

LABOR MANAGEMENT PROCEDURES FOR THE ZANZIBAR ENERGY SECTOR TRANSFORMATION AND ACCESS PROJECT (ZESTA)

INTRODUCTION

These Labor Management Procedures (LMP) were developed by the Ministry of Water, Energy and Minerals (MoWEM) and Zanzibar Electricity Corporation (ZECO) to manage risks and impacts under the Zanzibar Energy Sector Transformation and Access Project (“ZESTA” or “project”), for which the World Bank is providing financial assistance. The purpose of this LMP is to facilitate planning and implementation of the project. The LMP identifies the main labor requirements and risks associated with the project, and is designed to enable project-related parties, such as the staff of the project Implementation Units (PIU), contractors, subcontractors, primary suppliers, and project workers to have a clear understanding of what is required on a specific labor issue. The project will ensure compliance with national law requirements as well as World Bank guidelines regarding the COVID-19 situation, in particular “ESF/Safeguards Interim Note: COVID-19 Considerations in Construction/Civil Works Projects”, April 7, 2020.

The LMP lays out the project’s approach to meeting national requirements, as well as the objectives of the World Bank’s Environmental and Social Framework (ESF), specifically “Environmental and Social Standard 2: “Labor and Working Conditions (ESS2)” and Environmental and Social Standard 4: “Community Health and Safety (ESS4).” This LMP sets out the terms and conditions of employment for employing or otherwise engaging workers on the project, specifies the requirements and standards to be met and policies and procedures to be followed, assesses risks, and proposes implementation of compliance measures. The LMP is developed to help avoid, mitigate, and manage risks and impacts in relation to project workers and ensure non-discrimination, equal opportunity, protection, fair treatment, and safe and healthy working conditions. The LMP is a living document to facilitate project planning, preparation, and implementation. It is anticipated that the LMP will be updated as additional information becomes available during project implementation, including in relation to workforce numbers and requirements, timing of project activities, and associated due diligence and social risk management.

For purposes of this LMP, the terms “national labor law” and “Zanzibar labor law” will be used interchangeably unless noted otherwise.

OVERVIEW OF THE ZANZIBAR ENERGY SECTOR TRANSFORMATION AND ACCESS PROJECT

This project is the first time that the World Bank has engaged in Zanzibar’s energy sector. The project will support the transformation of the Zanzibar energy sector by enabling the first private sector financed grid-scale renewable energy power plant, thereby accelerating efforts toward universal electricity access in Zanzibar. The project will also facilitate the transition of ZECO from a distribution utility to one managing a complex system with an integrated variable renewable energy and Battery Energy Storage System (BESS), and a grid-wide Supervisory Control and Data Acquisition (SCADA) system. The project’s design builds on foundations laid by other development partners and closely aligns with ongoing support and initiatives in the energy sector and related sectors.

Project Development Objective:

The project development objective is to expand access to efficient and reliable electricity services and Publicly Financed scale sector participation in the Zanzibar electricity sector. The project will address the key priorities for Zanzibar’s power sector. These include: (i) the impending capacity

constraint on the power imported from mainland Tanzania, by supporting hard and soft infrastructure investments aimed at enabling Public renewable energy (RE) investment including the BESS; (ii) the poor supply quality and reliability of the existing electricity network and low electricity access rate, through investments in transmission/distribution network strengthening and extension; and (iii) sector capacity challenges, by providing technical assistance and capacity building support to strengthen sector governance and operational effectiveness.

The Project has the following three components:

Component 1: Renewable Energy and Storage Infrastructure. This component will finance a solar park with a 10-15MW solar PV plant and a stand-alone Battery Energy Storage System (BESS). The solar PV plant will pilot utility-scale renewable energy development in Zanzibar, and the BESS will support the grid by providing supply needed to meet the evening peak and integrate VRE onto the island grid. In addition, this component will also support the technical design and supervision consultancy for the Solar PV and BESS. The consultancy will undertake feasibility studies, associated E&S studies, develop procurement documents, and supervise the construction.

Component 2: Grid Modernization and Access Scale-up. This component will finance the following major activities:

- a) *132kV backbone transmission infrastructure.* This will support construction of the 132kV north-south transmission line and associated substations at Makunduchi, Welezo, and Matemwe. The detailed design of the 132kV backbone transmission infrastructure is carried out by a ZECO-hired consultant.
- b) *Distribution network strengthening and access scale-up.* This includes: (i) refurbishment and reconfiguration of the existing 33/11kV infrastructure; (ii) modernization/replacement of 11kV network equipment around Stone Town; and (iii) grid extension & intensification and associated last-mile household connections across Zanzibar. This component will also support grid equipment installations for performance improvement and loss reduction.
- c) *Supervisory Control and Data Acquisition (SCADA):* Support for design and installation of a SCADA system for ZECO to improve efficiency in grid operations.
- d) *Support for resettlement and compensation payments:* compensation payments to project affected persons (PAPs).

COMPONENT 3: Sector Institutional Strengthening and Project Implementation Support. This component will support the strengthening of sector institutions to improve planning frameworks and operational efficiency in the supply of electricity services in Zanzibar, including the implementation of the renewable energy generation program. The component will finance technical assistance to ZECO, MoWEM, and ZURA, including relevant technical skills strengthening. This component will also support energy efficiency development and gender mainstreaming in the Zanzibar energy sector.

UTARATIBU WA USIMAMIZI WA KAZI (LMP)

UTANGULIZI

Taratibu za Usimamizi wa Kazi (LMP) zimetengenezwa kwa mashirikiano ya Shirika la Umeme la Zanzibar (ZECO) na Ofisi ya Rais Fedha na Mipango (POFP) kwa lengo la kudhibiti athari au ajali kazini zitakazotokezea wakati wa utekelezaji wa Mradi wa Mabadiliko na Ufikiwaji wa Nishati ya Umeme Zanzibar (“ZESTA”), ambao utafadhiliwa na Benki ya Dunia. Madhumuni ya utaratibu huu wa usimamizi wa kazi ni kuwezesha upangaji na utekelezaji wa mradi bila ya kuwa na ajali yoyote kazini. LMP inabainisha mahitaji makuu ya kazi na ajali zinazohusiana na mradi huo, na imeundwa kuwawezesha wafanyakazi wanaohusiana na mradi, kama vile wafanyakazi wa Kitengo cha Utekelezaji wa mradi (PIU), wakandarasi, wauzaji na wasambazaji vifaa, na wafanyakazi wa mradi kuwa na uelewa wa wazi kwa kile kinachohitajika kwenye masuala maalum ya kazi. Mradi huo utahakikisha kufuata sheria za nchi na vile vile miongozo ya Benki ya Dunia kuhusu hali ya COVID-19, haswa “Dokezo linalozungumzia udhibiti wa maambukizi ya COVID-19 katika Miradi ya Ujenzi”, Aprili 7, 2020.

LMP inaweka mkakati wa mradi kufikia mahitaji ya kitaifa, na pia malengo ya Mfumo wa Mazingira na Jamii wa Benki ya Dunia (ESF), haswa “Kiwango namba mbili cha Mazingira na Jamii”, Wafanyakazi na Mazingira ya Kazi (ESS2) “Afya na Usalama wa Jamii (ESS4).

Utaratibu huu unaweka sheria na masharti ya kuajiri au kuwashirikisha wafanyakazi kwenye mradi, inabainisha mahitaji na viwango vinavyopaswa kutekelezwa na sera na taratibu zinazofaa kufuatwa, kutathmini majanga, na inapendekeza utekelezaji wa hatua za kufuata kwenye majanga hayo kazini. Utaratibu huu umeundwa kusaidia kuzuia, kupunguza, na kudhibiti ajali na athari kuhusiana na wafanyakazi wa mradi na kuhakikisha kutokuwa na ubaguzi, bali kuna fursa sawa, ulinzi, matibabu, na mazingira salama na mazuri ya kufanyia kazi. Utaratibu huu ni hati hai ya kuwezesha upangaji wa mradi, maandalizi na utekelezaji. Matarajio yetu ni kwamba utaratibu huu utakuwa na habari ya ziada wakati wa utekelezaji wa mradi, pamoja na kuhusiana na idadi ya wafanyakazi na mahitaji, muda wa shughuli za mradi, na bidii inayohusiana na usimamizi wa hatari za kijamii.

Kwa madhumuni hayo ya LMP, vipengele vya “sheria ya kimataifa ya kazi” na “sheria ya kazi ya Zanzibar” vitatumika kwa kubadilishana, isipokuwa ikibainika vyenginevyo.

Muhtasari wa Mradi wa Mabadiliko na Ufikiwaji wa Nishati ya Umeme Zanzibar (ZESTA)

Mradi utaongeza ufikiwaji wa kuaminika wa huduma ya umeme na kutengeneza mazingira wezeshi wa sekta binafsi kushiriki katika sekta ya umeme ya Zanzibar kupitia sehemu kuu tatu za mradi; Sehemu ya 1: Nishati Mbadala na Miundombinu ya Uhifadhi. Sehemu hii itafadhili eneo la uzalishaji wa umeme kwa kutumia nishati ya hifadhi ya jua yenye uwezo wa Megawati 10-15 za vigae vya jua na Mfumo wa uhifadhi wa Nishati ya Betri (BESS). Utumiaji huo wa nishati ya jua utaleta maendeleo ya matumizi ya nishati mbadala ndani ya Zanzibar na itasaidia gridi kwa kutoa usambazaji unaohitajika kukidhi matumizi makubwa wakati wa jioni na kuunganisha nishati mbadala hiyo kwenye gridi ya kisiwa. Vile vile, sehemu hii itasaidia harakati za kiufundi na ushauri wa matumizi ya nishati mbadala ya jua na usimamizi wa uhifadhi wa Nishati ya jua (BESS). Ushauri utakaotolewa ni pamoja na ufanyaji wa upembuzi yakinifu, mafunzo yanayohusiana na nishati ya jua, tathmini za mazingira na kijamii, kuandaa hati za ununuzi wa vifaa na kusimamia ujenzi.

Sehemu ya 2: Uboreshaji wa gridi ya kisasa na kuongeza upatikanaji wa umeme. Sehemu hii itafadhili shughuli kuu zifuatazo:

- (a) Ujenzi wa miundombinu ya usafirishaji wa umeme mkubwa wa mkondo wa kilovolti 132. Hii itasaidia ujenzi wa mkondo wa umeme wa Kaskazini- Kusini wa kilovolti 132 pamoja na vituo vidogo vya usambazaji vya Makunduchi, Welezo na Matemwe. Utayarishaji wa dizaini ya wa miundombinu ya usambazaji wa mkondo wa kilovolti 132 unafanywa na mshauri muelekezi aliyeajiriwa na Shirika la Umeme Zanzibar (ZECO).
- (b) Kuimarisha mtandao wa usambazaji na ugawaji wa umeme. Hii ni pamoja na: (i) ukarabati na uboreshaji wa miundombinu iliyopo ya mikondo ya kilovolti 33/11; (ii) uwekwaji wa vifaa vya kisasa au vifaa vya mabadala vya mkondo wa kilovolti 11 ndani na karibu na Mji Mkongwe; na (iii) kuimarisha na kuongeza mtandao wa uungaji umeme kwa wateja na upunguzaji wa upotevu wa umeme.
- (c) Mfumo wa Udhibiti na Usimamizi wa Upatikanaji wa Takwimu (SCADA): Sehemu hii itajumuisha ubunifu, upangaji na utumiaji wa mfumo wa SCADA kwa ZECO kwa madhumuni ya kuboresha ufanisi katika shughuli za gridi ya taifa.
- (d) Msaada wa makaazi na malipo ya fidia kwa watu walioathirika na mradi. Malipo ya fidia kwa waathirika wa mradi

Sehemu ya 3: Uimarishaji wa Taasisi na Sekta za Nishati pamoja na Msaada wa Utekelezaji wa Mradi. Sehemu hii itasaidia kuimarisha taasisi kwa kuboresha mifumo ya mipango na ufanisi wa utendaji katika usambazaji wa huduma za umeme Zanzibar, ikijumuisha utekelezaji wa mpango wa uzalishaji wa nishati mbadala. Taasisi ambazo zitahusika na mpango wa uimarishaji wa stadi za kiufundi ni Shirika la Umeme Zanzibar (ZECO), Wizara ya Maji, Nishati na Madini, Mamlaka ya Maji (ZAWA) na Mamlaka ya Udhibiti Maji na Nishati (ZURA). Halikadhalika sehemu hii itasaidia maendeleo ya ufanisi wa nishati na ujumuishaji wa kijinsia katika sekta ya nishati ya Zanzibar.