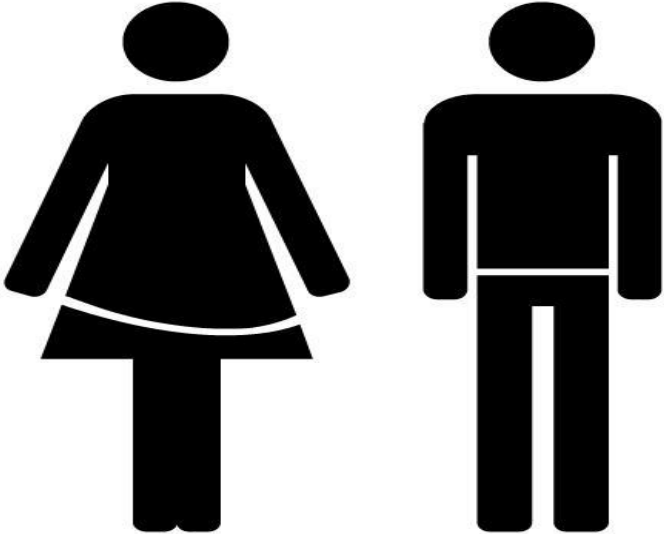
ISS Eestis ja Baltimaades

- ca 1800 töötajat
- ca 1000 klienti
- Esindatud üle Eesti
- Käive 2015: 20 mln EUR

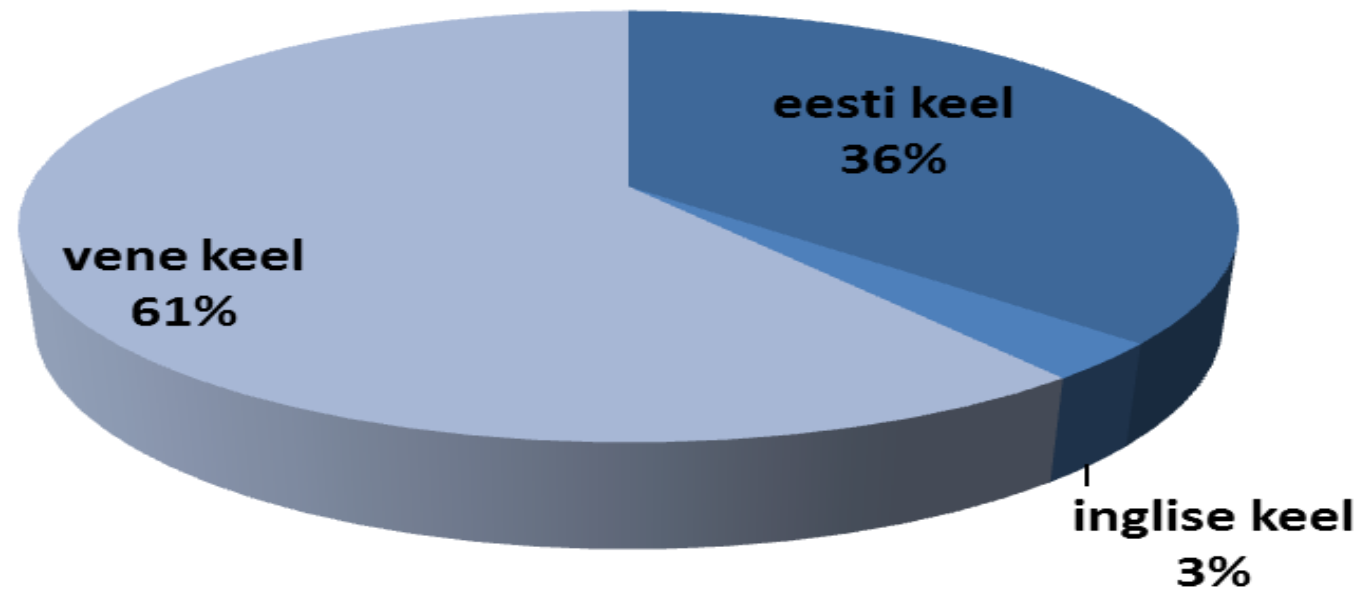


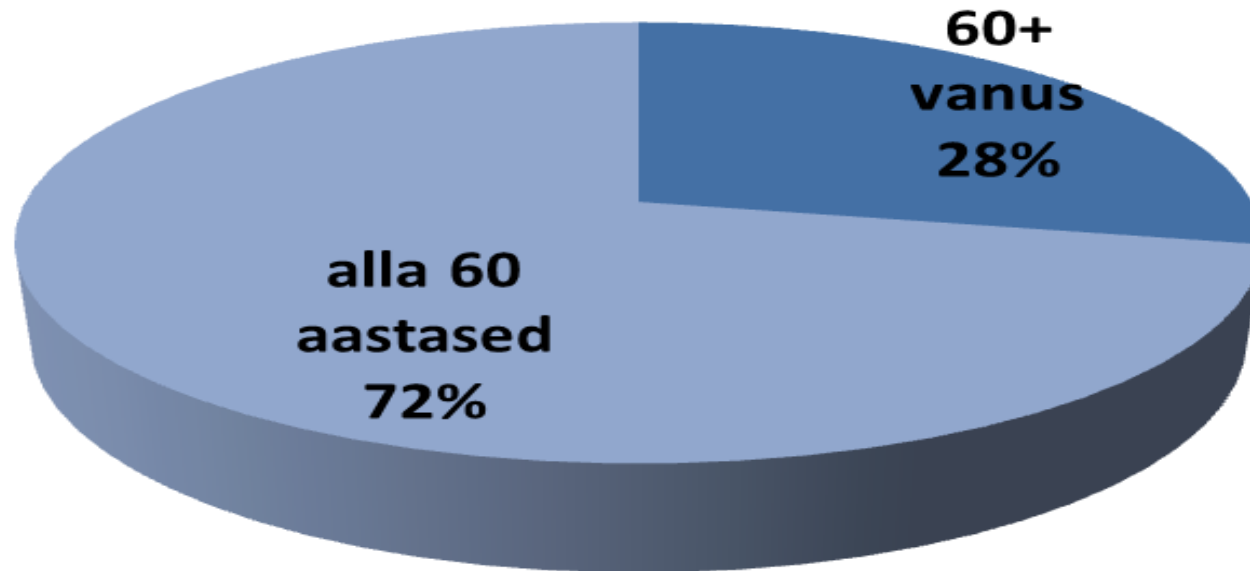
Argentina, Australia, Austria, Belgium, Brazil, Brunei, Canada, Chile, China & Hong Kong, Croatia, Czech Republic, Denmark & Greenland, Japan, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, India, Indonesia, Ireland, Israel, Italy, Latvia, Lithuania, Luxembourg, Malaysia, Mexico, Netherlands, New Zealand, Norway, Philippines, Poland, Portugal, Romania, Russia, Singapore, Slovakia, Slovenia, Spain, Sri Lanka, Sweden, Switzerland, Taiwan, Thailand, Turkey, United Kingdom, Uruguay, USA

Sugu



Töökeeled





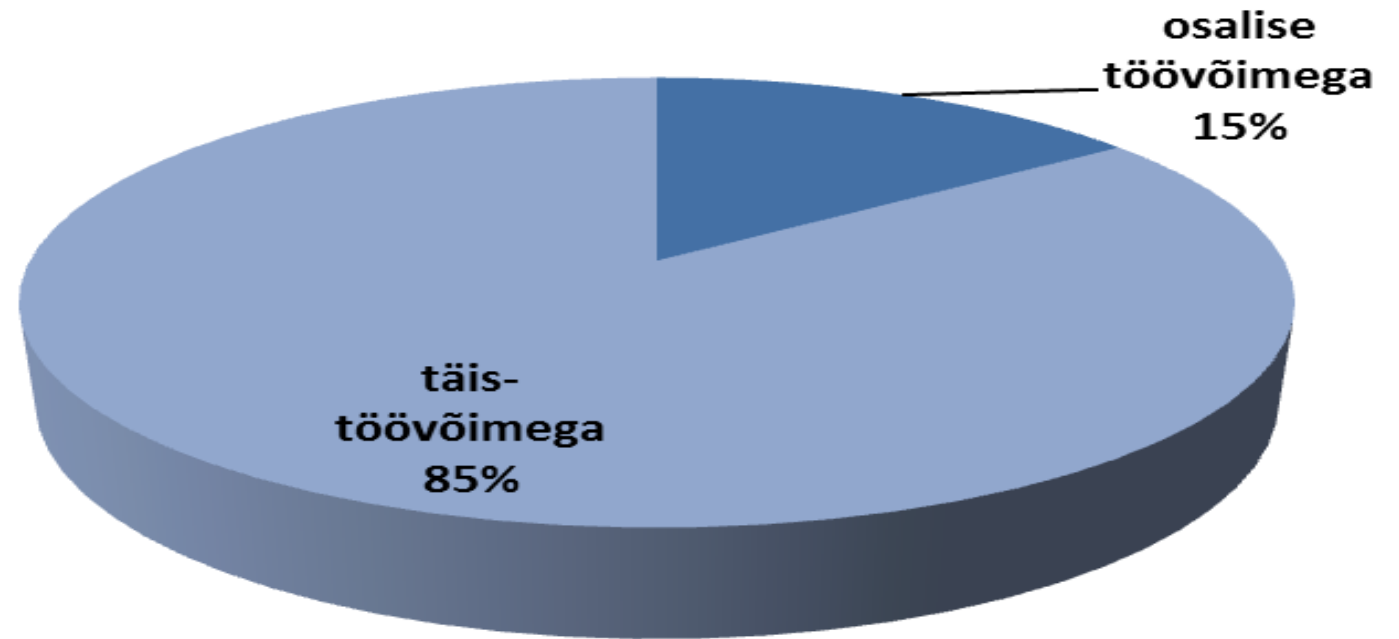
Töövõime

Vaid **10%** Eesti ettevõttest pakub tööd erivajadustega inimestele.

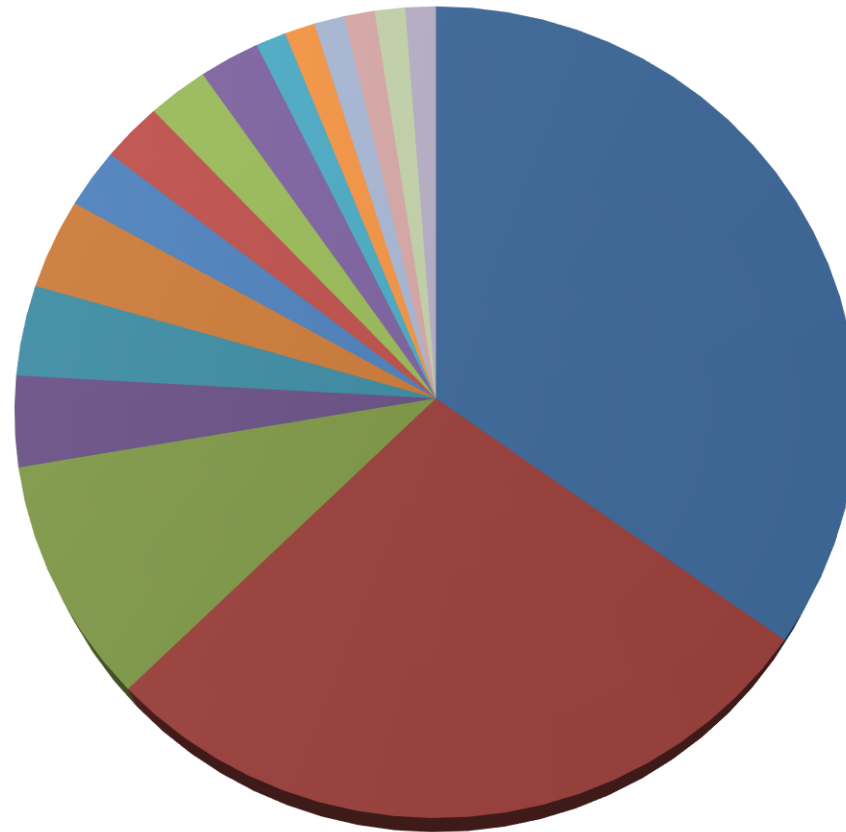
Miks ei võiks meid olla **11%?**



See on sinu võimalus: TOOTAMEKOOS.EE



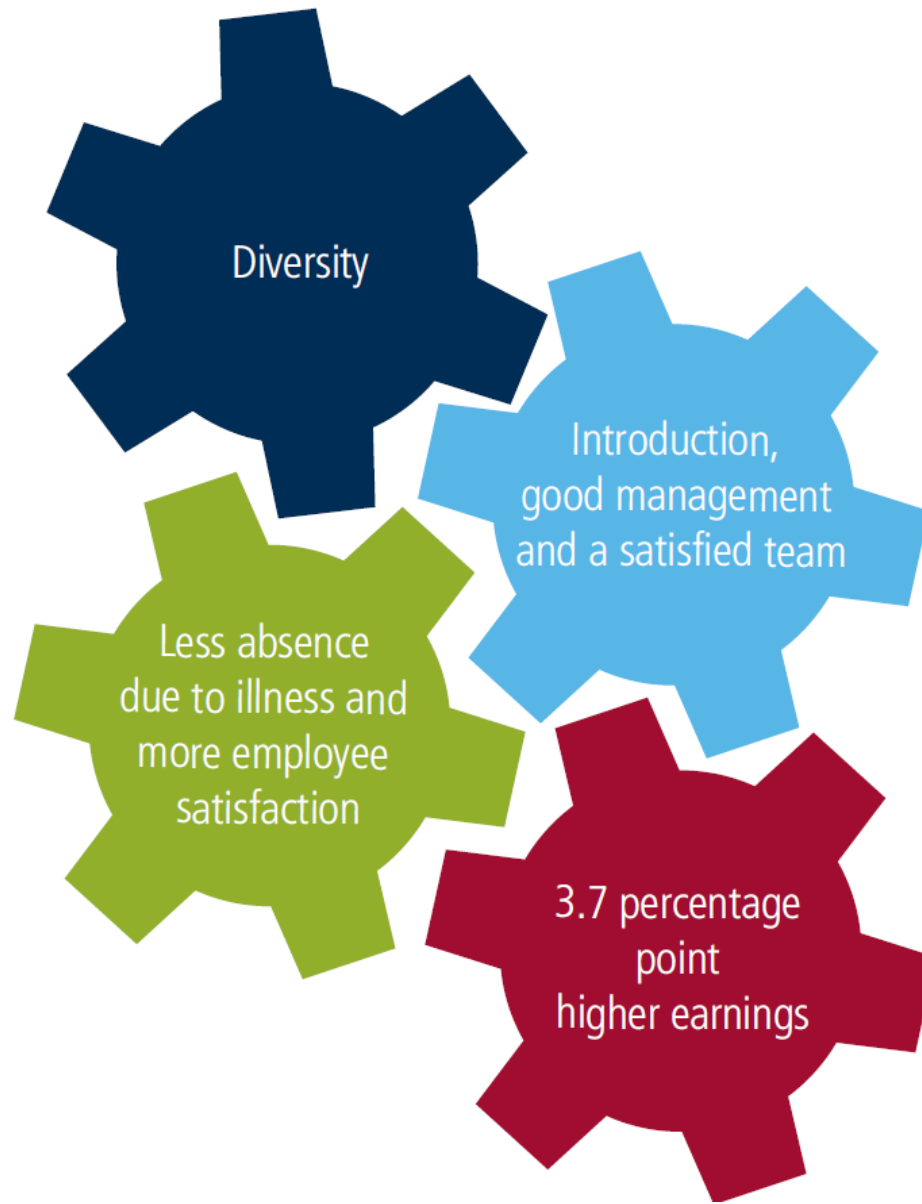
Rahvused



■ Nigeeria	29
■ Ukraina	23
■ Bangladesh	8
■ Leedu	3
■ Valgevene	3
■ Läti	3
■ Kamerun	2
■ Poola	2
■ Hiina	2
■ Ghana	2
■ Alžeeria	1
■ Armeenia	1
■ Aserbaidžaan	1
■ Iirimaa	1
■ India	1
■ Pakistan	1



Diversity
adds millions to the
ISS bottom line



1. General provisions

- 1.1 Internal work procedure rules (from here on Rules) determine the rules of conduct and behaviour obligations necessary for cooperation between AS ISS Eesti (from here on also referred to as the Employer) and employees who are in a work relationship with ISS Eesti AS (from here on Employee).
- 1.2 The purpose of the Rules is to impose rules for organisation of work.
- 1.3 The Rules are mandatory for the Employee as well as for the Employer.
- 1.4 Regarding questions not stipulated by the Rules, the Employee and the Employer will be guided by the legal acts of the Republic of Estonia, employment agreement and Employees job description, Employers special internal regulations, other regulations enforced by the Employer, also common moral- and behaviour regulations.
- 1.5 The Rules are introduced at the signing of the employment agreement. Employees who have a company e-mail address can familiarise with the Rules at any time via document management programm WebDesktop (from here on WD), at the manager of the structural unit or centre of human resources. In case the Rules are changed, the new Rules will be introduced against a signature to all Employees who do not have access to WD.
- 1.6 The Rules have been drawn up in Estonian and have been translated by the Employer into Russian and English. In case of disputes the document in Estonian is valid.

2. Procedures for employing and dismissing of Employees

Soldiers Of Odin

Soldiers Of Odin

Soldiers Of Odin

MIGRANTS

NOT WELCOME

