

Alcazar Energy Partners I Case Studies

Local employment for a 'just transition'



We are highly invested in our neighbouring communities. We recognise that the potential for creation of employment and the engagement of services is of great importance to them as it entails direct income generation and long-term prosperity in areas where there may have been limited job opportunities and investment

Through AEP-I, we aimed to bring positive impact at project level by prioritising the employment of local workers and maximising the engagement of local service providers as far as possible. This is one of our priorities as per our Social Policy and we worked closely with all our contractors to achieve it, whether it is a regulatory requirement or a requirement by our lending institutions. The projects under construction generated more job opportunities but of temporary nature; the local content achieved across AEP-I assets was over 30 per cent and brought additional indirect benefits such as allowing knowledge transfer, improving future employability and contributing to strengthening the relationship with local communities. The plants in operation created permanent job positions with greater lasting impact: over 75 per cent of positions were filled with workers from the governorate. Performance indicators for employment were established and monitored on a monthly basis across all our projects.

With regards to procurement, we engaged global equipment manufacturers and tier one international contractors to deliver our projects but we also sought to ensure that procurement of suitable goods (such as machinery, equipment, vehicles, consumables, etc) was done through local suppliers to the extent possible. The procurement of services for different packages or specific scopes of work was done through qualified and licensed local subcontractors as much as possible, to positively impact the wider regional economy.



Workers from Benban and Aswan receiving a certificate of appreciation for their engagement during the construction of AEP-I's assets in Benban

Managing local employment in our wind farms

- ▲ Stakeholder engagement - Stakeholder engagement plans were developed and implemented guiding our stakeholder activities. This was critical to timely and rightly manage expectations from local communities. In Shobak Wind Farm we engaged with local representatives to explain the potential opportunities that could be filled locally as well as that certain construction activities required specialised subcontractors brought in from outside the local community, governorate or country
- ▲ Good labour practices – The transition from construction to operations entails a significant reduction of the workforce, including the local workforce temporarily engaged for construction. This poses a potential risk for local discontent and even opposition to a project. For Shobak Wind Farm, we closely worked with contractor and subcontractors to ensure that the workforce was duly informed of their terms of employment, working conditions, rights and obligation and Code of Conduct for the Project with emphasis to giving significant notice prior to termination of their temporary job
- ▲ Fair allocation of local employment and procurement - In Al Rajef Wind Farm a local community committee was established to oversee the process of employment locally, managing a database of interested individuals and suppliers. This enabled the process of allocation to be documented, transparent and based on capabilities and experience