



KIKAGATI HYDROPOWER PROJECT

LABOUR AUDIT FOR KIKAGATI 15.5 MW HYDROPOWER PROJECT

PROJECT: LABOUR AUDIT FOR KIKAGATI 15.5 MW HYDROPOWER PROJECT
TYPE: ENVIRONMENT AND SUSTAINABILITY
LOCATION: ISINGIRO DISTRICT, WESTERN UGANDA
CLIENT: KIKAGATI POWER COMPANY LIMITED
PERIOD: AUGUST - DECEMBER 2021



PROJECT OVERVIEW

Kikagati Hydropower Project is a 15.5 MW Transboundary Hydropower Plant currently in operation. The power station is located on the Kagera River which is the main tributary to Lake Victoria, along Uganda's International border with the United Republic of Tanzania. The site is accessible via the Mbarara - Isingiro - Murongo Highway.




SCOPE OF WORK

Proess conducted a Labour Audit to ensure that workers' labour conditions were consistent with IFC Performance Standards 2 (PS 2). Proess held the necessary interviews and reviewed the necessary policies, human resource regulations, and company protocols administered for temporary and permanent staff, local and expatriate staff, and on and off-site staff that were contracted to provide services to the Project. The scope of the work included:

- Review of the adherence to labour laws/policies and IFC Performance Standards 2 requirements.
- Review of the HR Manual and assessed its adequacy to clearly communicate key policy and procedural elements related to labour management and working conditions.
- Review of the policies regarding to the terms of employment.
- Review of the revised drug and alcohol policy and its implementation.
- Review of the information on employee contracts and opined on the HR record keeping and documentation.
- Review of the policies on the application of non-discriminatory practices on migrant workers, ethnic minorities, and gender inclusion in the workplace.
- Identify any gender-related issues experienced by the workforce.
- Review of the Occupational health and safety procedures.
- Assessment of the onsite/offsite accommodation and camp status.
- Assessment of the Covid-19 practices and worker coping mechanisms.

EXPERTISE

- Project Management
 - Stakeholder Engagement
 - Sociology
 - Occupational Health and Safety
 - Labour Assessment
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