Contractor Management Post Updating the Kariba Dam Rehabilitation Project Environmental & Social Impact Assessment

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Kariba Dam Rehabilitation Project

**Aim**
- Enhance long-term safety and reliability of the Dam

**Project components**
- Rehabilitation of plunge pool (90%)
- Refurbishment of the spillway (60%)

**ESIA/ESMP**
- Under implementation and reviewed in 2020

*Water! Today, Tomorrow*
ESIA/EMSP Update

• Additional impacts and measures on health and safety, biodiversity and social aspects
• Allocation of roles and responsibilities
• New ESMPS and update of existing plans
ESMPS Introduced/Enhanced

i. COVID-19 Management
ii. Gender Based Violence
iii. Employee Welfare
iv. Employment and Skills Training Management
v. Communicable Diseases Management
vi. Social Values Management
vii. Community Engagement Management
Challenges to Implementation of New ESMP

• Conflict of Contractual Documents
• Cost associated
• Lengthy engagement to reach consensus
• Lack of capacity and language barriers
• Change of staff
• Competing Stakeholders priorities
Successful Contractor Management

• Continuous M&E
• Capacity building by ZRA
• Recruitment of competent EHS personnel
• Effective Communication & Dialogue
  – Stakeholder Relationship management
  – Continuous improvement
What Drives Success: Lessons Learnt

- Design
- Implementation
- Post Project
Design Stage

- Contractual Documents
- Roles and Responsibilities
- Contractor Selection
- Performance based ESMPs
- Notice to Correct
- Community Engagement
During Implementation

Knowledge transfer and skills development
Recruitment
Performance metrics
Manage Staff turnover
Post Project

Information Dissemination
Project Review
Capacity building
Incentivize compliance
Let’s continue the conversation!
Post questions and comments in the IAIA24 app.

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