

ZANZIBAR ELECTRICITY CORPORATION (ZECO)

ZANZIBAR ENERGY SECTOR TRANSFORMATION AND ACCESS PROJECT (P169561)

Terms of Reference for Occupational Health and Safety Expert

1. Background

The United Republic of Tanzania, through the Ministry of Water, Energy and Minerals (MoWEM) of Zanzibar, intends to implement the Zanzibar Energy Sector Transformation and Access (ZESTA) Project with financing from the World Bank. The objective of the proposed project is to expand access to reliable and efficient electricity services and to scale up renewable energy generation in Zanzibar. The project will be implemented for the period of six years from 2021. The project will comprise of three components:

Component 1: Renewable Energy and Storage Infrastructure Development

This component will support development of Zanzibar Island's first grid-scale solar PV power plant and battery storage infrastructure. The investment will improve security of supply in Unguja and help to meet the growing electricity demand in the near term, while paving the way for future scale-up of renewable energy.

Component 2: Grid Modernization and Access Scale-up

This will include construction of the first 132kV high voltage transmission backbone infrastructure to meet the growing power demand, evacuate power from the proposed solar PV power plant and improve power supply quality and reliability across Unguja. In addition, the proposed project will finance investments for distribution network strengthening and electricity access scale-up.

Component 3: Sector Institutional Strengthening and Project Implementation Support

This component will support project implementation, sector institutional strengthening, and design and implementation of key planning, strategy, and regulatory frameworks, including those on energy efficiency and gender.

The project will be implemented by Zanzibar Electricity Corporation (ZECO) and the Ministry of Water, Energy and Minerals (MoWEM) of Zanzibar. ZECO will implement Component 1, Component 2, and relevant parts of Component 3, while MoWEM will implement the bulk of Component 3. ZECO and MoWEM will each establish dedicated Project Implementation Units headed by a Project Manager and a Project Coordinator respectively, and supported by staff with requisite technical, fiduciary, and social and environmental safeguards skills.

ZECO seeks to engage the services of an **Occupational Health and Safety (OHS) Expert**, on full-time basis, to establish and implement a comprehensive health and safety management system to ensure that project operations comply with national and World Bank health and safety requirements.

2. Objective

The primary purpose of the Occupational Health and Safety (OHS) Expert is to support ZECO to develop a comprehensive health and safety management system for the project to ensure that project operations comply with the Zanzibar Occupational Health and Safety Policy and World Bank Occupational Health and Safety guidelines. The OHS Expert will be required to ensure that Contractors and Supervision Consultants engaged to work on the project have in place relevant health and safety policies and procedures to guide implementation of project activities in a manner that will guarantee individual and community health and safety.

3. Scope of Work

The specific scope of work of the OHS Expert shall include, but not be limited to, the following:

- a) Support ZECO to develop a Health and Safety management system for the project, including formulation of Occupational Health and Safety (OHS) policies, plans, procedures, and monitoring mechanisms.
- b) Ensure that OHS requirements are incorporated into project designs, bidding documents and contracts and that all project activities are implemented in compliance with the Zanzibar OHS Policy and World Bank OHS guidelines.
- c) Review and monitor implementation of Contractors' and Supervision Consultants' OHS Management Plans and ensure that Contractors undertake monthly health and safety audits during project implementation.
- d) Liaise with the Environmental and Social Specialists to ensure that Contractors develop and implement measures and actions to manage waste and hazardous materials, including collection, handling, transportation, and recycling/disposal plan for solar panels and batteries.
- e) Support Contractors and Supervision Consultants to train and sensitize project workers on their obligations under the Code of Conduct and create awareness about key issues such as sexual exploitation and abuse, and sexual harassment at the workplace.
- f) Support the Environmental and Social Specialists to organize training for various stakeholders on environmental and social standards applicable to the project, including labor and working conditions, resettlement, stakeholder engagement, grievance management, gender-based violence and OHS management, and monitoring and reporting.

g) Perform any other duties that may be assigned by the Project Manager.

4. Qualifications and Experience

The OHS Expert should have the following qualifications:

- (a) A Master's degree in Engineering with a Diploma/Certificate in Occupational Health and Safety (e.g., NEBOSH).
- (b) At least five (5) years working experience in OHS management of similar works including experience in supervision, inspection, audit and monitoring.
- (c) Demonstrable knowledge of national and international OHS contexts and knowledge in World Bank Environmental and Social Framework (ESF) is an advantage.
- (d) Excellent oral and written communication skills in English and Kiswahili.
- (e) Proven integrity and confidentiality in handling public resources and in executing duties.

5. Reporting

The OHS Expert will report to the Project Manager of the ZECO Implementation Unit and will be required to work very closely with all Staff.

6. Duration of assignment

The assignment shall be on full-term basis for a period of three (3) years, subject to a probation period of six (6) months and satisfactory performance. The contract may be extended subject to satisfactory performance and depending on need.

7. Duty Station

The OHS Expert will be based in Zanzibar City, Unguja, but will be required to travel frequently to the project sites to monitor OHS related matters.