

# **LABOR MANAGEMENT PROCEDURES FOR THE TANZANIA MATERNAL AND CHILD HEALTH INVESTMENT PROGRAM (TMCHIP)**

## **INTRODUCTION**

The Revolutionary Government of Zanzibar (RGoZ), through the Ministry of Health (MoH), has requested funds from the World Bank (WB) to implement a Tanzania Maternal and Child Health Investment Program (TMCHIP) project. Among the activities that will be implemented by the project is the rehabilitation of 28 Primary Health Care Units (PHCU and PHCU++) and construction of staff houses at district health facilities level.

These Labor Management Procedures (LMP) were developed by the Ministry of Health to manage risks and impacts under the Tanzania Maternal and Child Health Investment Program (TMCHIP), in order to manage risks and impacts under the project. The purpose of this LMP is to facilitate planning and implementation of safety and health at the workplace where construction activities will be undertaken as part of implementing the project. The LMP identifies the main labour requirements and risks associated with the project, and are designed to enable project-related parties such as Project Coordination Unit (PCU), contractors, subcontractors, primary suppliers, and project workers to have a clear understanding of what is required on a specific labour issue.

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: "Labour and Working Conditions (ESS2)". This LMP sets out the terms and conditions of engaging project workers, specifies the requirements, standards to be met, 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 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.

### **Project Development Objective:**

The main Project Development Objective (PDO) is to scale-up provision and improve quality of essential primary health care services with a focus on Reproductive Maternal Neonatal Child and Adolescent Health-Nutrition (RMNCAH-N) Services. The primary project beneficiaries are women of childbearing age, adolescents, and children under-five including newborns and infants. Moreover, other community members will benefit from improved health and nutrition services.

**The Project has the following two components:**

- Component 1: Scale up provision of maternal and child health (MCH) services: This component will support central level units responsible for RMNCAH-N to provide oversight, coordination, and supportive role in the delivery of the quality RMNCAH-N services. The component will support all civil works to be constructed and procurement of medical equipment.
- Component 2: Enhance institutional capacity to manage project-supported activities. This component will support management, coordination, and implementation of project-supported activities. Specifically, it will support costs related to overall project management, fiduciary activities, environmental and social management activities, monitoring and evaluation.

## UTARATIBU WA USIMAMIZI WA KAZI (LMP)

### UTANGULIZI

Serikali ya Mapinduzi ya Zanzibar kupitia Wizara ya Afya (WA) iko katika mchakato wa kupata mkopo wa fedha kutoka Benki ya Dunia kwa ajili ya kutekeleza Mradi wa Uwekezaji wa Afya ya Mama na Mtoto Tanzania (TMCHIP). Mradi unalenga kuimarisha utoaji wa huduma bora za afya katika ngazi zote za utoaji wa huduma za afya. Kadhalika, mradi unalenga kuboresha utoaji wa huduma bora za Uzazi, Mama, Mtoto na Matunzo katika ngazi zote za mfumo wa utoaji wa huduma za afya. Pamoja na mambo mengine mradi utahusisha ukarabati na upanuzi wa vituo vya Afya ya Msingi 28 (PHCU na PHCU+) katika maeneo mbali mbali visiwani Zanzibar.

Taratibu za Usimamizi wa Kazi (LMP) zimetengenezwa na Wizara ya Afya kwa lengo la kudhibiti athari au ajali kazini zitakazotokezea wakati wa utekelezaji wa mradi. Madhumuni ya utaratibu huu 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 imeandaliwa kuwawezesha wafanyakazi wanaohusiana na mradi, kama vile wafanyakazi wa Kitengo cha Uratibu wa mradi (PCU), wakandarasi, wauzaji na wasambazaji vifaa, na wafanyakazi wa mradi kuwa na uelewa wa wazi kwa kile kinachohitajika kwenye masuala maalum ya kazi. Mradi huu utahakikisha kuwa sheria za nchi na miongozo ya Benki ya Dunia inafuata

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 za ajira, ulinzi, matibabu, na mazingira salama na mazuri ya kufanyia kazi. Utaratibu huu utaendelea kuboreshwa kulingana na mahitaji yanavyojitokeza wakati wa kutekeleza mradi. 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, vipengele vya “sheria ya kimataifa ya kazi” na “sheria ya kazi ya Zanzibar” vitatumika kwa kubadilishana, isipokuwa ikibainika vyenginevyo.

## **Lengo kuu la Mradi**

Mradi wa Mpango wa Uwekezaji wa Afya ya Mama na Mtoto Tanzania (TMCHIP) unalenga kuimarisha utoaji wa huduma bora za afya katika ngazi zote za utoaji wa huduma za afya visiwani Zanzibar. Utahusisha vituo vya Afya katika Mikoa 5 ya Zanzibar, yaani Mikoa 2 Pemba (Kaskazini Pemba na Kusini Pemba) na Mikoa 3 Unguja (Mjini Magharibi, Unguja-Kaskazini na Unguja-Kusini). Vituo vya Afya vitakavyotumika katika Mikoa hiyo ni pamoja na Hospitali 1 ya Rufaa ya Mkoa, Hospitali za Wilaya 4, Vituo vya Afya 2, Zahanati 174 na shughuli za Kijamii katika Shehia 388 katika Wilaya 11 za Zanzibar. Mradi wa TMCHIP utahusisha ukarabati na upanuzi wa vituo vya Afya ya Msingi (PHCU na PHCU+) katika maeneo mbalimbali visiwani Zanzibar.

## **Sehemu kuu za Mradi**

Mradi utakuwa na sehemu mbili kama inavyoeleza hapa chini

### **Sehemu ya kwanza: Kuongeza utoaji wa huduma za afya ya uzazi na mtoto(MCH).**

Kipengele hiki kitasaidia kutoa huduma za Afya- Lishe ya Mama wajawazito na Uzazi (RMNCH-N) ili kutoa huduma bora za mama na mtoto. Kipengele hiki kitasaidia katika kazi za ujenzi na kuboresha vituo vya afya na ununuzi wa vifaa vya matibabu.

### **Sehemu ya pili: Kuongeza uwezo wa kitaasisi wa kusimamia shughuli za mradi.**

Kipengele hiki kitasaidia usimamizi, uratibu, na utekelezaji wa shughuli za mradi. Pia, kipengele hiki kitasaidia gharama zinazohusiana na usimamizi wa mradi kwa ujumla, usimamizi wa fedha, shughuli za usimamizi wa mazingira na kijamii pamoja na ufuatiliaji na tathmini.