

ZANZIBAR ELECTRICITY CORPORATION (ZECO)
ZANZIBAR ENERGY SECTOR TRANSFORMATION AND ACCESS PROJECT (P169561)
TERMS OF REFERENCE FOR SOCIAL SPECIALIST

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 Project (ZESTA) 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 over a period of six years and 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 generation 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 will establish a dedicated Implementation Unit headed by a Project Manager and supported by staff with requisite technical, fiduciary, and social and environmental safeguards skills.

ZECO seeks to engage the services of a **Social Specialist**, on full-time basis, to provide overall social risk management oversight during project planning and implementation, and ensure compliance with the relevant national policies and the requirements of the World Bank Environmental and Social

Framework. Social risks and impacts associated with the project include land acquisition and resettlement, working conditions, community health and safety, Gender-Based Violence, stakeholder engagement, grievance management and, ensuring the inclusion of disadvantaged or vulnerable people including persons with disabilities, women etc.

2. Objective

The Social Specialist shall be required to lead social safeguards risk management oversight during implementation of the ZESTA project activities, supporting the ZESTA Implementation Unit (IU) in addressing issues related to social risk management, including associated document review, document drafting, monitoring, reporting and coordination activities. The Social Specialist will be required to manage all the project's social risk management issues and ensure that project activities are in conformity with the World Bank's Environmental and Social Framework (ESF) and associated Project Instruments which include the following (i) Environmental and Social Management Framework (ESMF); (ii) Resettlement Policy Framework (RPF); (iii) Labor Management Procedures (LMP); (iv) Stakeholder Engagement Plan (SEP); and (v) Environmental and Social Commitment Plan (ESCP). He/She will be required to regularly report on safeguards implementation in coordination with the Environmental Specialist.

3. Scope of Work

The Social Specialist shall be guided by the Project Implementation Manual (PIM), the Project Instruments and other applicable project guidelines, and supported by the Safeguards Support Consultant to perform the following duties:

- a) Coordinate closely with individuals and firms contracted by ZECO, notably the Environmental Specialist to ensure the implementation of social risk management measures.
- b) Participate in high level social screening for project activities and advise on the relevant social risk management instruments that are required.
- c) Review and provide input into preparation and update of the project's Environmental and Social Impact Assessments (ESIAs), ESMPs, RAPs and update of Labor Management Procedures (LMP) and ensure that social issues are comprehensively addressed.
- d) Participate in reviewing designs, bid documents and Contractors' contracts to ensure that social requirements and mitigation measures are incorporated, and adequate resources are allocated for their implementation.
- e) Ensure community participation in the process of planning, management and monitoring of social impacts of subprojects.
- f) Review and monitor implementation of the Contractors' Social Management Plans to ensure compliance with the project's requirements.

- g) Coordinate preparation and submission of social risk management documentation (notably RAPs, Labor Audits/report etc) with relevant Authorities and to the World Bank for approval prior to commencement of any works on site.
- h) Prepare terms of references for social audits for project components and provide the necessary support during implementation of the audits.
- i) Provide technical support and capacity building to various stakeholders including contractors, field supervision staff and ZECO Staff on Social Risk Management.
- j) Facilitate coordination between the Contractors, Supervision Consultants, and ZECO staff in the implementation of social risk management.
- k) Support implementation of the project's Stakeholder Engagement Plan (SEP)
- l) Establish and implement appropriate grievance redress mechanisms for the project and ensure effective and timely resolution of any complaints or grievances raised by stakeholders.
- m) Organize site visits and prepare monthly, quarterly and annual monitoring reports on implementation of social risk management measures including contractors' performance.
- n) Perform any other relevant duties as per the requirements of the project or as assigned by the Project Manager.

4. Qualifications and Experience

The Social Specialist should have the following qualifications and experience:

- a) A Master's degree in Social Sciences, Sociology, Social Work and Social Administration, Development Studies or related fields.
- b) At least eight (8) years' working experience in social development and social risk management, including experience in managing social risks and impacts for large infrastructure projects.
- c) Prior working experience in social risk management in infrastructure projects financed by the World Bank Group or other International Financing Agency is an added advantage.
- d) Demonstrable knowledge of the relevant Government procedures and regulations, and permitting processes related to social risk management.
- e) Experience working with a wide range of stakeholders including NGOs, international organizations, and government agencies at national and local level is an added advantage.
- f) The consultant should be eligible and have no conflict of interest as per Bank's Procurement Regulations
- g) Experience in wayleaves acquisition and/ or the process of compilation and implementation of a Resettlement Action Plan for infrastructure projects is preferred.
- h) Excellent oral and written communication skills in English and Kiswahili.

- i) Proven integrity and confidentiality in handling public resources and in executing duties.

5. Reporting

The Social Specialist will report to the Project Manager of the ZECO Implementation Unit and will be required to work very closely with all the Staff within the Implementation Unit. He/She is expected to have frequent interactions with World Bank Environmental and Social Risk Management 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 and the consultant will obtain his/her insurance during the contract period.

7. Duty Station

The Social Specialist will be based in Zanzibar City, Unguja, but will be required to travel frequently to the project sites for monitor purposes and to engage with stakeholders.