



MINISTRY OF LANDS, AGRICULTURE, FISHERIES, WATER AND RURAL DEVELOPMENT

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN (ESMP) REPORT

RESILIENCE AGRICULTURE CLUSTER PROJECT (RACP) FOR
ZIMBABWE

IN

MASHONALAND EAST

PREPARED BY



ENVIRONMENTAL SCIENCE INSTITUTE
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Executive Summary

The Resilience Agriculture Cluster Project (RACP) is a Government of Zimbabwe initiative supported by the African Development Bank (AfDB) and the International Fund for Agricultural Development (IFAD) to enhance climate resilience, improve agricultural productivity, and strengthen rural livelihoods through climate-smart irrigation rehabilitation, market infrastructure development, landscape restoration, and capacity building across four districts of Mashonaland East, Murewa, Mutoko, Uzumba-Maramba-Pfungwe (UMP), and Goromonzi. This Environmental and Social Management Plan (ESMP) provides a comprehensive framework for identifying, assessing, and managing potential environmental and social risks associated with project implementation, in line with Zimbabwe's Environmental Management Act, AfDB's Integrated Safeguards System (ISS), and IFAD's Social, Environmental and Climate Assessment Procedures (SECAP).

Project Rationale and Context

The overall goal of the project is to strengthen climate-resilient, market-oriented smallholder agriculture. Its objectives include enhancing water security through irrigation rehabilitation, increasing agricultural productivity, restoring degraded landscapes, improving rural livelihoods through market access, and strengthening adaptive capacity at community and institutional levels. Key activities include rehabilitation of irrigation schemes, Chipso located at 17°27'24.48" S and 32° 2'49.92"E, Athlone located at 17°50'12.2"S and 31°54'59.83"E, Don Rungano located at 18° 1'41.87"S and 31°46'22.19"E, and River Valley located at 17°53'28.32"S and 32°2'4.34"E, construction of post-harvest and market facilities, installation of seven automatic weather stations, land restoration interventions of over 230 ha, and institutional capacity building. Alternatives considered included the no-project alternative which would result in continued land degradation and declining productivity as well as alternative site locations and design options (e.g., solar vs grid power for pumping systems, sprinkler vs centre pivot systems). The selected alternatives offer the strongest cost-benefit, climate resilience, and social inclusion outcomes.

Policy, Legal and Institutional Alignment

The Ministry of Lands, Agriculture, Fisheries, Water and Rural Development (MLAFWRD) provides overall sector oversight. The Project Implementation Unit (PIU) is responsible for coordination, procurement, supervision, and safeguards compliance. EMA enforces

environmental regulations and oversees compliance with the Environmental Management Act (Chapter 20:27) and Statutory Instrument 7 of 2007. ZINWA manages water permits and catchment-level monitoring, while Rural District Councils (RDCs) provide land-use approvals and community mobilisation. At scheme level, Irrigation Management Committees (IMCs) and Water User Associations (WUAs) oversee daily operations, maintenance, and grievance handling. The project triggers the all AfDB ISS Operational Safeguards and IFAD SECAP Standards, including Standards on Environmental and Social Assessment, Climate Adaptation, Water Resources, Biodiversity Conservation, Pollution Prevention, Labour and Working Conditions, Community Health and Safety, Social Inclusion, Vulnerable Groups, Gender Equality, Cultural Heritage and Stakeholder Engagement.

Project implementation is further guided by the African Development Bank's Integrated Safeguards System (ISS, 2023), which sets binding environmental and social standards for all RACP interventions, including labour and working conditions, community health and safety, biodiversity conservation, pollution prevention, climate risk management and stakeholder engagement. It also aligns with national strategies including the National Climate Policy, the National Climate Change Response Strategy, the National Biodiversity Strategy and Action Plan, the National Environmental Policy, the National Development Strategy One (NDS1) and the National Agriculture Policy Framework. At international level the project aligns with obligations under the Convention on Biological Diversity, the United Nations Framework Convention on Climate Change, the Paris Agreement, ILO Conventions and the Sustainable Development Goals.

The Project Implementation Unit (PIU) leads the ESMP implementation and monitoring, supported by contractors, RDCs, AGRITEX, IMCs/WUAs, and EMA. Contractors execute site-specific mitigation measures and OHS obligations, while IMCs and WUAs handle local operations, monitoring, and minor maintenance works. EMA and the PIU conduct routine compliance audits and reporting.

Project Alternatives

A structured assessment of project alternatives was conducted as required by AfDB ISS and IFAD SECAP. These include:

- The No Project alternative indicates continued degradation of irrigation systems, declining yields, deepening poverty and irreversible land degradation.
- Alternative technologies were examined, resulting in the selection of solar powered pumping systems due to their lower operational costs, reduced greenhouse gas emissions and suitability for remote areas.
- Alternate layout designs were assessed to avoid sensitive areas, minimize vegetation clearance, reduce excavation requirements and mitigate erosion.

Environmental and Social Baseline

Baseline studies revealed a diverse biophysical and socio-economic context in Mashonaland East districts (Murewa, Mutoko), characterised by variable rainfall (600-900 mm annually), soil erosion risks in degraded catchments, and limited market access for smallholders. Health conditions include elevated disease vectors from stagnant water and poor sanitation; socially, gender disparities prevail with women bearing heavy labor burdens and low participation (e.g., 5/18 women beneficiaries at Chipso scheme); economically, 70% of Don Rungano households are Poor/Very Poor, with irrigator incomes at USD 150/month vs. USD 50/month for non-irrigators, youth unemployment high, and livestock ownership limited (max 4 cattle/farmer).

Potential positive impacts include improved agricultural productivity via 236 ha irrigation rehabilitation, enhanced ecosystem services through 660,000 trees planted, job creation, and strengthened climate resilience. Potential adverse impacts such as soil degradation, water pollution, biodiversity loss, occupational hazards, gender-based violence, and social conflict (e.g., stray cattle crop damage, land disputes) are expected to be temporary, site-specific, and manageable through robust mitigation measures including erosion control, waste/water management, OHS plans, stakeholder engagement, and GRM see Table 1.

Table 1: Summary of Biophysical and Socio-Economic Impacts

Impacts	Mitigation Measures	Risk Levels
Soil erosion affecting 30–45 ha during construction.	Erosion control through terracing, stone bunds, vegetative cover, proper drainage.	Moderate–High
Water abstraction pressures of 0.5–1.2 ML/day per scheme.	Water efficiency: canal lining, abstraction monitoring, leak detection, ZINWA permits.	Moderate

Temporary vegetation loss covering 5–12 ha.	Reforestation (660,000 trees), biodiversity protection, avoidance of sensitive habitats.	Moderate
Temporary disturbance to common flora and fauna species.	Ecological buffers, pre-clearing surveys, chance-find procedures.	Low–Moderate
Occupational health and safety risks (machinery, falls).	Comprehensive OHS: PPE, training, emergency plans, hazard signage.	Moderate
Waste generation (10–20 tons rubble/scrap per scheme).	Recycling (aluminium pipes), hazardous waste disposal, waste manifests.	Moderate
GBV/SEA risks and labour/social conflict.	Codes of Conduct, worker screening, GBV/SEA training, and local oversight.	Moderate
Disease vectors from stagnant water.	Drainage, vector control, WASH facilities, health awareness.	Moderate

Summary of Stakeholder Consultations

Extensive consultations were held with farmers, women, youths, Rural District Council (RDC), District Development Coordinator (DDC), Irrigation Management Committee (IMC) and community-based organisations. Key issues raised included the need for timely pump and transformer repairs, transparent water allocation, improved fencing to prevent livestock intrusion, value-chain development support, employment opportunities for local youth, and measures to strengthen drought resilience. These inputs informed project design and the ESMP’s risk mitigation framework. The stakeholder input is summarised in Table 2.

Table 2: Summary of Stakeholder Input

Location	Dates	Key Issues Raised	Responses and Commitments of developer
Chipso Irrigation Scheme (Mutoko)	Oct 2025 (meeting minutes Appendix 1)	Crop damage by stray cattle; limited women participation (5/18 beneficiaries); power outages; market exploitation.	Install perimeter fencing; 50% women/30% youth training targets; solar pumps by Q2 2026; GRM via PIU; post-harvest facilities for fair markets.
Don Rungano Irrigation Scheme (Murewa)	Oct 2025 (Appendix 3)	Pump breakdowns; soil erosion/siltation; low incomes (USD 150/month irrigators); heavy women labour.	Rehabilitate pumps/canals; catchment restoration (gully bunds, trees); gender-inclusive capacity building; income via VBUs.
Athlone Irrigation Scheme (Murewa)	Oct 2025 (Appendix 5)	Transformer failures; water losses; youth unemployment; poor road access.	Upgrade 250kVA transformer to solar; canal lining; youth enterprise grants; feeder road improvements.

River Valley Irrigation Scheme (Murewa)	Oct 2025 (Appendix 7)	Pipe shortages in Sections A/B; stray animals; flood risks; limited market links.	Replace pipes/sprinklers; fencing; early warning systems, market infrastructure by the Operation phase 2027.
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Cost of Mitigation Measures

RACP activities in Mashonaland East cover 236 ha of irrigated land, directly benefiting smallholder farmers and communities within the four project districts. The total estimated cost of the intervention in Mashonaland East is USD 9.84 million, covering infrastructure works, land restoration, institutional support, and community-level capacity building. The total ESMP implementation budget for Mashonaland East is USD135,250.00, covering environmental monitoring, OHS implementation, GBV/SEA mitigation measures, capacity building, reforestation, and waste management (Table 3).

Table 3: ESMP Cost Categories and Estimates

Category	Cost Estimate (USD)
Environmental mitigation	41,250.00
Social inclusion and safeguards	23,750.00
Climate adaptation and IPM	12,000.00
Grievance management and awareness	6,250.00
Health and safety systems	14,000.00
Monitoring and independent audits	27,500.00
Capacity building for farmers, IMCs, and district teams	10,500.00
Total ESMP Cost	135,250.00

Table 4: ESMP summary Matrix

Code	Impacts	Measures	Deadline	Cost	Key Performance Indicator	Implementation Responsibility	Monitoring/Oversight
P1	Soil erosion from earthworks (Moderate, Construction)	Install stone bunds, vegetative filter strips	Q4 2026 (end Construction)	USD 5,000/ha	<5% siltation increase in dams	Contractor/IMC	PIU quarterly audits
O2	Water contamination from pesticides (Low, Operation)	Adopt IPM framework, buffer zones	Q4 2027 (end Year 1 Operation)	USD 2,000/scheme	No pesticides in water samples	IMC/WUAs	EMA annual sampling
C3	Occupational hazards (e.g., machinery accidents) (Moderate, Construction)	PPE provision, OHS training	Q2 2026 (start Construction)	USD 1,500/worker	Zero lost-time incidents	Contractor	PIU/EMA site inspections
D4	Infrastructure decommissioning waste (Low, Decommissioning)	Dismantle/recycle materials, site restoration	Q4 2030	USD 10,000/scheme	90% materials recycled	PIU/Contractor	RDC post-audit
P5	Biodiversity loss from site clearing (Moderate, Planning)	Pre-clearing surveys, tree relocation	Q1 2026	USD 3,000/scheme	80% native species retained	PIU/AGRITEX	EMA compliance check

Support Management Plans

A multi-tiered Grievance Redress Mechanism (GRM) is established, beginning with a locally empowered scheme-level mechanism managed by IMCs or WUAs. Grievances can be submitted anonymously and are expected to be resolved within 14 days. Unresolved cases escalate to district-level structures through RDCs and ultimately to the PIU. There shall be no land acquisition or expansion hence no need for compensation agreements provisions for compensation where temporary land or asset losses occur.

The (**Grievance Redress Mechanism**) GRM is culturally appropriate, gender responsive and accessible. It includes community committees, PIU oversight and escalation channels to district and national structures. Complaints may be made verbally or in writing and all grievances will be resolved within agreed timelines. Awareness will be carried out during all project phases and the GRM budget is included in the ESMP.

The project will implement a safeguards-compliant Pest Management Plan (PMP) that prioritises prevention, ecological control and reduced reliance on chemical pesticides in all irrigation schemes and Village Business Units. The PMP provides clear guidance on pest surveillance, safe pesticide handling, storage, disposal and the exclusion of Highly Hazardous Pesticides in line with AfDB OS3, IFAD SECAP and national regulations. Its implementation strengthens environmental protection, reduces health risks and ensures that pest management supports climate-resilient and sustainable agricultural production across the target districts.

Conclusion

The ESMP demonstrates that the RACP will deliver substantial socio economic and environmental benefits while managing risks effectively. The project is fully aligned with Zimbabwean regulations and the ten AfDB Operational Safeguards as well as the thirteen IFAD SECAP Standards. With a robust monitoring framework, strong institutional arrangements and clear implementation responsibilities, the project is ready for financing and implementation and presents a replicable model for climate resilient irrigation development.

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List of Acronyms

AfDB ISS	African Development Bank Integrated Safeguards System
AGRITEX	Agricultural Technical and Extension Services
CSA	Climate-Smart Agriculture
DRR	Disaster Risk Reduction
EMA	Environmental Management Agency (Zimbabwe)
ESIA	Environmental and Social Impact Assessment
ESMP	Environmental and Social Management Plan
FPIC	Free, Prior and Informed Consent
GBV	Gender-Based Violence
GRM	Grievance Redress Mechanism
IFAD SECAP / ESS	International Fund for Agricultural Development Social, Environmental and Climate Assessment Procedures / Environmental and Social Standards
IMC / WUA	Irrigation Management Committee / Water User Association
IPMP / IPM	Integrated Pest Management Plan / Integrated Pest Management
LMP	Labour Management Plan
MSD	Meteorological Services Department (Zimbabwe)
NDC	Nationally Determined Contribution (Paris Agreement)
NEC	National Employment Council (Agricultural Sector)
NSSA	National Social Security Authority
NSDs	Night Storage Dams
OHS	Occupational Health and Safety

PIU	Project Implementation Unit
RACP	Resilience Agriculture Cluster Project
RDC	Rural District Council
RPA	Rapid Participatory Appraisal
SACP	Smallholder Agriculture Cluster Project
SEA	Sexual Exploitation and Abuse
SEP	Stakeholder Engagement Plan
SI	Statutory Instrument
VBU s	Village Business Units
WEEE	Waste Electrical and Electronic Equipment
ZINWA	Zimbabwe National Water Authority

1.0 INTRODUCTION

1.1 Proponent Details

The Resilience Agriculture Cluster Project (RACP) is led by the Ministry of Lands, Agriculture, Fisheries, Water and Rural Development (MLAFWRD) on behalf of the Government of Zimbabwe. The Ministry, established under the Agricultural Sector Coordination Act and related legislation, holds the national mandate to design, implement, and monitor agricultural policies and programmes. As a government line ministry, it functions under the authority of the Civil Service Commission, with its statutory roles and responsibilities formally outlined in the Government Gazette.

RACP is financed through a blended arrangement between the African Development Bank (AfDB) under its Climate Action Window (CAW) and the International Fund for Agricultural Development (IFAD), complemented by counterpart contributions from the Government of Zimbabwe. The project forms part of the Ministry's broader mandate to drive climate-resilient agricultural transformation and rural development, building directly on lessons learned from the Smallholder Agriculture Cluster Project (SACP).

Operationally, RACP is implemented through a dedicated Project Implementation Unit (PIU) established within the Department of Irrigation and Water Development. The PIU is responsible for planning, procurement, contract management, environmental and social safeguards compliance, and overall project monitoring. It works in close collaboration with provincial and district agricultural extension offices, catchment councils under the Zimbabwe National Water Authority (ZINWA), and Rural District Councils (RDCs).

Beyond its own structures, the Ministry will engage with local water user associations, farmer organisations, and private-sector partners to implement specific activities such as irrigation rehabilitation, market infrastructure development, catchment restoration, and climate information services. This approach ensures that RACP interventions are locally owned and responsive to community priorities, while meeting AfDB and IFAD safeguard and performance standards. RACP will be anchored within the Ministry's institutional framework and operationally linked to national and district-level structures, thereby institutionalising accountability mechanisms, strengthening sustainability, and ensuring inclusive participation across the 18 target districts located within the Gwayi, Sanyati, Manyame, and Mazowe catchments.

1.2 Background

Agriculture is the backbone of Zimbabwe's economy, providing employment to more than 60 percent of the population and serving as a critical source of food security and livelihoods. Yet the sector is increasingly threatened by climate change, recurrent droughts, erratic rainfall, and land degradation. Over the past two decades, rural communities have faced deepening poverty and food insecurity, challenges compounded by ageing infrastructure, underperforming irrigation systems, and weak access to markets.

In response, the Government of Zimbabwe, through the Ministry of Lands, Agriculture, Fisheries, Water and Rural Development (MLAFWRD), in partnership with the African Development Bank (AfDB) and the International Fund for Agricultural Development (IFAD), developed the Resilience Agriculture Cluster Project (RACP) to address these systemic barriers. The initiative builds on lessons from the Smallholder Agriculture Cluster Project (SACP), which introduced climate-smart agriculture, improved market linkages, and promoted inclusive governance at the local level. RACP takes this model further by scaling up investments in resilient infrastructure, natural resource management, and rural enterprise development to strengthen smallholder agriculture.

In Mashonaland East, RACP focuses on Murewa, Mutoko, Uzumba-Maramba-Pfungwe, and Goromonzi districts. These areas are highly vulnerable to climate shocks yet possess significant agricultural potential, particularly in horticulture, small grains, and livestock production. Despite this potential, communities continue to struggle with inadequate irrigation, poor storage facilities, and limited access to structured markets. By targeting these districts, RACP seeks to unlock their productivity while building resilience against climate-related risks.

The project will:

- Improve water availability and irrigation performance by rehabilitating schemes, constructing water harvesting systems, and installing solar-powered pumping technologies.
- Strengthen value chains by upgrading feeder roads, establishing markets, and improving post-harvest handling and cold storage facilities.
- Promote catchment restoration through afforestation, gully reclamation, and soil conservation initiatives in degraded communal areas.

- Enhance preparedness to climate risks with early warning systems, weather-index insurance, and digital alerts to farmers.
- Support inclusion of women, youth, and vulnerable groups in governance, training, and enterprise development.

RACP in Mashonaland East is implemented through the Ministry's Project Implementation Unit, working with provincial and district agricultural extension structures. Close collaboration will be maintained with catchment councils, Rural District Councils, and farmer-based organisations. Partnerships with NGOs, development agencies, and private sector actors will provide additional technical and financial support in value chain development and promotion of climate-smart technologies.

The project aligns with Zimbabwe's National Development Strategy 1 (NDS1), the National Climate Policy, and the country's commitments under the Paris Agreement and the Sustainable Development Goals, especially SDG 2 on Zero Hunger, SDG 6 on Clean Water, SDG 13 on Climate Action, and SDG 15 on Life on Land. By prioritising resilient agriculture, the initiative contributes to national efforts to achieve middle-income status by 2030 as envisioned in Vision 2030.

In Mashonaland East, the project directly responds to recurrent climate shocks, degraded catchments, and the breakdown of irrigation schemes in Murewa, Mutoko, Uzumba-Maramba-Pfungwe, and Goromonzi. It will rehabilitate irrigation systems, promote solar-powered Village Business Units, and install household water-harvesting structures. At the same time, it will implement structured Environmental and Social Management Plans (ESMPs) to stabilise soils, restore ecosystems, and improve productivity, in line with Section 97 of the Environmental Management Act [Chapter 20:27]. The Ministry has commissioned the Scientific and Industrial Research and Development Centre (SIRDC) through its Environmental Science Institute (ESI) to undertake the required Environmental and Social Management Plan (ESMP) exercise and prepare the associated reports, reflecting its commitment to high standards of health, safety and environmental stewardship.

1.3 Purpose of the Environmental and Social Management Plan (ESMP)

The ESMP provides the overarching framework for identifying, predicting and evaluating the potential environmental and social consequences of the RACP across its planning, construction, operation and decommissioning phases in Mashonaland East province. Its

principal purpose is to ensure that the project is designed and implemented in a manner that protects environmental integrity, upholds social equity and complies with both national legislation and international safeguard standards across the province.

The ESMP establishes the baseline conditions of the 4 target districts, Murewa, Uzumba-Maramba-Pfungwe (UMP), Goromonzi and Mutoko, analyses likely impacts, and prescribes avoidance, minimisation, mitigation and enhancement measures to be integrated into project planning. It defines clear responsibilities, performance criteria and monitoring arrangements for the Project Implementation Unit (PIU), contractors and local stakeholders, embedding accountability and sustainability into project execution.

In accordance with the Environmental Management Act [Chapter 20:27], SI 7 of 2007 Environmental Impact Assessment and Ecosystems Protection Regulations, the African Development Bank's Integrated Safeguards System (2023) and IFAD's Social, Environmental and Climate Assessment Procedures (2021), the ESMP ensures statutory and development-partner compliance. It sets out mitigation measures, institutional arrangements, monitoring indicators and capacity-building provisions tailored to the biophysical, socio-economic and cultural context of the four catchments.

Beyond compliance, the ESMP serves a strategic role in mainstreaming cross-cutting priorities such as gender equality, youth participation, labour rights, occupational health and safety, integrated pest management and climate risk adaptation into the management of RACP. By doing so, it minimises risks, enhances positive impacts and maximises long-term benefits for communities, ecosystems and the national economy.

Ultimately, the ESMP operationalises the project's commitment to sustainability by ensuring that all activities are planned, implemented and monitored in ways that strengthen climate resilience, protect community well-being and support Zimbabwe's transition towards a more inclusive and climate-resilient agricultural sector.

1.4 Geographic Scope

The Resilience Agriculture Cluster Project (RACP) will be implemented across Mashonaland East, covering 2 climate-vulnerable districts distributed across the Mazowe catchment (see Figure 1).

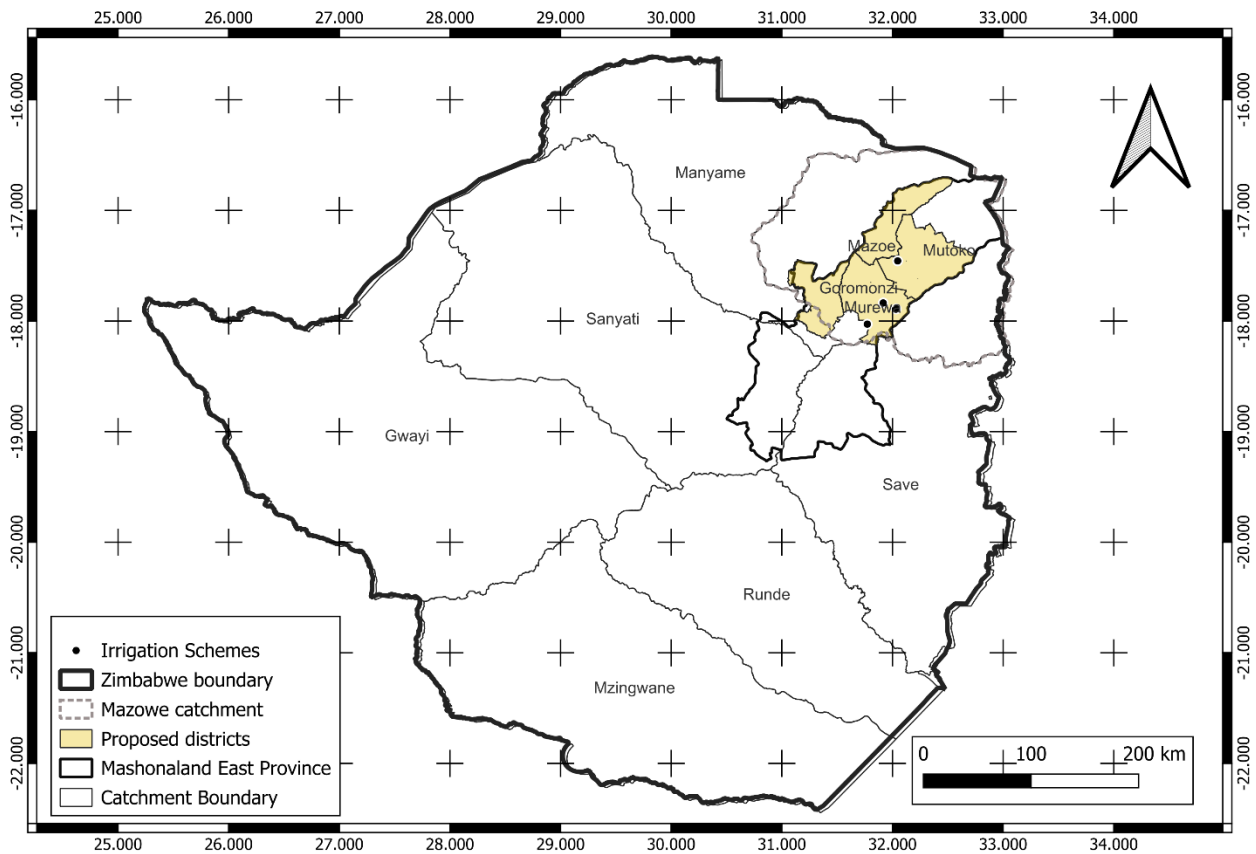


Figure 1: Location of the Irrigation Schemes

These districts were identified due to their heightened vulnerability to climate-related hazards, their strong dependence on rain-fed farming systems, and the existence of irrigation and market infrastructure that remains underutilised but holds considerable potential for revitalisation. In Mashonaland East province, the project specifically focuses on the districts of Murewa, and Mutoko. A list of the proposed irrigation schemes earmarked for resuscitation is given in Table 5.

Table 5: Proposed Irrigation Schemes

Province	District	Matched Irrigation Scheme (from SACPRPA)
Mashonaland East (Mazowe Catchment)	Murewa.	1. Don Rungano Irrigation Scheme. 2. Athlone Irrigation Scheme. 3. River Valley Farm.
	Mutoko.	4. Chipso Irrigation Scheme.

These two districts collectively have more than 400,000 people, the majority of whom are rural smallholder farmers who are dependent on mixed crop-livestock systems. The catchment represents distinct biophysical settings. Mazowe traverses productive Highveld zones with a history of smallholder irrigation and high-value crop production. By spanning the diverse agro-ecological zones, the project is positioned to address region-specific vulnerabilities while creating a coherent framework for climate-smart and inclusive agricultural development. It is anticipated that the RACP will extend to two more districts, Uzumba-Maramba Pfungwe (UMP) and Goromonzi, upon approval by relevant local leadership and administration.

1.5 Project Category

The Resilience Agriculture Cluster Project (RACP) in Mashonaland East has been classified as a Schedule 2 project under Zimbabwe's Environmental Management Act (EMA), corresponding to Category 2 in the African Development Bank's Environmental and Social Assessment Procedures (ESAP) and the International Fund for Agricultural Development's Social, Environmental and Climate Assessment Procedures (SECAP). This classification recognises that the project is expected to generate site-specific and largely reversible environmental and social impacts that are of moderate significance and can be effectively managed through well-designed mitigation measures and adherence to recognised international standards.

The categorisation process follows an initial environmental and social screening phase, conducted to evaluate the nature, scale, sensitivity, and potential risks associated with project activities. During this phase, project components were assessed against national regulatory requirements and AfDB and IFAD safeguard criteria, including the type and scale of physical interventions, proximity to environmentally sensitive areas, potential impacts on communities, biodiversity, and cultural heritage, and the anticipated magnitude and duration of risks. The results of this screening confirmed that the project's impacts do not warrant a comprehensive Environmental and Social Impact Assessment (ESIA), but rather the preparation of an Environmental and Social Management Plan (ESMP).

The ESMP is the central tool for risk management and compliance, outlining mitigation, monitoring, and adaptive management measures across all project stages. It integrates key safeguard dimensions such as biodiversity conservation, climate resilience, pollution prevention, occupational health and safety, labour and working conditions, community health and safety, and stakeholder engagement. Once developed, the ESMP is reviewed and validated

by the African Development Bank and IFAD to ensure alignment with international safeguard standards before being submitted to the Environmental Management Agency (EMA) for regulatory approval.

1.6 Project Justification

The Resilience Agriculture Cluster Project (RACP) offers a strategic, urgent, and evidence-based response to the growing vulnerabilities threatening smallholder agriculture in Mashonaland East Province. Within the districts of Uzumba Maramba Pfungwe, Goromonzi, Mutoko, and Murewa, all located in the ecologically vital Mazowe catchment, rural livelihoods are increasingly at risk from a mix of climate-induced stresses and structural obstacles. Unpredictable rainfall, lengthy dry spells, repeated droughts, and accelerated soil erosion are diminishing agricultural output and deteriorating natural resource bases. These challenges are worsened by limited access to climate-resilient infrastructure like irrigation systems, which hampers adaptive capacity and keeps communities trapped in cycles of poverty and food insecurity. Without targeted measures, these conditions will continue to erode the environmental and economic foundations of the province's rural economy, threatening both local and national food security.

The RACP has been designed as a holistic solution to these systemic challenges. By rehabilitating and expanding irrigation infrastructure, promoting water harvesting technologies, and restoring degraded landscapes within the Mazowe catchment, the project will climate-proof agricultural production systems and enhance water security. This foundational work is reinforced by investments in post-harvest handling facilities, feeder roads, and market infrastructure, enabling farmers to reduce post-production losses, improve product quality, and access higher value markets. The integrated design ensures that increased productivity translates into stable incomes, diversified livelihoods, and enhanced resilience to future climatic shocks.

The project also addresses the social dimensions of resilience by embedding equity, inclusion, and capacity development into its design. Targeted measures will expand access to resources and decision-making opportunities for women and youth, strengthening their roles in agricultural value chains. Complementary initiatives, including early warning systems, weather-indexed insurance schemes, and institutional capacity building, will improve risk preparedness and enhance the long-term sustainability of investments. This approach ensures

that the physical infrastructure created is matched by empowered communities capable of managing and adapting to evolving climate risks.

Strategically, the RACP is fully aligned with Zimbabwe's Vision 2030 and the National Development Strategy 1, advancing national priorities for climate-resilient agriculture, food security, and rural transformation. It also adheres to the AfDB Climate and Green Growth Strategic Framework and policy and IFAD's Social, Environmental and Climate Assessment Procedures (SECAP), embedding environmental sustainability, social inclusivity, and good governance principles into every stage of implementation. Building on lessons from past agricultural initiatives, the project will scale up proven models of climate-smart agriculture, sustainable land management, and inclusive value chain development.

By integrating environmental, social, and economic objectives into a single, coherent framework, the RACP will significantly reduce smallholder vulnerability, restore ecological integrity within the Mazowe catchment, improve household nutrition, and catalyse a more dynamic, inclusive, and resilient rural economy in Mashonaland East Province

1.7 PROJECT DESCRIPTION

The Resilience Agriculture Cluster Project (RACP) represents a strategic investment in climate-proofed agricultural development across Zimbabwe's most vulnerable yet agriculturally significant districts. Designed as a scale-up of the Smallholder Agriculture Cluster Project, it combines infrastructure rehabilitation, catchment restoration, and inclusive value chain development to transform smallholder farming into a more productive, resilient, and market-oriented sector.

2.0 Overview of the Project

The Resilience Agriculture Cluster Project (RACP) in Zimbabwe is a climate-focused agricultural initiative designed to strengthen smallholder farmers' participation in market-oriented, climate-smart, and nutrition-sensitive value chains. It builds on the existing Smallholder Agriculture Cluster Project (SACP), leveraging its infrastructure and partnerships to scale up climate resilience and inclusivity.

The project aims to increase household incomes and improve nutrition through sustainable, private sector-led transformation of smallholder agriculture. It is financed through a grant from the African Development Bank's Climate Action Window (CAW), contributing to a total project cost of USD 77.2 million.

The project has three core components:

1. Inclusive climate and nutrition-sensitive value chain development. This component supports the mobilisation and technical strengthening of Agricultural Producer Groups (APGs) and agribusinesses. It includes matching grants and loans to promote investments in value chains such as sorghum, millet, sunflower, citrus, sesame, beef, poultry, and piggery. Examples of activities that may be funded include:
 - Training in business development and financial literacy
 - Support for smallholder access to inputs and climate-smart technologies
 - Grants for agribusinesses to expand processing and market access
2. Climate proofing of infrastructure for productive and domestic use: This component focuses on rehabilitating and expanding irrigation schemes, establishing multipurpose water points, and upgrading feeder roads. Examples of infrastructure that may be funded include:
 - Rehabilitation of irrigated land.
 - Solar-powered boreholes and water harvesting systems.
 - Nutrition corners and livestock drinking troughs.
 - Feeder roads to improve market access.

3. Strengthened institutional capacities for disaster and climate finance management. This component provides policy and institutional support to improve climate governance and financial resilience. It includes the establishment of a Resilience Platform and capacity building for climate finance and disaster risk management. Examples of support that may be funded include:

- Development of climate finance strategies
- Training for government and civil society on climate risk planning
- Coordination platforms for resilience and adaptation

2.1 Interventions

2.1.1 Irrigation and Water Systems

RACP will rehabilitate and modernise approximately 236 hectares in total of irrigation schemes in the targeted districts. The hectarage of the irrigation schemes is broken down in Table 6 and is likely to increase after the validation of irrigation schemes for UMP and Goromonzi by the community and MLAFWRD.

Table 6: Hectarage Covered by Each Targeted Irrigation Scheme

Irrigation Scheme	District	Location	Hectarage
River Valley Irrigation Scheme	Murewa	17°53'28.32"S 32°2'4.34"E	4 ha
Don Rungano Irrigation Scheme	Murewa	18°1'41.87"S 31°46'22.19"E	70 ha
Athlone Irrigation Scheme	Murewa	17°50'12.2"S 31°54'59.83"E	100 ha
Chipo Irrigation Scheme	Mutoko	17°27'24.48"S 32° 2'49.92"E	12 ha
Total			186 ha

This will include replacement of aged pumps, canal lining, and improved on-farm distribution systems to reduce water losses and improve application efficiency. This will be complemented by the installation of solar-powered Village and School Business Units (VBUs/SBUs) to provide decentralised water and energy for irrigation, agro-processing, and small rural enterprises. At the household and community level, the project will construct rainwater harvesting systems (tanks, rooftop collection, and infiltration pits) and develop road-water harvesting ponds to intercept and store runoff, thereby reducing erosion and enhancing water security even in semi-arid areas.

Facilities at Don Rungano Irrigation Scheme

Don Rungano Irrigation Scheme is supplied from Chitongo Dam and has intake infrastructure with two pump ramps approx. 20 m into the dam (see Plate 1). The scheme originally had two 100 hp pumping units kept in store and currently idle/require service or replacement; these connect into an existing AC mainline that conveys water from the abstraction to fields. The infield system is a semi-portable sprinkler using 3-inch hydrants (see Plate 5) and aluminium sprinklers. The substation at the dam, which had armoured cables stolen and transformer components too, farmers have procured a 100 kVA transformer, and ZESA has pledged a 315 kVA transformer pending installation and supporting components.



Plate 1: Pump Ramps at Don Rungano Irrigation Scheme

Facilities at Athlone Irrigation Scheme

Athlone draws from Athlone Dam under a valid permit. The headworks comprise one primary pumping unit, a KSB (100-80-250) pump sized (see Plate 5) ~75 hp coupled to a 100 hp electric motor, delivering ~250–300 m³/h at a TDH of about 100 - 120 m. The delivery arrangement is 6" steel at the pump outlet feeding into a buried 250 mm AC mainline, which splits to Sections A and B; Section A's buried 250-115 mm AC branch and Section B's 8" steel/225 mm AC branch. The abstraction and pump house are served by a 250 kVA (see Plate 2) transformer with an armoured power cable; control gear includes a VSD and Star–Delta starter panels. Key gaps are: reduced operational pressure (system currently irrigates ~30 ha instead of the design ~50 ha), absence of non-return valves, no isolation valves at the junction between sections, worn hydrant seals, theft and damage to aluminium laterals, pump-house flooding (blocked

downstream channel/weed infestation), and insufficient infield. These deficiencies drive the scheme's reduced service area and the recommendation for rehabilitation works.



Plate 2: 250kVA Transformer at Athlone Irrigation Scheme

Facilities at River Valley Farm

Water is drawn from JR Dam using two 60hp pumping units, installed in a pump house that currently requires renovation (see Plate 5) powered by a 100kVA transformer facility. The suction arrangement is a flooded-suction with a 250 mm steel suction/delivery connection to the pump station that steps down through 200 mm - 150 mm segments toward the pumps feeding Section B; farmers supplement the crossing with a 1 × 4" aluminium surface pipeline and use 3" surface pipes to reach field edges. The system conveys water through two separate mainlines, an 8-inch AC pipe for Section A and a 6-inch AC pipe for Section B (see Plate 3), to a semi-portable sprinkler infield system that is currently down due to a critical shortage of pipes and sprinklers, leading to poor water distribution across its 54-hectare area. The abstraction point is served by a 100 kVA transformer feeding the two pumps via armoured cables; both pumps are connected to Star-Delta starters and there is a VSD on standby for Section A, but the system lacks non-return valves and adequate isolation valves on suction/delivery lines, exposing pumps to backflow and complicating repairs. Theft of aluminium laterals, worn rubber seals at hydrants, low pressure events and some sections of pipeline needing minor repairs are flagged as key operational constraints.

Some of the facilities at the River Valley irrigation scheme are shown (see Plate 3).



Plate 3: Section A and Section B at River Valley Irrigation Scheme

Facilities at Chipo Irrigation Scheme

The Chipo Irrigation scheme utilises a single TA40 pump on a trolley to abstract water from the Nyadire weir, connected to a 100kVA transformer facility, as shown in Plate 4.

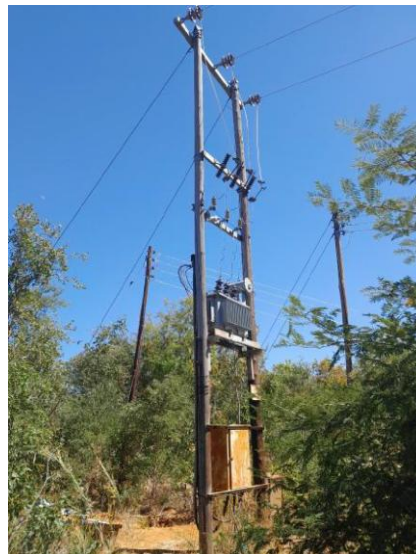


Plate 4: 100kva Transformer at Chipo Irrigation Scheme

The water is conveyed through a 140mm PVC mainline to the fields, where a drag-hose irrigation system is employed, consisting of sprinklers, tripods, and hoses. Plate 5 shows some of the facilities existing at the irrigation schemes.



Plate 5: Facilities at - a) River Valley Irrigation Scheme, b) Don Rungano Irrigation Scheme, c) Chipso Irrigation Scheme, d) Athlone Irrigation Scheme

2.1.2 Market and Post-Harvest Infrastructure

RACP will upgrade feeder roads to an all-weather level of 38 kilometres to improve market access and lower post-harvest losses. This will facilitate the transportation of inputs and produce between farms and markets. To increase the shelf life of perishable produce, enhance food quality, and lower spoilage, it will build mobile market sheds in strategic locations throughout the four target districts and set up post-harvest centres with solar-powered cold storage facilities. To promote rural enterprise growth and improve the commercial viability of smallholder output, these facilities will be connected to private off-takers and service providers.

2.1.3 Catchment and Landscape Restoration

RACP will prioritise extensive catchment and landscape restoration in the targeted irrigation schemes of Mashonaland East, namely River Valley, Don Rungano, Athlone, and Chipso. These schemes are grappling with serious forms of land degradation, including gully erosion, siltation of dams and weirs, vegetation loss, and streambank cultivation. To address these challenges,

the project will implement a package of restorative measures such as gully reclamation, construction of stone bunds, establishment of vegetative filter strips, and adoption of controlled grazing practices.

These interventions will be reinforced by tree planting, with a strong emphasis on multipurpose indigenous species that support soil stabilisation and household livelihoods. To ensure sustainability, community-managed nurseries will be established to provide a reliable supply of seedlings across the districts. The interventions are designed to stabilise soils, increase infiltration, reduce sedimentation of water bodies, and restore key ecosystem services. This ecological strengthening is essential for maintaining the long-term functionality of irrigation infrastructure in Murewa, Mutoko, Uzumba-Maramba-Pfungwe, and Goromonzi, thereby improving both water security and agricultural productivity in these climate-vulnerable districts.

2.1.4 Climate Information and Early Warning Systems

The project will focus on the installation of automated weather stations connected to an ICT-based platform. These stations will generate and relay timely, location-specific climate information to ensure that farmers and communities have access to accurate and actionable data. Through this system, users will receive updates such as rainfall forecasts, pest and disease alerts, and flood warnings. This information will be integrated into agricultural extension services to support more informed and responsive decision-making at the farm level. In addition, the platform will serve as a foundation for piloting weather-index insurance schemes. These insurance mechanisms will offer farmers a safety net by providing compensation for crop losses linked to extreme weather events, thereby enhancing resilience and reducing vulnerability to climate-related risks.

2.1.5 Capacity Building and Social Inclusion

The RACP will enhance the capacity of local institutions, including water user associations, farmer organisations, and catchment councils, through comprehensive, structured training programmes. These programmes will focus on climate-smart agricultural practices, institutional governance, financial management, and the operation and maintenance of climate-resilient infrastructure. Mainstreaming gender equality, youth engagement, and social inclusion will be integral to the approach. Clear participation benchmarks have been established, with a minimum target of 50% representation of women and 30% youth in governance structures, as well as in all training cohorts. Furthermore, the training curricula will incorporate specialised

modules on labour standards, occupational health and safety, and integrated pest management. These components are designed to embed social safeguards into institutional and operational practices, thereby ensuring that sustainability, equity, and compliance are systematically reinforced in day-to-day activities.

2.1.6 Integration and Sustainability

These interventions have been designed as a coherent package, ensuring that physical investments are complemented by institutional support and social inclusion measures. This integrated approach will deliver immediate improvements in agricultural productivity, post-harvest handling, and market access, while also building long-term climate resilience, ecosystem health, and community well-being across the 4 target districts.

2.1.7 RACP Project Phases

The implementation of the Resilience Agriculture Cluster Project (RACP) will proceed through four sequential phases. Each phase is designed to ensure that environmental and social safeguards are embedded from the outset and sustained throughout the project lifecycle.

Planning Phase

This phase will involve the identification of priority sites, coupled with detailed feasibility assessments and the preparation of designs for irrigation schemes, Village-Based Units (VBUs), water harvesting structures, feeder roads, and market infrastructure. In parallel, Environmental and Social Impact Assessments and site-specific ESMPs will be developed, fully aligned with the requirements of the African Development Bank's Integrated Safeguards System (AfDB ISS) and IFAD's Social, Environmental and Climate Assessment Procedures (SECAP). The process will also include structured stakeholder consultations with catchment councils, Rural District Councils (RDCs), and community representatives. These consultations will serve to validate site selection while ensuring that local priorities and community perspectives are integrated into the final infrastructure designs.

Construction Phase

This phase will focus on executing civil works, including the rehabilitation and upgrading of irrigation schemes, the installation of solar-powered Village-Based Units (VBUs) and Service-Based Units (SBUs), the construction of rainwater harvesting structures, and the improvement of feeder roads and market infrastructure. Implementation will be accompanied by the application of site-specific environmental mitigation measures. These will include erosion control interventions, dust suppression practices, waste management systems, and occupational

health and safety measures to safeguard both workers and surrounding communities. Contractors engaged in these works will be subject to continuous monitoring to ensure strict compliance with the provisions of the Environmental and Social Management Plans (ESMPs) as well as adherence to applicable national environmental regulations and standards.

Operation Phase

Following completion of infrastructure works, the project will transition into the operational phase, which emphasises the productive utilisation and routine maintenance of irrigation systems, water supply infrastructure, post-harvest centres, and market facilities. During this stage, farmers and local institutions will be supported to adopt climate-smart agricultural practices, integrate the use of climate and early warning information into decision-making, and participate in piloting weather-index insurance schemes to strengthen resilience against climate shocks. Ongoing monitoring of environmental and social indicators will be undertaken to track performance and compliance. An adaptive management approach will be applied to ensure timely responses to emerging risks, evolving community needs, and opportunities for scaling good practices.

Decommissioning and Site Restoration Phase

This phase focuses on the decommissioning of temporary works, dismantling of construction camps, and the rehabilitation of all disturbed areas to their original or enhanced condition. Key activities will include backfilling of borrow pits, reshaping and stabilising embankments, replanting of trees, and restoration of natural vegetation cover to promote ecological recovery. The objective is to ensure that no residual environmental damage or social disruption persists beyond project completion, in full compliance with AfDB and IFAD safeguard policies as well as applicable national regulatory requirements.

2.2 Location of the Irrigation Schemes

RACP builds on the lessons and operational insights gained under the Smallholder Agriculture Cluster Project (SACP), making deliberate use of scheme-specific appraisals and layouts to guide climate-smart investments in vulnerable districts. Rather than treating irrigation schemes as isolated interventions, the programme applies a cluster-based approach that situates each scheme within its broader catchment, value chain, and socio-economic setting.

The detailed location maps captured during the Rapid Participatory Appraisals provide a clear picture of both physical layouts and operational constraints. For instance, at River Valley Irrigation Scheme in Murewa, the proposed plan reflects the need to shift from semi-portable

sprinklers to a more reliable centre pivot system, supported by upgraded pumping infrastructure, hydrant realignment, and perimeter fencing to protect cultivated areas.

At Don Rungano Irrigation Scheme, also in Murewa, assessments revealed persistent breakdowns of old pumping units, a lack of a fully functional transformer, and widespread deforestation in the surrounding catchment. The site plan, therefore, points to the need for new pumping capacity, installation of modern electrical and control systems, catchment protection measures, and strengthened farmer governance to restore productivity.

For the Athlone Irrigation Scheme, the layout highlights the challenges created by reliance on a single underperforming pump, the absence of non-return and isolation valves, and frequent flooding of the pump house due to blocked channels. These observations informed recommendations for reinforced headworks, drainage improvements, and consideration of centre pivot technology to expand the irrigable area while reducing losses.

Chipi Irrigation Scheme in Mutoko presents a smaller communal system where outdated pumps, weak pressure, and non-standardised infield equipment compromise water distribution. The site plan underscores the importance of replacing pumping units, introducing uniform sprinkler systems, repairing conveyance lines, and rebuilding boundary fencing to minimise conflicts and crop damage.

By grounding its rehabilitation designs in these scheme-specific realities, RACP ensures that engineering upgrades, social inclusion measures, and environmental safeguards are responsive to local conditions while applying uniform technical standards across provinces. The approach not only addresses urgent infrastructure gaps but also embeds sustainability elements such as the adoption of renewable energy, improved catchment and landscape restoration, gender-sensitive governance structures, and promotion of climate-smart technologies that are practical for smallholders in Mashonaland East.

The location maps of each irrigation scheme are shown below (see Plate 6).

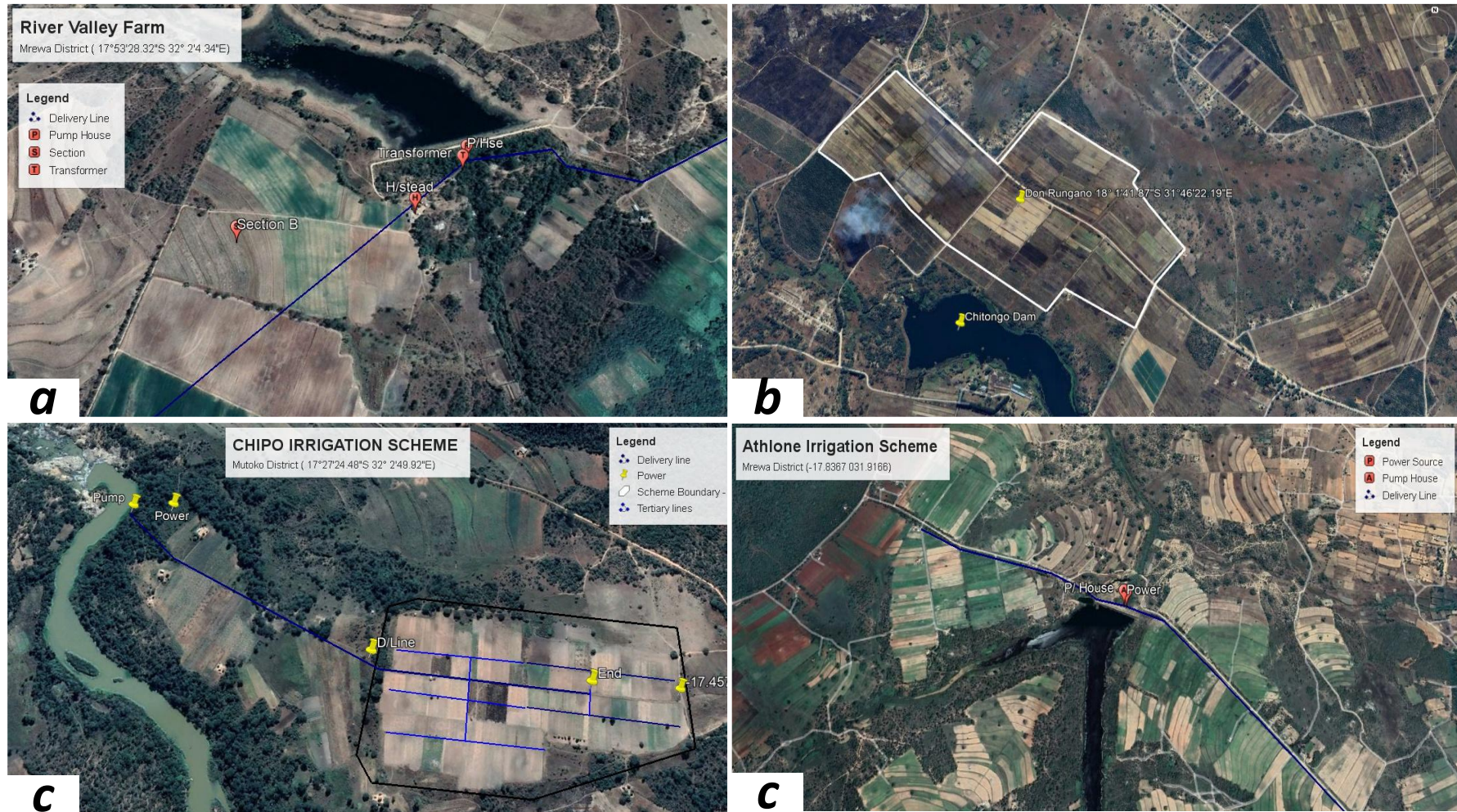


Plate 6: a) River Valley Irrigation Scheme Map, b) Don Rungano Irrigation Scheme Map, c) Chipo Irrigation Scheme Map, d) Athlone Irrigation Scheme Map

2.3 Management Systems

The RACP irrigation schemes will operate under integrated environmental and social management systems designed to ensure compliance with Zimbabwe's Environmental Management Act [Chapter 20:27], IFAD's Social, Environmental and Climate Assessment Procedures (2021) and the AfDB's Integrated Safeguards System (2023). Each Irrigation Management Committee (IMC) will implement site-specific protocols for waste management, emergency preparedness, and infrastructure maintenance, building on lessons from schemes assessed under the SACP RPAs (e.g., Chipso Irrigation Scheme said to have old pumps, low pressure, and non-standardised infield equipment, which limits water distribution)

2.3.1 Waste Management

All irrigation sites under RACP will develop and implement a Waste Management Plan that covers waste collection, segregation, temporary storage, and safe disposal of domestic, agricultural, and construction waste. The plan will be integrated into scheme operations, with clear responsibilities for the Irrigation Management Committees (IMCs) and regular oversight from district authorities.

The Rapid Participatory Appraisals highlight recurring waste streams across schemes, including damaged infield pipes, leaking hydrants, obsolete pumps, electrical cables, concrete rubble from civil works, and plastic irrigation fittings. At River Valley Irrigation Scheme, the shift from semi-portable sprinklers to centre pivots will generate large volumes of redundant aluminium and HDPE pipes, which will be earmarked for recycling through registered scrap dealers. Frequent motor and pump breakdowns at Athlone Irrigation Scheme have led to the accumulation of worn-out components and transformer oil leaks, requiring safe handling and disposal in line with EMA standards.

To minimise environmental risks, the Waste Management Plan will prioritise a circularity approach of reuse and recycling of recoverable materials, with only non-recyclable waste transferred to EMA-approved disposal facilities. Agricultural residues such as crops and weeds will be composted or incorporated into soils as part of climate-smart nutrient management, reducing open-field burning. Used oils, transformer fluids, and chemical containers will be managed under hazardous waste protocols, including sealed storage and handover to licensed disposal contractors. Domestic refuse from workers (plastics, bottles, paper) will be collected in segregated bins and transported to local authority waste sites.

Through these measures, RACP will ensure that waste generated during rehabilitation, construction, and operational phases is systematically managed, reducing pollution risks, supporting circular economy practices, and maintaining compliance with AfDB ISS, IFAD SECAP, and national environmental regulations.

2.3.2 Emergency Preparedness

Each scheme will maintain a simple but functional Emergency Preparedness and Response Plan aligned to local district protocols. This will include training IMCs and farmers in safe shutdown procedures for pumping units, response to floods and storm damage, first-aid, and reporting of chemical or fuel spills. Based on RPA observations, warning signage, muster points, and community-level early warning channels (e.g. WhatsApp groups linked to the Zimbabwe Meteorological Services) will be established to enable rapid communication.

2.3.3 Trail Waste Management

Routine maintenance across the schemes, such as canal clearing, pump servicing, and repairs to infield pipelines, generates trail waste in the form of vegetative debris, silt, worn rubber seals, and small concrete rubble. For instance, the River Valley Scheme reported serious siltation in JR Dam due to upstream streambank cultivation, as well as vegetation encroachment on the dam wall. Athlone Scheme highlighted similar problems, with reeds and weeds blocking the river channel and backflow flooding the pump house. At Chipso Scheme, minor siltation at Nyadire Weir was observed, alongside damaged thrust blocks and exposed pipelines. Under RACP, such trail waste will be managed through immediate collection and reuse where possible, e.g., vegetative matter for mulching, while unusable materials will be removed from sites to prevent drain blockage or contamination of waterways.

2.3.4 Sewage Treatment and Disposal

The RPAs revealed that sanitary facilities are largely inadequate at all four schemes. River Valley and Athlone reported that farmers rely on shallow pits or household wells for water, with no toilets installed in fields. The Chipso Scheme has only one toilet at the fields, which is insufficient for all 18 plot holders. To address these gaps, RACP will ensure that each scheme is equipped with safe and durable sanitation facilities such as Blair latrines or septic tanks strategically located away from canals, dams, and weirs. Effluent from ablution blocks, where constructed, will be treated on-site through lined soak pits or compact package plants before infiltration. Regular inspection and desludging will be scheduled to prevent contamination of

irrigation water sources, in line with EMA and Ministry of Health and Child Care (MoHCC) requirements.

2.3.5 Solid Waste Management

Solid waste streams identified in the RPAs include damaged aluminium pipes, leaking hydrants, worn sprinkler parts, and domestic refuse. River Valley and Athlone both reported theft and breakage of aluminium pipes, resulting in the accumulation of unusable fittings, while Chipso farmers highlighted shortages and non-standard sprinkler heads, leaving piles of broken equipment. Across all schemes, the lack of perimeter fencing also contributes to stray livestock scattering refuse in cropped areas. Under RACP, solid waste will be managed through a structured system: empty chemical containers will follow the “triple rinse, puncture, and return” protocol; metals and plastics (pipes, hydrants, sprinklers) will be collected at designated points for recycling through licensed dealers; and household waste will be segregated into clearly marked bins (plastics, metals, organic). IMCs will coordinate periodic clean-up campaigns in collaboration with RDCs. Organic crop residues will be composted or incorporated into soils, reducing open burning and improving soil health.

2.4 Project Costs

The estimated costs for implementing the RACP have been structured to reflect the major investment components and safeguard measures, providing a clear overview of the financial resources required to deliver the planned interventions across the Mashonaland East targeted districts (see Table 7).

Table 7: Mashonaland East Project Costs

Cost Component	Key Activities	Cost (USD)
Irrigation Infrastructure	Rehab of 236 ha irrigation schemes	795,506
Solar-Powered VBUs/SBUs	13 village & school units	454,525
Rainwater Harvesting Systems	133 household systems	291,685
Road-Water Harvesting Ponds	5 ponds along feeder roads	162,814
Feeder Road Upgrading	4 km all-weather standards	1,657,303
Mobile Market Sheds	2–3 district-level markets	1,061,798
Post-Harvest Centres	1 centre with a solar cold room	2,013,483
Catchment Restoration	265 ha rehabilitation works	795,506
Tree Planting & Nurseries	~660,000 trees, 2–3 nurseries	1,192,978
Weather Stations & ICT	7 automated stations & early warning	556,303
Capacity Building	Farmer & institutional training	530,337
Gender & Youth Inclusion	Quotas, training & support	159,551
Safeguards Implementation	ESMP, IPMP, LMP, OHS, monitoring	172,472
Grand Total	—	9,841,261

2.4 Project Alternatives

The **project alternatives** chapter is tailored to address the potential project implementation options for RACP Mashonaland East ESMP. It anchors the community's feasible choices for the irrigation rehabilitations across the 4 named schemes, catchment restoration, feeder roads/markets, and solar.

2.4.1 Purpose and Method

Alternatives were assessed to achieve RACP's objectives (restore/expand smallholder irrigation; reduce siltation; improve market access; embed social inclusion and OHS) while minimising adverse impacts and life-cycle costs. Screening covered: **(i)** "No Project," **(ii)** site/layout, **(iii)** irrigation technology, **(iv)** energy supply, **(v)** catchment restoration approach, **(vi)** market access/post-harvest solutions, **(vii)** WASH siting/technology, **(viii)** waste/pollution management, and **(ix)** delivery/operation models.

Evaluation criteria (MCDA):

The evaluation criteria considered the following:

1. Environmental performance (erosion/siltation; biodiversity; pollution),
2. Social inclusion/SEAH safety; health/wash; labour burden,
3. Technical reliability/resilience (load-shedding tolerance; O&M complexity),
4. Regulatory alignment (EMA, ZINWA permits, SECAP/ISS),
5. Economic efficiency (Capex/Opex; lifecycle), and
6. Implementation risk (theft/vandalism; land/conflict).

The ESMP's own risk/impact framing and management plans informed scoring and residual risk logic.

2.4.2 "No Project" Alternative

Description. Maintain status quo: This means that non-functional/under-performing pumps and mainlines (e.g., low pumping pressure and frequent breakdowns at River Valley, siltation of dams/weirs, weak market access, no WASH improvements, persistent load-shedding disruptions, limited inclusion gains will be maintained in that status of non-performance.

Consequences.

- Environment: Siltation, erosion, and deteriorating water quality and storage.
- Social: Persistent gendered labour pressures; WASH deficiencies; safety hazards from outdated electricity systems; vulnerability to theft.
- Economic: High losses due to inadequate post-harvest management and transportation; lost productivity and revenue.

Decision: Rejected as it is contrary to project purpose, national and partner priorities; and also fails ESMP's mitigation logic and planned benefits.

2.4.3 Site and Layout Alternatives

Options considered.

- A. Rehabilitate existing schemes in-place (retain footprints; optimise alignments; repair/replace defective assets).
- B. Greenfield new schemes (new footprints and headworks).
- C. Partial re-routing/optimisation (e.g., re-site pump houses above flood risk; reroute leaking/undersized mainlines; avoid sensitive drains/slopes).

Findings. By addressing known flaws (such as mainline leaks, undersized pumps, security fencing/cages, and rectified armoured cable) with a small incremental footprint and quicker permitting, in-place rehabilitation reduces land acquisition and prevents new critical habitat disturbance. Strong hydraulic and resilience can be achieved with little footprint modifications by partially rerouting where necessary (e.g., to avoid flood-prone crossings, unstable slopes; to allow HDPE/UPVC replacements).

Decision: Ideal choice is A, combined with targeted C (scheme-by-scheme optimisation). B rejected (higher E&S risk, costs, and delays).

2.4.4 Irrigation Technology Alternatives

Baseline issues: The baseline assessment identifies common systemic issues across the schemes such as aging and broken pumps, a lack of vital valves, and acute infield sprinkler equipment shortages that result in inadequate water distribution and decreased productivity. Aluminium pipes are often stolen and leak because of worn-out seals, and all dams are subject to siltation, water weed infestation, and upstream catchment deterioration. There are inadequate

feeder roads, no perimeter fence, and no on-site WASH facilities as part of the deficient auxiliary infrastructure. Due to a combination of institutional, environmental, and technical flaws that call for extensive restoration, the systems generally function well below capacity.

Option set.

1. Continue **portable/semi-portable sprinklers** (status quo at many sites).
2. **Drag-hose semi-portable** (lower pressure, reduced labour).
3. **Drip/micro-irrigation** (high efficiency; horticulture blocks).
4. **Fixed/automated (centre pivots / fixed sprinklers)** where terrain allows.
5. **Canal/open gravity** (low OPEX; high losses/siltation).

Assessment & selection (by site).

- **River Valley Scheme:** Upgrade pump system with higher-capacity and energy-efficient units plus a standby pump; install missing valves; replace ageing mains with durable HDPE; standardise sprinkler packages; avoid open canals; rehabilitation of access road and fencing. **Preferred:** 2+3 plus standby pump and mainline upgrades.
- **Don Rungano Scheme:** Restore power supply (new transformer + secure cabling); replace 100hp pumps with efficient units to match scheme demand; repair mainline and hydrants; standardise sprinklers; consider conversion to less labour-intensive systems on suitable topography; avoid open canals; integrate market-linked storage. **Preferred:** 2 or 4, depending on plot-level suitability.
- **Athlone Scheme:** Replace pump with correct-duty, higher-pressure unit and add standby; clear and maintain inlet channel; convert heavy semi-portable equipment to easier-to-operate systems (drag-hose or hybrid) for inclusion; renew sections of mainline; add fencing and safe WASH facilities. **Preferred:** 2 + 3 for horticulture, depending on plot-level suitability.
- **Chipo Irrigation Scheme:** New higher-capacity pump with proper ramp/trolley and drain hydrant, mainline repairs/renewal, and full standardisation of drag-hose infield equipment (sprinklers, hoses, tripods, isolation/pressure valves) matched to horticulture and field layout, plus fencing, WASH and OM strengthening. **Preferred:** 2 with upgraded and standardised infield plus headworks/mainline rehabilitation.

Decisions: Prioritise **2 (drag-hose)** as inclusive, lower-pressure retrofit; deploy **3 (drip)** on high-value blocks; use **4** selectively where terrain permits; **5** rejected except transitional/short reaches.

2.4.5 Energy Supply Alternatives

The proposed irrigation schemes for the project experience frequent grid power outages/ load-shedding, and also theft of transformers/cables noted (Don Rungano Irrigation Scheme)

Options: (i) Grid-only; (ii) Diesel generators; (iii) Solar-grid hybrid with security hardening (palisade cages, fencing, proper armoured cable sizes).

Assessment.

- Grid-only: low CAPEX; high downtime risk.
- Diesel: quick backup; high OPEX/emissions.
- Solar-grid hybrid: resilience, OPEX savings, climate gains; aligns with the project's 100 solar VBUs/SBUs plan and design logic for power reinforcement/backup at Don Rungano.

Decision: Solar-grid hybrid and security upgrades (preferred).

2.4.6 Catchment Restoration Alternatives

Problem: There is Dam and/or weir siltation from upstream erosion; streambank cultivation; and potential mining pressures (Don Rungano, River Valley).

Options:

- A. Purely mechanical (gabions, check dams, silt traps).
- B. Purely biological (filter strips, woodlots, tree programs, grazing management).
- C. Integrated bio-physical (A and B) with Micro-Catchment Management Plans and controls.

Decision: Integrated C as explicitly being mandated by ESMP; scale ~2,000 ha + nurseries; best long-term stability and co-benefits (biodiversity, infiltration).

2.4.7 Market Access & Post-Harvest Alternatives

Options:

1. Upgrade existing feeder roads (~30 km) + mobile market sheds (18) + post-harvest centres with solar cold storage (5).
2. Construct new road alignments and fixed markets only.
3. Transport subsidies without infrastructure.

Decision: Option 1 (Preferred) as it minimises footprint and land acquisition; and also, it directly addresses dust/noise impacts which have ESMP controls; and also reduces losses; whilst directly linking to on-scheme sheds (e.g., Banana).

2.4.8 WASH Siting & Technology Alternatives

Context: WASH deficits at several schemes (River Valley) high risks of open defecation and contamination during peak farming periods, with cholera/diarrhoea risk if toilets are poorly sited; ESMP requires new potable water points and ablutions with safe offsets from water bodies/infield drains and proper treatment/inspection regimes.

Options:

- A. Centralised ablution blocks near pump houses (easy supervision).
- B. Distributed smaller units (closer to fields; higher O&M burden).
- C. Hybrid: one main block plus simple satellite handwashing/urinals; potable borehole sited per hydro-sanitary setbacks; lined pits or compact package plants.

Decision: Option C- Hybrid has the lowest public-health risk.

2.4.9 Waste and Pollution Management Alternatives

Streams: construction rubble, old GI/PVC, pumps/transformers, used oil, pesticide/fertiliser containers, WEEE from solar/VBUs.

Options:

1. On-site burial/open burning (non-compliant).
2. **Integrated Waste Management:** segregation, triple-rinsing & puncture, container return, licensed recyclers, hazardous wastes to EMA-approved facilities; IPM to reduce volumes.

Decision: Option 2 (Preferred) explicitly required in ESMP; integrates IPM and training modules.

2.4.10 Construction Method and Scheduling Alternatives

Options:

- A. Single-season intensive works (shorter disturbance; peak traffic/safety risk).
- B. Staged works by scheme and sensitivity windows (avoid rainy season for earthworks; sequence silt traps first; install security cages/ armoured cables early at high-theft sites; implement temporary sanitation for camps).

Decision: B reduces erosion/safety risk; aligns with ESMP phasing (from planning, construction, operation, decommissioning) and has an emergency preparedness focus (power failure, spills, WASH outbreaks, security).

2.4.11 Delivery and Operation Model Alternatives

Options:

- **Contracting:** Conventional design-bid-build vs. design-build for pump/mainline packages.
- **O&M:** Pure IMC/WUA vs. IMC + service agreements (scheduled maintenance; security services for transformers/cables).

Decision: IMC-led with targeted service contracts (e.g., electrical maintenance; security fencing/cages), reinforced by ESMP training in O&M, OHS, IPM, and governance (with $\geq 50\%$ women, $\geq 30\%$ youth).

Table 8: Summary Decision Matrix (MCDA)

Alternative Block	Shortlisted Option	Env.	Social/SEA H & WASH	Tech/Resilience	Regulatory	Econ.	Overall
Energy	Solar-grid hybrid + security hardening	High	High	High	High	High	Preferred
Site/Layout	Rehab in-place + targeted re-routing	High	High	High	High	High	Preferred
Build/Schedule	Phased by sensitivity; security/WASH first	High	Very High	High	High	High	Preferred
Irrigation Tech	Drag-hose + selective drip; fixed/automated where fit	High	High	High	High	High	Preferred
WASH	Hybrid siting with sanitary offsets & lined systems	Very High	Very High	High	High	High	Preferred
Catchment	Integrated bio-physical + Micro-Catchment Plans	Very High	High	High	High	High	Preferred
Markets	Upgrade existing roads + mobile sheds + solar cold rooms	High	High	High	High	High	Preferred
Waste	Integrated Waste Mgmt + IPM + licensed disposal	Very High	Very High	High	High	High	Preferred

(“Very High/High” indicate relative performance against criteria; selections reflect ESMP commitments to solar VBUs, catchment rehab, feeder roads/markets, WASH, training, security fencing/cages, and repair/upgrade focus).

2.4.12 Residual Risk and Mitigation Linkage

The preferred alternatives embed the ESMP's mitigation hierarchy: avoid (new footprints), minimise (erosion-aware layouts; staged works), mitigate (silt traps; IPM; WASH; OHS; security hardening), and restore (re-vegetation; catchment rehab). Residual risks (e.g., abstraction competition; pesticide misuse; theft) are explicitly addressed through ZINWA permits/monitoring, IPM and container return, and transformer/cable cages and compliant armoured cabling (e.g., Chipo).

2.4.13 Justification

This integrated package:

- Delivers rapid productivity gains by correcting the core technical challenges identified across the schemes, replacing undersized or failing pumps (Athlone, River Valley; Don Rungano), installing missing valves, and renewing leaking AC/GI mains also improves inclusion of women and older farmers, and standardises pressure delivery for uniform irrigation.
- Stabilises dam and river catchments by addressing the root causes of water stress across the schemes, siltation, streambank cultivation, weed infestation, and erosion. The package supports catchment rehabilitation (afforestation, fire management, gully repair, nurseries, and micro-catchment restoration) to protect the irrigation schemes water sources, ensuring long-term dam safety, reliability, and improved water quality.
- Hardens energy reliability in schemes facing power risks, especially Don Rungano, which suffers transformer vandalism, copper theft, and severe load shedding. Athlone and River Valley can also benefit from electrical protection upgrades to shield pumps and control gear from flood or surge damage.
- Reduces losses and improves farmer incomes through rehabilitation of feeder roads (critical for Athlone and River Valley), improved access to markets, and investment in mobile aggregation, cold storage, and structured on-scheme storage facilities—ensuring that horticultural and grain produce reaches markets without post-harvest losses.

3.0 Legal and Policy Framework

3.1 National Policies

National Environmental Policy and Strategies (2009)

This policy provides the overarching framework for sustainable environmental management and climate change integration. It requires development projects to integrate environmental protection and social considerations into all stages of the project cycle. For RACP, this means embedding catchment restoration, afforestation, waste management and stakeholder engagement into the design and operation of every scheme.

Zimbabwe Climate Policy (2016)

This policy guides the country's adaptation and mitigation efforts. It calls for climate risk assessments, renewable energy use and ecosystem-based approaches in agriculture and water management. RACP directly implements these priorities through solar-powered VBUs, large-scale rainwater harvesting, afforestation and early warning systems, thereby contributing to Zimbabwe's Nationally Determined Contributions under the Paris Agreement.

National Gender Policy (2013) and National Youth Policy (2020)

These policies provide a framework for gender equality and youth empowerment across all development programmes. RACP operationalises them by setting targets of at least 50 percent women and 30 percent youth in scheme governance, offering tailored training, and improving access to land, water and financial services.

National Social Security Authority (Occupational Safety and Health) Policy

This policy promotes the prevention of accidents, occupational diseases and unsafe work practices. It sets minimum standards for risk assessments, safety training and medical surveillance across all sectors, including agriculture. For RACP, this means all contractors and implementing partners must develop site-specific safety plans, provide appropriate protective equipment and report incidents in line with NSSA standards.

National Water Resources Master Plan and Integrated Water Resources Management Strategy

These instruments guide the efficient and equitable use of water resources at the catchment level. RACP supports this by obtaining water-use permits for all schemes, designing

infrastructure to reduce losses and promoting water-saving technologies such as lined canals and drip irrigation.

3.2 Acts

Environmental Management Act [Chapter 20:27] (2002)

This is Zimbabwe's primary environmental law. It requires Environmental Impact Assessments for projects with potential impacts and empowers the Environmental Management Agency to regulate pollution, conserve biodiversity and monitor compliance. For RACP, it means every irrigation scheme rehabilitation, water-harvesting structure, feeder road and market facility must be screened and approved with a site-specific Environmental and Social Management Plan before works commence, with ongoing monitoring and reporting during implementation.

Water Act [Chapter 20:24] (1998)

This Act governs the allocation and use of the country's water resources. It stipulates that all irrigation water abstraction and effluent discharge require permits issued by the Zimbabwe National Water Authority through Catchment Councils. For RACP, this ensures equitable and sustainable use of water across the Gwayi, Sanyati, Manyame and Mazowe catchments. It also compels the PIU and water-user associations to comply with water quality standards and integrated catchment planning.

Forestry Act [Chapter 19:05]

The Act regulates the utilisation and protection of forest resources. Any clearing of woodland for irrigation development or market construction must comply with its permit system and protected species lists. RACP's five-million-tree planting programme and 18 nurseries directly support the Act's objectives by offsetting any tree loss and enhancing catchment stability.

Parks and Wildlife Act [Chapter 20:14]

This Act protects biodiversity and sensitive habitats. It requires that developments adjacent to national parks, safari areas or wildlife corridors do not disrupt ecosystems or encroach into protected zones. For RACP, this means abstraction works, road upgrading and market construction in districts near Hwange National Park must be carefully assessed and mitigated to avoid harming wildlife.

Rural District Councils Act [Chapter 29:13]

This Act gives Rural District Councils authority over local land use planning and development. RACP must secure RDC approvals for irrigation works, feeder roads and market centres, and must carry out inclusive community consultations before land is taken for scheme expansion or infrastructure.

Labour Act [Chapter 28:01]

This Act sets standards for employment conditions and occupational health and safety. RACP contractors and implementing partners must provide fair contracts, safe working environments and appropriate protective equipment to all workers during the construction and operation of schemes.

Pneumoconiosis Act [Chapter 15:08]

This Act controls employment in dusty occupations and provides for medical surveillance, certification and benefits for affected workers. Although traditionally applied to mining, it is relevant to RACP during activities such as canal desilting, road construction and dam earthworks where dust exposure may occur. Contractors must therefore implement dust suppression, provide respirators where necessary and conduct medical checks.

Public Health Act [Chapter 15:17]

The Act regulates public health and sanitation. It is directly relevant to RACP's construction camps, VBUs and market facilities, which must have properly designed sanitation located away from water sources, with regular inspections to prevent contamination and disease.

Communal Land Act and Land Acquisition Act

These statutes govern land tenure and acquisition. Irrigation rehabilitation often involves reconfiguring fields or expanding command areas. RACP must work with traditional leaders and RDCs to secure land access and compensate for any affected community assets, ensuring lawful and socially acceptable land use.

3.3 Statutory Instruments

Environmental Impact Assessment Regulations, SI 7 of 2007

These regulations operationalise the Environmental Management Act's provisions on Environmental Impact Assessments. They specify procedures, content and approval processes

for EIA reports and Environmental and Social Management Plans. Under RACP, each site-level intervention must be submitted to EMA for approval before works start.

Irrigable Areas (Control) Regulations, 2021 (S.I. 38 of 2021)

These regulations govern occupation, use, management and environmental practices within proclaimed irrigable areas. They establish irrigation funds, agencies, levies and environmental obligations such as soil conservation works, stock control and sanitation. For RACP, compliance means ensuring that each rehabilitated scheme has an approved layout, levy system, sanitation plan and environmental controls consistent with these regulations.

Waste Management Regulations, SI 6 of 2007

These regulations set standards for the storage, transport and disposal of solid and liquid waste. They apply to all waste generated during RACP's construction and operation phases, including construction rubble, used oils, chemical containers and domestic refuse. The PIU must ensure safe collection, segregation, transport and disposal through licensed facilities.

Effluent and Solid Waste Disposal Regulations, SI 12 of 2007

These regulations complement the Waste Management Regulations by requiring effluent discharge permits and setting water quality standards for irrigation return flows, thereby reducing downstream pollution.

Water (Permits) Regulations, SI 206 of 2001

These regulations detail how irrigation schemes must apply for and maintain water abstraction and effluent discharge permits from ZINWA. Any new boreholes, dams or abstraction points under the project cannot operate without these approvals. There is also emphasis on compliance in terms of bulk monitoring, levy payments and reporting to ZINWA and sub-catchment councils.

Collective Bargaining Agreement: Agricultural Industry, Agro Sector (S.I. 97 of 2024)

This agreement sets minimum wages and working conditions for agricultural workers. RACP must align all employment contracts for scheme construction and operation with these minimums, ensuring fair remuneration in both Zimbabwean and US dollars as stipulated.

In addition to meeting Zimbabwe's national legislation and policy requirements (Table 11), the Resilience Agriculture Cluster Project (RACP) is also aligned with the environmental, social

and climate safeguards of its development partners and the international conventions to which Zimbabwe is a party. The project's Environmental and Social Management Plan has therefore been structured to comply with IFAD's Social, Environmental and Climate Assessment Procedures (SECAP, 2021) and the African Development Bank's Integrated Safeguards System (ISS, 2023), while also addressing cross-cutting obligations under the Paris Agreement, the Sustainable Development Goals, the Convention on Biological Diversity, the Sendai Framework for Disaster Risk Reduction, and International Labour Organization core conventions. Table 12 summarises the main international instruments and standards applicable to the project, the compliance strategy adopted by the proponent, and the corresponding monitoring arrangements.

3.3.1 Applicable African Development Bank Operational Safeguards (ISS, 2023)

Ten Environmental and Social Operational Safeguards (OS) are established by the African Development Bank Integrated Safeguards System (ISS, 2023), which must be adhered to throughout the course of the project. Environmental Category 2 covers the RACP interventions in Mashonaland East, which include irrigation scheme rehabilitation, feeder road upgrades, catchment restoration projects, and water harvesting infrastructure installation. Activities with site-specific, predictable environmental and social risks that can be successfully addressed with conventional mitigation techniques are included in this category. The following Operational Safeguards apply to the RACP in Mashonaland East Province.

OS1: Assessment and Management of Environmental and Social Risks and Impacts

OS1 applies to all RACP activities in the province. It requires an integrated Environmental and Social Assessment and continuous management of risks throughout design, construction and operation. OS1 covers all irrigation rehabilitation, catchment restoration and feeder road works.

Under OS1, environmental and social management plans are developed for each impact to ensure compliance with national requirements. Catchment interventions such as gully reclamation, stormwater management and reforestation were assessed for downstream effects, soil stability and hydrological changes. Stakeholder engagement was a core requirement, and consultations with irrigation associations and community leadership were central to OS1 compliance.

OS1 also requires that climate risks and adaptation needs be identified and addressed for all irrigation and road construction in Mashonaland East, ensuring infrastructure and land-use interventions are resilient to drought, storms, flooding and changing rainfall patterns.

OS2: Labour and Working Conditions

OS2 applies due to the use of skilled and unskilled labour in irrigation rehabilitation, road upgrading and water infrastructure installation. The safeguard requires that all project workers operate under safe and fair conditions.

Key risks relevant to RACP include occupational injuries during excavation and mechanical works, labour influx around irrigation schemes, risks of sexual exploitation, abuse and harassment, potential child labour, and lack of accessible grievance mechanisms for workers.

Compliance with OS2 requires the implementation of Labour Management Procedures and Occupational Health and Safety Plans. These cover worker induction, personal protective equipment, emergency preparedness and codes of conduct with explicit SEAH provisions. A separate worker grievance mechanism will operate alongside the community system. All contractors must comply with the Labour Act and the Factories and Works Act.

OS3: Resource Efficiency, Pollution Prevention and Management

OS3 is triggered because RACP involves earthworks, water abstraction, potential pollution from agrochemical use and waste generation. Irrigation rehabilitation operations may contribute to soil erosion, siltation, and chemical runoff if not properly managed. Diesel pumps, machinery and transport vehicles may contribute to emissions.

Mitigation measures include erosion and sediment control at construction sites, proper handling and storage of hazardous materials, promotion of climate-smart agriculture, monitoring of water abstraction with ZINWA and promotion of solar-powered irrigation solutions. Annual reviews of greenhouse gas contributions and climate adaptation performance support compliance with OS3.

OS4: Community Health, Safety and Security

OS4 is relevant because RACP activities occur in settled rural communities. Construction vehicles and equipment create road safety and accident risks. Excavations and open trenches around canals and pipelines pose hazards to community members. Labour influx may increase exposure to communicable diseases and SEAH risks. Security personnel may be engaged to protect equipment or construction materials.

To meet OS4 requirements, the project will implement a Community Health and Safety Plan covering emergency preparedness, disease prevention, road safety, universal access to

infrastructure and incident reporting. Contractors will implement measures such as signage, fencing of hazardous areas, first aid facilities and SEAH risk prevention. Design of infrastructure will consider structural safety and climate resilience.

OS5: Land Acquisition, Restrictions on Access and Involuntary Resettlement

OS5 applies as a precaution. The project is designed to operate within existing irrigation footprints and communal land arrangements. These include realignment of canals, extension of pipelines, rehabilitation of feeder roads or closure of access to environmentally sensitive catchment areas. It is not expected that any household or user will suffer livelihood loss, a Resettlement Action Plan will be prepared. Compensation will follow full replacement cost principles. Consultations will follow the Free, Prior and Informed Consent process for all affected persons. Any restrictions on grazing areas or river access required for catchment restoration will be addressed through participatory agreements.

OS6: Habitat and Biodiversity Conservation and Sustainable Management of Living Natural Resources

OS6 applies because RACP interventions fall within the Mazowe and Manyame catchments, which contain wetlands, streambanks, riparian vegetation and Miombo woodlands. Vegetation clearance for canal works, water harvesting structures or feeder road access may disturb natural habitats and indigenous flora. Siltation and erosion may affect aquatic ecosystems.

Mitigation measures include avoiding critical habitats, minimising vegetation clearance, rehabilitating disturbed areas with native grass and tree species such as *Themeda triandra* and *Hyparrhenia filipendula*, and monitoring aquatic and terrestrial biodiversity. Collaboration with EMA, Forestry Commission and ZINWA will support sustainable ecosystem management.

OS7: Vulnerable Groups

OS7 applies because RACP directly supports smallholder farmers, women, youth, persons with disabilities and other vulnerable groups. The safeguard ensures equitable access to project benefits and protection from disproportionate impacts.

Measures include ensuring gender-responsive and youth-responsive access to irrigation land opportunities, integrating disability-friendly features in water points and scheme infrastructure,

and collecting sex, age and disability-disaggregated data. Participation of vulnerable groups in WUA and catchment governance is essential.

OS10: Stakeholder Engagement and Information Disclosure

OS10 applies due to the wide geographic distribution of irrigation schemes in Mashonaland East and the requirement for continuous consultation. The Stakeholder Engagement Plan guides meaningful, timely and culturally appropriate engagement throughout the project.

Engagement activities include disclosure of project information in mainly English and Shona, ongoing consultations with communities, WUAs, EMA, ZINWA and RDCs, a functional grievance redress mechanism, and periodic reporting through district agricultural structures. The project will ensure communities receive timely feedback and updated information on project activities. The summary of OS triggered by the RACP project are presented in Table 9

Table 9: Summary of Triggered OS for RACP Mashonaland East

Operational Safeguard (OS)	Triggered	Justification / Applicability
OS1: Environmental and Social Assessment	✓	Overall assessment of environmental and social impacts.
OS2: Labour and Working Conditions	✓	Construction labour, OHS, and SEAH/GBV risk management.
OS3: Resource Efficiency & Pollution Control	✓	Pollution and waste management, irrigation efficiency, and climate-smart technologies.
OS4: Community Health, Safety & Security	✓	Traffic, public safety, vector-borne disease and security risks.
OS5: Land Acquisition & Resettlement	✓ (Precautionary)	Potential minor land/livelihood impacts during irrigation works.
OS6: Biodiversity & Natural Resources	✓	Ecosystem disturbance from works and catchment restoration.
OS7: Vulnerable Groups	✓	Gender, youth, and inclusion measures are integral to project design.
OS8: Cultural Heritage	✗	No physical cultural heritage sites identified; chance finds procedure to be applied.
OS9: Financial Intermediaries	✗	Project not implemented through financial intermediaries.
OS10: Stakeholder Engagement & Disclosure	✓	Broad-based engagement, information dissemination, and GRM.

3.3.2 Applicable IFAD Social, Environmental and Climate Assessment Procedures (SECAP) Standards (SECA,2021)

The International Fund for Agricultural Development (IFAD) requires all projects it finances to comply with its Social, Environmental and Climate Assessment Procedures (SECAP, 2021). SECAP defines nine mandatory environmental, social and climate standards that promote environmental sustainability, social inclusion, and climate resilience throughout the project cycle, from screening and design through implementation, monitoring, and completion. In the context of RACP in Mashonaland East Province, these standards apply to all activities including irrigation rehabilitation, water harvesting, catchment restoration, and the establishment of Village Business Units (VBUs). The project has been classified as **Category B (moderate risk)**, requiring a site-specific Environmental, Social and Climate Management Plan (ESCMP) and periodic risk monitoring under SECAP Step 6.

SECAP Standard 1: Biodiversity Conservation

This standard protects natural habitats, species diversity, and ecosystem services. RACP interventions such as canal rehabilitation, dam desilting, and catchment restoration may affect terrestrial and aquatic ecosystems or remove vegetation cover. In compliance with this standard, the project will avoid critical habitats, re-establish native vegetation such as *Themeda triandra*, *Hyparrhenia filipendula*, and *Protea asymmetrica*, and integrate biodiversity monitoring indicators within the ESMP. Ecological restoration will be implemented in degraded gully and wetland areas.

SECAP Standard 2: Resource Efficiency and Pollution Prevention

This standard promotes the efficient use of resources and the prevention of pollution from construction, irrigation, and agro-processing activities. RACP will promote efficient irrigation systems such as lined canals, solar pumps, and low-pressure sprinklers. Waste and effluent management will comply with national regulations, including the Environmental Management (Effluent and Solid Waste Disposal) Regulations of 2007 and the Hazardous Substances Regulations of 2018. The project will encourage climate-smart agriculture to reduce greenhouse gas emissions and runoff pollution while enhancing soil fertility and water conservation.

SECAP Standard 3: Cultural Heritage

This standard ensures the protection of tangible and intangible cultural assets. While no known heritage sites exist within the identified project areas, construction contracts will include a Chance Finds Procedure. This will require immediate suspension of works and notification of the National Museums and Monuments of Zimbabwe (NMMZ) and the Environmental Management Agency (EMA) if archaeological or sacred sites are discovered during implementation.

SECAP Standard 4: Indigenous Peoples

Although no communities in Mashonaland East meet the definition of Indigenous Peoples under IFAD's policy, the project will uphold the principles of Free, Prior and Informed Consent (FPIC). All consultations will ensure equitable representation of traditional leaders, women, youth, and vulnerable groups in line with IFAD's Targeting Policy and commitment to inclusion.

SECAP Standard 5: Labour and Working Conditions

This standard promotes fair treatment, safety, and wellbeing of workers. RACP will engage both skilled and unskilled labour during construction and operation. To comply with this standard, the project will develop a Labour Management Procedure aligned with the Zimbabwe Labour Act [Chapter 28:01] and the Factories and Works Act [Chapter 14:08]. A Worker Grievance Mechanism will be established separately from the community system. Contractors will be required to enforce Codes of Conduct, implement GBV and SEAH prevention training, and ensure compliance with Occupational Health and Safety standards.

SECAP Standard 6: Community Health and Safety

These standard addresses potential health and safety risks to nearby communities. The movement of heavy vehicles, temporary construction camps, and interaction between workers and residents can increase exposure to communicable diseases and accidents. To mitigate these risks, the project will implement a Community Health and Safety Plan covering traffic management, emergency response, sanitation, and vector control. Security arrangements will follow the principles of human rights protection, and GBV and SEAH prevention measures will be embedded in all community interactions. Collaboration with local health institutions will strengthen disease surveillance and emergency preparedness.

SECAP Standard 7: Physical and Economic Resettlement

This standard ensures that any physical or economic displacement is avoided or adequately mitigated. Although RACP works are mainly confined within existing irrigation schemes and communal lands, temporary loss of access or minor crop disturbance may occur during canal or road works. The project will therefore apply a precautionary approach. A Resettlement Screening process will be undertaken for each subproject, and an Abbreviated Resettlement Action Plan will be prepared if economic losses are identified. Compensation will be provided at full replacement cost before the commencement of works.

SECAP Standard 8: Financial Intermediaries and Direct Investments

This standard does not apply, as RACP is implemented directly by the Government of Zimbabwe through the Ministry of Lands, Agriculture, Fisheries, Water and Rural Development. However, any financial support extended to Village Business Units will be subject to due diligence principles consistent with IFAD's Environmental and Social Management System.

SECAP Standard 9: Climate Change Adaptation and Mitigation

This standard integrates climate risk management throughout the project design and implementation process. Mashonaland East is experiencing increasing drought frequency, erratic rainfall, and soil degradation. RACP will integrate climate-resilient technologies such as rainwater harvesting, mulching, conservation tillage, and drought-tolerant crop varieties. Solar-powered irrigation systems will be promoted to replace fossil-fuel-based pumps. Climate risk screening and monitoring will be carried out annually, and progress on adaptation co-benefits will be reported through IFAD's Operational Results Management System. The project aligns with Zimbabwe's Nationally Determined Contributions and National Climate Policy.

Table 10: Summary of Triggered IFAD SECAP Standards for RACP Mashonaland East

SECAP Standard	Triggered	Justification / Applicability
Standard 1 (S1): Biodiversity Conservation	Yes	Catchment restoration, vegetation disturbance, and ecological rehabilitation.
Standard 2 (S2): Resource Efficiency and Pollution Prevention	Yes	Water abstraction, waste management, and pesticide use.
Standard 3 (S3): Cultural Heritage	Precautionary	Chance finds procedure to safeguard potential cultural assets.

Standard 4 (S4): Indigenous Peoples	No (Contextual Application)	FPIC and inclusion principles applied through stakeholder engagement.
Standard 5 (S5): Labour and Working Conditions	Yes	Construction labour, OHS compliance, and GBV/SEAH prevention.
Standard 6 (S6): Community Health and Safety	Yes	Traffic movement, public safety, and disease prevention.
Standard 7 (S7): Physical and Economic Resettlement	Precautionary	Temporary livelihood or access restrictions possible.
Standard 8 (S8): Financial Intermediaries	No	Project implemented directly by Government entities.
Standard 9 (S9): Climate Change	Yes	Climate adaptation and mitigation mainstreamed in project activities.

Integration with IFAD Accountability and Incident Procedures

All RACP activities will comply with IFAD’s Complaints Procedure (EB-2022-136-R-27), which allows affected persons or stakeholders to raise concerns about non-compliance with SECAP. In addition, the IFAD Incident Notification Procedure (2023) requires the borrower to report any serious environmental, social, health, or safety incident to the Country Director within two days. The report is then escalated through IFAD’s operational and risk management structures for verification and corrective action.

In addition to meeting Zimbabwe’s national legislation and policy requirements (Table 11), the Resilience Agriculture Cluster Project (RACP) is also aligned with the environmental, social and climate safeguards of its development partners and the international conventions to which Zimbabwe is a party. The project’s Environmental and Social Management Plan has therefore been structured to comply with IFAD’s Social, Environmental and Climate Assessment Procedures (SECAP, 2021) and the African Development Bank’s Integrated Safeguards System (ISS, 2023), while also addressing cross-cutting obligations under the Paris Agreement, the Sustainable Development Goals, the Convention on Biological Diversity, the Sendai Framework for Disaster Risk Reduction, and International Labour Organisation core conventions.

Table 11: National Policies, Legislation, and Institutional Framework

Legislation / SI	Compliance Strategy by the Proponent	Permits / Licences / Certificates / Reporting Required	Monitoring Agent
Environmental Management Act [Chapter 20:27] (OS1;;S1)	Conduct EIAs and develop ESMPs for all irrigation and infrastructure works; integrate mitigation into design and operation.	EIA Certificate; periodic compliance reports.	EMA
Environmental Impact Assessment Regulations, SI 7 of 2007, (OS1; S1)	Submit project-specific EIAs following prescribed procedures and consult stakeholders.	Approved EIA report; stakeholder disclosure records.	EMA
Forestry Act [Chapter 19:05], (OS6; S1&S9)	Obtain clearance before felling trees; implement the tree planting programme and nurseries.	Tree felling permits; afforestation plans.	Forestry Commission / EMA
Parks and Wildlife Act [Chapter 20:14], (OS6; S1&S9)	Avoid disturbance to sensitive habitats and wildlife corridors, especially near protected areas.	Biodiversity screening reports; wildlife corridor plans.	Parks and Wildlife Authority
Water Act [Chapter 20:24], (OS3,OS6&OS10; S2&S9)	Secure abstraction and discharge rights for each scheme and ensure allocation compliance.	Water abstraction and discharge permits.	ZINWA and Sub-catchment Councils
Water (Permit) (Amendment) Regulations, 2020 (No. 7), (OS3,OS6&OS10; S2&S9)	Pay updated water use fees and levies and comply with monitoring protocols.	Updated permits; levy receipts.	ZINWA
Zimbabwe National Water Authority (Water Levy) Notice, S.I. 106 of 2024, (OS3,OS6&OS10; S2&S9)	Check the applicability of levy exemptions for commercial farmers using raw water and apply for exemption if eligible.	Levy exemption certificate or levy receipts.	ZINWA / Ministry of Lands
Irrigable Areas (Control) Regulations, 2021 (S.I. 38), (OS1, OS2, OS3&OS4;	Operate schemes in compliance with admission rules, irrigation levies, sanitation, stock control and disciplined farming provisions.	Scheme registration; levy payments; irrigation agency approvals.	Ministry of Lands & RDCs / District Irrigation Engineers
Communal Land Act and Land Acquisition Act, (OS5&OS10; S4&S7)	Engage traditional leaders, document agreements and provide compensation if assets are affected.	Land access agreements; compensation records.	Ministry of Lands / RDCs

Legislation / SI	Compliance Strategy by the Proponent	Permits / Licences / Certificates / Reporting Required	Monitoring Agent
Rural District Councils Act [Chapter 29:13], (OS1, OS2, OS3, OS4 & OS5;	Obtain RDC development approvals for feeder roads, VBUs and market infrastructure.	Development approval letters.	RDCs
Public Health Act [Chapter 15:17], (OS4; S6)	Provide safe sanitation and waste management at construction sites, VBUs and markets.	Health inspection certificates.	Ministry of Health and Child Care
Labour Act [Chapter 28:01], (OS2; S5)	Apply fair employment practices and occupational health standards.	Labour inspection reports; employment contracts.	Ministry of Labour
Collective Bargaining Agreement: Agricultural Industry, Agro Sector (S.I. 97 of 2024), (OS2; S5)	Align worker contracts and wages with updated minimum wages and benefits for the agro sector.	NEC compliance records; wage schedules.	Ministry of Labour / NEC Agriculture
National Social Security Authority (Occupational Safety and Health) Policy, (OS4; S6)	Prepare safety plans, conduct risk assessments and medical checks and report incidents.	Safety registers; incident reports.	NSSA
National Social Security Authority (Accident Prevention and Workers' Compensation Scheme) (Prescribed Matters) (Amendment) Notice, 2020 (No. 20), (OS4; S6)	Register all workers, pay contributions, provide accident prevention measures and funeral benefits.	NSSA registration, contribution proof, and accident logs.	NSSA
National Social Security Authority (Accident Prevention and Workers' Compensation Scheme) (Amendment) Notice, 2024 (No. 24), (OS4; S6)	Apply updated premium calculations and update payroll systems accordingly.	NSSA updated declarations and premiums.	NSSA
Pneumoconiosis Act [Chapter 15:08], (OS4; S6)	Minimise dust at construction and desilting sites, provide PPE and medical surveillance for workers exposed to dust.	Medical surveillance records; dust suppression logs.	NSSA / Ministry of Health and Child Care
Zimbabwe Climate Policy (2016), (OS1; S9)	Integrate climate-smart practices, renewable energy and early warning systems into all interventions.	Climate risk screening records.	Ministry of Environment, Climate and Wildlife

Legislation / SI	Compliance Strategy by the Proponent	Permits / Licences / Certificates / Reporting Required	Monitoring Agent
National Gender Policy (2013) & National Youth Policy (2020), (OS7&OS10; S4)	Mainstream gender and youth participation in training and governance structures.	Gender/youth participation reports.	Ministry of Women Affairs / Youth Ministry
Effluent and Solid Waste Disposal Regulations, SI 12 of 2007 (OS3;S2)	Implement a waste and effluent management system that prevents pollution through proper segregation, treatment, and disposal using EMA-approved methods	Obtain required EMA waste and effluent licences and submit routine monitoring and disposal records.	EMA leads monitoring with support from Local Authority, ZINWA, and the PIU environmental team.

Table 12: International Frameworks

Instrument / Standard	Compliance Strategy by the Proponent	Permits / Certificates / Reporting Required	Monitoring / Oversight Body
IFAD Social, Environmental and Climate Assessment Procedures (SECAP, 2021)	Undertake screening and categorisation of all subprojects; prepare ESMP/ESMP and Climate Risk Analysis; integrate gender, labour, pest management and youth measures.	SECAP compliance reports submitted to IFAD; safeguard indicators tracked in supervision missions.	IFAD
African Development Bank Integrated Safeguards System (ISS, 2023)	Align with Operational Safeguards on environmental and social assessment, involuntary resettlement, biodiversity, pollution prevention, labour and working conditions.	Safeguard compliance matrix in project appraisal and progress reports.	AfDB
Paris Agreement (UNFCCC, 2015)	Ensure RACP interventions contribute to Zimbabwe's Nationally Determined Contributions on agriculture and adaptation; monitor greenhouse gas reductions from solar VBUs and reforestation.	National reporting through the Ministry of Environment, Climate and Wildlife.	UNFCCC Secretariat / Ministry of Environment
Sustainable Development Goals (SDGs)	Integrate targets from SDG 2 (Zero Hunger), SDG 6 (Clean Water), SDG 13 (Climate Action) and SDG 15 (Life on Land) into project design and indicators.	Alignment reflected in annual reports to the Government and IFAD/AfDB.	Government of Zimbabwe / UN Agencies
ILO Core Conventions	Uphold minimum labour standards on freedom of association, non-	Employment contracts, accident	ILO / Ministry of Labour / NSSA

Instrument Standard	Compliance Strategy by the Proponent	Permits Certificates Reporting Required	Monitoring Oversight Body
	discrimination, no child labour, occupational safety, and fair remuneration across all project works.	registers and training records for audits.	
Convention on Biological Diversity (CBD)	Protect critical habitats, avoid the introduction of invasive species, and promote ecosystem restoration within catchments.	Biodiversity screening and monitoring reports.	Ministry of Environment, Climate and Wildlife
UN Sendai Framework for Disaster Risk Reduction (2015–2030)	Integrate early warning systems, flood preparedness and emergency response planning into scheme operation.	Disaster preparedness plans; reports to the Civil Protection Department.	Civil Protection Unit / UNDRR
World Bank/IFC Environmental, Health and Safety Guidelines (Good Practice)	Apply international benchmarks for water quality, waste management, noise, occupational health and safety in the absence of stricter local standards.	Internal compliance audits; inclusion in ESMP monitoring indicators.	PIU / Development Partners
FAO Voluntary Guidelines on the Responsible Governance of Tenure	Ensure transparent and fair land access and compensation for communal land used in scheme expansion.	Land agreements and compensation records.	Ministry of Lands / FAO
International Management and Pesticide Use Guidelines (FAO/WHO)	Adopt integrated pest management in irrigated areas and handle agrochemicals safely.	IPM plans and pesticide use records.	EMA / Ministry of Agriculture / FAO

Alignment and Gaps Between Zimbabwean Legislation and AfDB (OS) & IFAD (S) Standards

The Environmental Management Act, labour and occupational safety statutes, public health laws, and local government regulations form the foundation of Zimbabwe's strong environmental and social regulatory system. However, more extensive and in-depth coverage of social inclusion, climate risk management, labour management, biodiversity protection, gender, community health and safety, and stakeholder engagement is needed for development partner safeguards like the IFAD SECAP Standards (S) and the AfDB Integrated Safeguards System (OS). Key areas of alignment and gaps that need to be strengthened for complete compliance are highlighted in the section that follows.

Table 13: Comparative Gap Analysis: Zimbabwe Legislation vs AfDB (OS) and IFAD (S)

Thematic Area	Zimbabwean Legal Requirements	AfDB Requirements (OS)	IFAD Requirements (S)	Gaps Identified
1. Environmental and Social Assessment	The EM Act mandates EIA/ESMP for listed activities, with a strong focus on biophysical impacts and limited mandatory assessment of social issues.	OS1 requires integrated environmental and social assessment, cumulative impacts, climate risks and analysis of project alternatives.	S1 requires comprehensive assessment including climate risk, social inclusion, vulnerability screening and sustainability planning.	Limited integration of social impacts, cumulative impacts, climate risk screening and alternative analysis within EM Act EIA processes.
2. Involuntary Resettlement, Land Acquisition and Compensation	Land Acquisition Act provides procedures for acquisition, but compensation is inconsistent and livelihood restoration is not a legal requirement.	OS2 requires avoidance of displacement, full replacement cost compensation, livelihood restoration and long-term monitoring.	S7 requires equitable land access, FPIC-aligned engagement, livelihood protection and monitoring outcomes.	Livelihood restoration is not mandatory, valuation inconsistent, limited monitoring and weak safeguards for vulnerable households.
3. Biodiversity, Natural Habitats and Ecosystem Services	The EM Act recognises protected areas but does not require critical habitat screening or biodiversity offsets.	OS3 requires assessment of natural and critical habitats, protection of species, ecosystem services assessment and biodiversity offsets where necessary.	S2 requires biodiversity risk screening, ecosystem services valuation and mitigation hierarchy.	No ecosystem services analysis, no offset requirements and limited critical habitat screening under the EM Act.
4. Pollution Prevention, Hazard Management and GHG Emissions	The EM Act regulates effluent discharge, air pollution and waste management but has limited provisions on GHG accounting and modern hazard planning.	OS4 requires pollution prevention, hazardous materials management, GHG estimation, emergency preparedness and community safety planning.	S5 requires hazard reduction, community exposure control, emergency response and climate-related health risk prevention.	No GHG calculations required; weak emergency preparedness obligations; partial hazardous materials guidance.
5. Labour and Working Conditions	Labour Act protects workers and sets OHS requirements but does not mandate project-level	OS5 requires Labour Management Plans, worker-specific GRMs, OHS systems, contractor	S4 requires comprehensive labour management, welfare measures, prevention of	Labour management, worker GRMs, contractor monitoring and influx

Thematic Area	Zimbabwean Legal Requirements	AfDB Requirements (OS)	IFAD Requirements (S)	Gaps Identified
	LMPs, worker GRMs, or Codes of Conduct.	compliance monitoring and protection of vulnerable labour groups.	labour influx impacts and occupational safety controls.	management are absent in national legislation.
6. Gender Equality and Social Inclusion	Gender Policy encourages gender equity but is not legally binding at project level and lacks enforcement mechanisms across sectors.	OS1 & OS2 embed gender equality, inclusion and participation of vulnerable groups in all assessments.	S3 requires gender analysis, GBV risk assessment and targeted empowerment strategies.	Gender analysis not required under EM Act; no mandatory GBV risk assessment or inclusive participation requirements.
7. Climate Change Risk, Vulnerability & GHG Management	Climate Policy and NDC exist but climate risk screening is not integrated into statutory EIA processes.	OS1 & OS4 require climate vulnerability screening, adaptation planning and GHG estimation.	S9 requires in-depth climate risk analysis, resilience indicators and climate-resilient design.	No integration of climate risk or GHG assessment into EM Act EIA reviews.
8. Community Health, Safety and Security	Public Health Act regulates sanitation and communicable diseases but lacks requirements for project-induced traffic safety, construction health plans or hazardous infrastructure protections.	OS4 requires traffic safety management, emergency response, hazardous infrastructure mitigation and community protection.	S5 requires community exposure assessment, communicable disease control, traffic safety and construction site health safeguards.	No statutory requirement for traffic management plans, construction health and safety plans or emergency preparedness.
9. Vulnerable Groups, Social Equity and Inclusion	Constitution protects vulnerable groups but project-level identification and inclusion are not mandatory parts of the EM Act EIA process.	OS1 & OS2 require identification and targeted inclusion of vulnerable or disadvantaged groups.	S1 & S6 require inclusive processes, culturally appropriate engagement and social equity measures.	Vulnerable groups are not systematically identified or targeted during EIA processes.
10. Indigenous Peoples and	National Museums and Monuments Act protects registered sites but does not	OS1 requires recognition of cultural heritage, mapping and chance-find protocols.	S3 requires cultural heritage screening, consultation with	Absence of mandatory chance-find protocols under EM Act.

Thematic Area	Zimbabwean Legal Requirements	AfDB Requirements (OS)	IFAD Requirements (S)	Gaps Identified
Cultural Heritage Protection	require chance-find procedures for projects.		custodians and chance-find procedures.	
11. Stakeholder Engagement and Disclosure	The EM Act requires consultation at screening and review but does not require continuous engagement or project-level GRMs.	OS1 requires ongoing engagement, documentation, disclosure and dedicated grievance mechanisms.	S6 requires meaningful, inclusive, ongoing engagement and multi-channel GRMs.	No legal basis for ongoing engagement, multi-stage disclosure or formal GRMs.
12. Financial Intermediary Requirements	Zimbabwe's finance regulations do not require banks or cooperatives to conduct E&S risk screening.	OS10 requires financial intermediaries to adopt E&S risk frameworks.	S1 & S6 expect institutional strengthening for oversight and risk management.	No E&S risk management obligations for financial intermediaries.

Conclusion and Recommendations

Although Zimbabwe's legislative framework offers solid foundations for environmental protection, it falls short of the breadth, depth, and operational criteria of IFAD (S) and AfDB (OS) standards. Administrative updates to national EIA guidelines, building institutional capacity within EMA and sector ministries, requiring labor and community health frameworks at the project level, incorporating climate risk screening into ESIA procedures, and providing local authorities and IMCs with training in stakeholder engagement, gender integration, GRM operation, and biodiversity safeguards are some ways to address variations. Targeted legislative and regulatory changes along with capacity building will eventually bring national systems closer to global best practices and guarantee uniform compliance throughout all development initiatives.

4.0 Baseline Environmental and Social Setting

This chapter presents the baseline environmental and social conditions within the RACP target areas. It provides a clear picture of the existing physical, biological and socio-economic environment to inform impact assessment and the design of mitigation measures. Each section describes key attributes such as topography, climate, hydrology, biodiversity and social characteristics for the province and districts covered by the project. Establishing these baselines ensures that project planning, implementation and monitoring are grounded in accurate, context-specific information, in line with national regulations and international safeguard requirements.

4.1 Biophysical Environment

4.1.1 Topography

The project intervention areas within Mashonaland East Province are characterised by a gently undulating to rolling topography, with slopes consistently ranging between 3% and 7% across the Athlone, Don Rungano, River Valley, and Chipso irrigation schemes. This topographic profile places the schemes firmly within Zimbabwe's Agro-Ecological Region IIB, which experiences a favourable mean annual rainfall of 750 to 1000mm. While these gentle slopes are suitable for irrigation development, they present a significant and clearly identified environmental risk. The proposed shift to centre pivot irrigation systems is a positive design response to this topography, as it promotes more uniform water application and reduces the runoff associated with the existing high-pressure sprinklers, for example.

Murewa District

Murewa District features a varied topography that spans from the highveld plateau in its western parts to more broken, hilly terrain in the east. The district is dissected by several rivers and streams flowing from the watershed, creating valleys and gentle slopes ideal for irrigation development, as seen with the Athlone, Don Rungano, and River Valley schemes. The land is predominantly rolling, with slopes generally between 3% and 7%, which, while suitable for agriculture, also leads to soil erosion and gully formation if not properly managed. This risk is clearly identified in the RPA reports.

Uzumba–Maramba–Pfungwe (UMP)

Generally, it is low-lying and characterised by an undulating plain, significantly influenced by its proximity to the Zambezi Escarpment. The land slopes gently towards the east and into the Mozambique coastal plain. This results in a warmer and drier climate compared to the Highveld

districts. The topography is generally flat to gently rolling, which is suitable for irrigation, but the district's lower altitude and higher temperatures increase its vulnerability to climate variability and recurrent droughts, making reliable irrigation infrastructure critically important for food security. Rocky ridges alternate with wide sandy valleys. Any irrigation here must adapt to broken terrain with small command areas.

Goromonzi Districts

It is characterised by a topography that transitions from the high-altitude central watershed plateau. The district lies on the eastern fringe of this plateau, resulting in a gently undulating to rolling landscape. This topography, with its well-drained soils, is highly favourable for intensive agriculture, including the field and horticultural crops reported in the schemes. The general elevation, typically above 1,200 meters, contributes to a relatively cooler climate and reliable rainfall patterns that support both rain fed and irrigated agriculture.

Mutoko Districts

Characterised by a more dramatic and rugged topography compared to the other districts. It is dominated by the iconic Mutoko Kopje and a landscape of numerous granite hills and rock outcrops (dwalas). The terrain between these hills is often rolling to steep, with sandy colluvial soils deposited on the valley floors. This topography influences land use, concentrating arable activities in the valleys and lower slopes. The district's elevation is generally lower than Goromonzi and Murewa, and its terrain can make large, contiguous irrigation perimeters less common, with schemes like Chipso being smaller and adapted to the available land.

4.1.2 Climate

This section outlines the prevailing climatic conditions across the RACP. Target areas. It provides an overview of rainfall patterns, temperature regimes, seasonality, and the frequency of extreme weather events, highlighting differences between the semi-arid lowlands and the more humid Highveld zones. This climate baseline is essential for irrigation design, crop selection and the integration of climate risk management measures into project planning. By identifying spatial variations in rainfall, temperature and hazard exposure, the project can tailor interventions to enhance resilience and reduce vulnerability across its province, districts and irrigation schemes.

Mashonaland East occupies Natural Region II with a sub-humid to humid climate. Rainfall averages 800–1,050 mm per year, among the most reliable in the project area (see Figure 2).

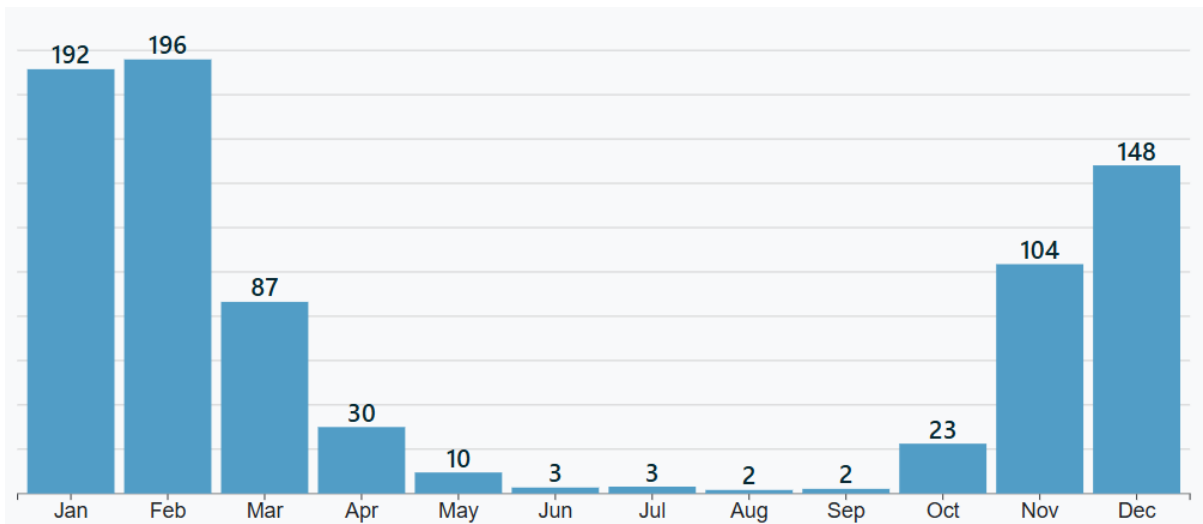


Figure 2: Mashonaland East precipitation data (AccuWeather, 2024).

Temperatures are moderate due to higher elevation (summer maxima 23–28 °C) (Figure 3).

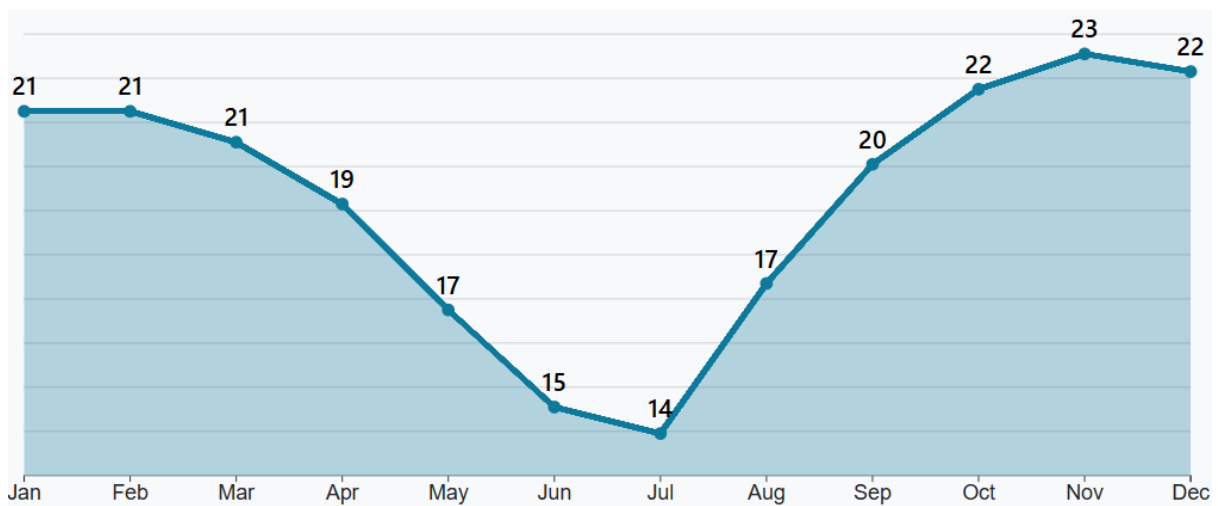


Figure 3: Mashonaland East temperature (AccuWeather, 2024).

Districts like Murewa, Goromonzi and Mutoko experience occasional heavy storms and localised flooding but generally have good growing conditions. Schemes such as Don Rungano and Athlone can capitalise on the relatively high and reliable rainfall but must still incorporate drainage structures to avoid waterlogging and erosion on steeper slopes.

CLIMATE RISKS

This section evaluates climate-related risks for the RACP in Mashonaland East using IFAD’s SECAP Standard 9 framework, which assesses four core elements: climate hazards, exposure,

sensitivity, and adaptive capacity. The results inform the classification of project activities and geographic areas into different risk categories (low, moderate, substantial, or high) and guide the development of targeted adaptation strategies.

The districts of Mutoko, Uzumba Maramba Pfungwe (UMP), Murewa, and Goromonzi all face significant climate-related challenges, including droughts, erratic rainfall, heat stress, and intense storm events. These climatic pressures threaten agricultural productivity, water availability, infrastructure resilience, and livelihoods, making climate adaptation an essential component of the ESMP.

Mutoko

Mutoko faces some of the most severe climate challenges due to recurring mid-season droughts, heat stress during crop flowering, and intense rainfall events that accelerate erosion and gully formation. The district's sloped granitic soils and limited irrigation infrastructure increase exposure, while high dependence on rain fed agriculture increases sensitivity.

- **Hazards:** Mid-season droughts, extreme heat, intense rainfall
- **Exposure:** Smallholder plots on slopes, irrigation canals needing lining
- **Sensitivity:** High for rain fed maize and vegetables
- **Adaptive capacity:** Moderate (limited water storage and institutional capacity)
- **Risk classification: Substantial** – significant risk without additional interventions

Uzumba Maramba Pfungwe (UMP)

UMP is highly vulnerable to prolonged droughts, frequent dry spells, and flash floods. Shallow soils and dependence on dryland agriculture exacerbate sensitivity, while dispersed irrigation schemes and limited financial capacity reduce adaptive capacity.

- **Hazards:** Prolonged droughts, dry spells, flash floods
- **Exposure:** Dispersed irrigation schemes, long conveyance distances
- **Sensitivity:** High due to shallow soils and water-dependent livelihoods
- **Adaptive capacity:** Low to moderate (limited financial services, weak infrastructure)

- **Risk classification: Substantial** – water reliability is a major limiting factor.

Murewa

Rainfall variability and storm runoff pose moderate risks to agriculture and infrastructure. However, diversified crop systems and improved market access enhance adaptive capacity, keeping overall vulnerability manageable.

- **Hazards:** Rainfall variability, storm runoff, and veld fires
- **Exposure:** Market chains and pack sheds are vulnerable to heat
- **Sensitivity:** Moderate due to crop diversity
- **Adaptive capacity:** Moderate (stronger extension services and market links)
- **Risk classification: Moderate**

Goromonzi

High-intensity rainfall and short dry spells present moderate challenges, particularly in terms of water competition and infrastructure impacts. Proximity to services and stronger institutional capacity improve resilience.

- **Hazards:** High-intensity rainfall, short dry periods
- **Exposure:** Competition for water, infrastructure vulnerabilities
- **Sensitivity:** Moderate, especially for horticulture and transport systems
- **Adaptive capacity:** Moderate to high (better infrastructure and service access)
- **Risk classification:** Moderate

Component-Specific Climate Risks

- **Irrigation rehabilitation and expansion:** Hydrological shortfalls, sedimentation, erosion (substantial in Mutoko and UMP, moderate elsewhere).
- **Water harvesting structures:** Overtopping, siltation, altered downstream flows (substantial).

- **Feeder roads and markets:** Drainage failures, product spoilage from heat (moderate).
- **Land restoration and reforestation:** Seedling failure during drought (moderate).
- **Climate information and early warning systems:** Unequal access to data (low to moderate).

4.1.3 Soils

This section describes the prevailing soil conditions within the Resilience Agriculture Cluster Project (RACP) target areas. It provides a detailed understanding of soil types, textures, fertility status, drainage and vulnerability to erosion or salinisation across Mashonaland East province and the 4 districts earmarked for intervention. This baseline information is critical for selecting appropriate irrigation technologies, crops, and management practices, as well as for designing measures to prevent soil degradation and protect water quality. By establishing a clear soil profile for each district and scheme, the project can tailor its interventions to maximise productivity and sustainability while meeting national and international safeguard standards.

Mashonaland East (Mazowe Catchment).

Murewa District (Don Rungano and Athlone Schemes). Murewa’s soils are mainly deep red and brown clay loams on rolling Highveld terrain derived from granitic and gneissic parent material. They are moderately fertile with good moisture-holding capacity but prone to erosion on exposed slopes. Don Rungano Scheme is sited on gentle foot slopes with uniform sandy clay loams, well suited to surface or sprinkler irrigation with minimal earthworks. Athlone Scheme sits on slightly steeper ground with heavier clay content in lower pockets, requiring well-designed drains and contour alignment to avoid ponding.

Uzumba–Maramba–Pfungwe (UMP). UMP soils are generally coarse sandy loams interspersed with shallow stony soils on ridges and heavier clays in valley bottoms. Fertility is low to moderate, and infiltration is high; irrigation layouts will need soil moisture conservation and nutrient amendments to maintain yields.

Goromonzi. Goromonzi has a mix of sandy clay loams on gentle slopes and deep, moderately fertile clay loams in valley bottoms. The rolling granite landscapes call for careful siting of canals and drains to prevent gully erosion. Where future schemes are planned, contouring and vegetative cover will be important for stabilising soils.

Mutoko District. Mutoko's terrain is more dissected, with prominent granite outcrops and narrow valleys. Soils are shallow sandy loams on hills and deeper, sometimes clay-rich, soils in valley floors. Fertility varies, but many sites have good potential if erosion and waterlogging are managed through drainage and land levelling.

4.1.4 Catchment, Hydrology and Water Resources

RACP spans four major catchments: Gwayi, Sanyati, Mazowe, and Manyame, each characterised by distinctive drainage patterns, surface and groundwater resources, and climate risks; however, this report will focus on the Mazowe Catchment. Rivers across all basins are highly seasonal, with strong flows in the wet months (November, April) that reduce to isolated pools or dry channels in winter. Small dams, night-storage reservoirs, and weirs are therefore critical buffers for irrigation supply. Understanding these catchments is essential for assessing both water availability and the risks posed by droughts, floods, and long-term variability.

Mazowe Catchment (Mashonaland East)

Mazowe basin drains the high-rainfall Mashonaland East plateau and peri-urban Harare zones. Headwater streams are dense and dendritic, with rainfall of 700–1,000 mm. Soils are moderately fertile but erosion-prone on steep slopes. Groundwater yields are good but vulnerable to over-extraction.

- **Murewa District (Don Rungano, Athlone)** - Upper catchment with perennial headwater streams; schemes rely on small dams requiring spillway maintenance.
- **Uzumba–Maramba–Pfungwe (UMP)** - Broken uplands draining into Nyadire and Save systems; trellis-like seasonal streams. Irrigation depends on small dams and boreholes.
- **Goromonzi District** - Streams drain into Manyame and Nyatsime rivers with moderate baseflows but are sensitive to upstream deforestation. Soil and water conservation upstream is essential.
- **Mutoko District** - Dissected uplands with trellis and parallel streams; steep flashy flows require weirs and check dams to sustain irrigation.

Risks: Erratic rainfall, erosion on granite slopes, peri-urban water pollution, and localised flooding on headwater streams.

Cross-cutting Risks Across Catchments include:

- **Drought** - Affects all basins, particularly Gwayi and UMP in Manyame.
- **Flooding** - High in Muzarabani (Mazowe) and Msuna (Gwayi), moderate in Sanyati lowlands.
- **Sedimentation** - Universal threat to small dams and night-storage reservoirs.
- **Waterlogging and salinity** - Localised risk in Sanyati flats.
- **Groundwater stress** - Variable reliability in Nkayi, UMP and Mhondoro-Ngezi.

4.1.5 Biodiversity and Sensitive Habitats

The RACP traverses some of Zimbabwe's most ecologically diverse regions, from semi-arid mopane savannah to wetter Highveld miombo mosaics. This section highlights dominant vegetation types, key animal species and aquatic ecosystems in each province and district. Understanding these features ensures that irrigation and catchment restoration interventions avoid critical habitats, conserve ecosystem services and comply with national and international safeguard standards.

Flora (trees, grasses, herbs) and fauna species in and around the districts were identified and recorded. Fauna species were identified through physical observations and the evidence of indicators (proxies) such as spoor, droppings, feathers and eggs. Identification of bird species was aided by using binoculars and field guidebooks for verification. Live observations of birds as well as proxies like feathers, eggs and nests were used for the identification of bird species. Small insects such as spiders, butterflies and bush flies were captured by use of sweep-nets, and guidebooks were used to identify the insects. Identification and classification of the flora and fauna species were assisted using field guidebooks as well as indigenous knowledge. Specimen samples of unidentified plant species (these include leaves and whole plants) were collected for identification at the National Herbarium, where necessary. These fieldwork surveys were important to recognise flora and fauna species around the study areas.

Mashonaland East

Murewa, Goromonzi, Mutoko and UMP lie in higher rainfall areas with tall mixed swards of *Hyparrhenia spp.*, *Themeda triandra* and *Setaria spp.* under open miombo woodland. *Eragrostis* and *Cynodon dactylon* dominate footslopes, while *Bidens pilosa*, *Amaranthus spp.*,

Ipomoea spp. and sedges (*Cyperus rotundus*) occur in irrigated plots and drainage lines. This lush understorey stabilises soils, enhances infiltration and supports pollinators, natural pest predators and small vertebrates such as hares, mongooses and amphibians in scheme reservoirs and wetlands.

Murewa District (Don Rungano, Athlone, River Valley).

Miombo woodland with remnant indigenous forest patches with *Brachystegia boehmii* dominating and numerous small wetlands supporting frogs, papyrus and wetland birds such as Herons and Jacanas. The highest diversity of tree species is mainly found within the mountain woodland forest areas, where vegetation has not been severely disturbed by farming activities. Pollinator diversity is high. Some of the tree species found in the Murewa districts, where Don Rungano, Athlone and River-Valley irrigation schemes are found, are shown below (see Plate 7)





Plate 7: Pictures of Some of the Tree Species Found in the District

Uzumba–Maramba–Pfungwe (UMP). Rocky outcrops with interspersed woodland; Rock hyrax and reptiles inhabit kopjes. Streams host seasonal pools used by amphibians and aquatic insects.

Goromonzi District. The greater proportion of the area falls within the mountain area, with miombo natural forest dominated by *Brachystegia bohemii*. The project area is surrounded by agricultural crop fields. Activities

Mutoko District. (Chipo Irrigation Scheme) Dissected uplands with miombo woodland and granite kopjes. Unique flora includes *Aloe inyangensis* and *Protea* species; kopjes provide habitat for endemic reptiles and raptors. Irrigation alignments should avoid disturbance. The tree and shrub species found within the districts are those of the Savanna miombo woodland, and those of a disturbed area, such as a cultivated area and roadside. The target area is dominated by *Brachystegia bohemii* (see Plate 8), followed by *Julbernardia globiflora* (munhondo), observed especially in both the lower and upper parts of the mountain areas.



Plate 8: Brachystegia Bohemii Tree Species (Mpfuti) From One of the Scheme Locations

There is evidence of deforestation, mainly of *Brachystegia bohemii* and *Julbernardia globiflora*. The invasive species *Lantana camara*, in the early invasion stages, was observed. Other tree species found within the area include *Uapaca kirkiana*, *Parinari curatellifolia*, *Strychnos spinosa*, *Brachystegia spiciformis*, *Azanza garckeana*, *Combretum apiculatum*, *Faurea rochetiana* and *Ficus spp.* The list of tree and shrub species within the districts is given in Appendix 9.

Grasses and Herbs

The districts generally have various grass and herb species with *Hyperenia spp.* Being the dominant grass species. *Themeda triandra*, which is mostly found in disturbed open grasslands and is also common in all of the districts and irrigation scheme areas (see Plate 9).



Plate 9: Hyperrhenia spp. Grass is Dominant in the Districts.

The herbs *Vernonia spp* and *Helichrysum spp* are also found across the districts. The presence of *Tagetes minuta* and *Conyza sumatrensis* suggests the presence of farming activities. Other grass and herb species observed in the target areas include *Sporobolus pyramidalis*, *Andropogon eucomus* and *Microcloa kunthii*. Of all the grass and herb species observed, none are endangered, endemic or protected. Other grass and herb species observed include *Cynodon dactylon*, *Helichrysum herbaceum*, *Microcloa kunthii*, *Crotalaria lanceolata*, *Hibiscus panduriformis* and *Aechynomene indica*. A list of the grass and herb species found is shown in Appendix 9.

Summary

Across the RACP provinces, biodiversity ranges from mopane and acacia woodlands in the west to rich miombo mosaics and wetlands in the Highveld east. Dominant plant species include mopane, *Faidherbia*, *Brachystegia* and *Combretum*. Large mammals such as elephants, buffalo, and antelopes persist near protected areas, while a high diversity of birds, amphibians, pollinators and indigenous fish inhabit riparian and wetland habitats. This baseline provides the foundation for impact assessment and the design of mitigation measures such as buffer

zones, catchment restoration, integrated pest management and sustainable water use to protect these assets while improving livelihoods.

4.1.6 Social Environment:

The Social Environment baseline provides clear explanations of demographics, livelihoods, gender/youth dynamics, poverty, and vulnerable groups, along with concrete statistics from ward populations, household incomes, and scheme beneficiaries.

Provincial overview: A populous province with a strong agricultural base and good market access near the Harare corridor. Poverty is lower near growth centres but persists in peripheral and rain-shadow wards. Women are central to horticulture and market trade, and youth employment is uneven.

Murewa District Socio- Economic Baseline

Hosting the Athlone, Don Rungano, and River Valley schemes demonstrates a social environment centred on smallholder agriculture with significant poverty levels. The district's wards show a clear gender disparity in scheme participation; for instance, the Athlone Scheme supports 93 beneficiaries on 100 hectares, with a composition of 50 men, 33 women, 10 youths, 3 people with disabilities, and 7 individuals over 65 years. The Don Rungano Scheme has 45 beneficiaries (36 men and 9 women) on 70 hectares, while the River Valley Scheme supports 43 beneficiaries (24 men and 19 women, including 13 youths and 4 people over 65) on 54 hectares.

The district exhibits a mix of moderate poverty near business centres and deep poverty in peripheral wards. A wealth ranking at Don Rungano revealed that over 70% of households were classified as "Poor" or "Very Poor," characterised by a lack of cattle and reliance on government aid. Gender dynamics are challenging, with women reporting a heavy double burden of field and domestic labour and limited decision-making power, particularly regarding crop selection and income from sales. Schemes cover wards with 2,500–4,000 people. Cash income from irrigation plots is USD 150/month compared to USD 50/month for non-irrigators. Women are the majority of plot holders but are underrepresented in marketing groups.

Health concerns are influenced by water quality and labour demands. At Athlone and River Valley, irrigation dams are heavily silted and infested with water weeds and reeds, raising risks of water contamination and potential breeding grounds for disease vectors. At Don Rungano, households rely on protected wells and a borehole for potable water, but environmental

degradation around Chitongo Dam increases exposure to polluted irrigation water. Heavy manual labour particularly lifting aluminium pipes and managing night irrigation shifts poses musculoskeletal and exposure risks, especially for women and older farmers (e.g., Athlone notes women doing night shifts and pipe lifting as unsafe conditions).

Safety hazards are prominent across schemes due to aging infrastructure, poor irrigation layouts, and unprotected pumping stations. Athlone experiences pump-house flooding caused by backflow when reeds block the spillway, creating electrical hazards and increasing risk of slip-and-fall injuries. At River Valley, gullies forming within the scheme, soil erosion, and unsafe chemical disposal threaten both physical and environmental safety, while worn hydrant seals and leaking pipes create slippery, hazardous workspaces. Don Rungano faces the additional safety challenge of old, uninstalled pumping units and inadequate substation components, which increase the risk of electrical faults and operational accidents, especially with farmers lacking advanced technical skills.

Security issues vary across schemes but consistently affect water access and scheme productivity. At River Valley and Athlone, deforestation for firewood and brick moulding leads to increased fire risks, and communities must maintain fire guards annually to protect produce and infrastructure. At Don Rungano, social tensions (e.g., disputes between men and women over cropping calendars and credit facilities) indicate internal scheme governance challenges that affect security of tenure and operational harmony. The presence of vandalism to electrical infrastructure (especially at Don Rungano, where transformer vandalism was noted during earlier assessments) increases vulnerability and justifies future inclusion of solar-hybrid, secure cage-protected energy systems.

Cultural norms around land inheritance, gender roles, and division of labour strongly shape baseline conditions. In all schemes, labour roles are culturally defined: men plough, spray crops, and handle equipment, while women undertake planting, weeding, harvesting, and marketing. Ritual livestock uses at River Valley (e.g., goats for rituals) mirror traditional practices that remain embedded in household decision-making. In Mutoko-linked schemes, cultural reluctance among women to assume leadership roles persists, reinforcing a hierarchy that limits women's participation in formal decision-making.

Poverty levels are substantial. At Don Rungano, over 70% of households are classified as Poor or Very Poor, lacking cattle and relying on government assistance; cash income from irrigation farming averages USD 150/month versus USD 50/month for non-irrigators. River Valley and

Athlone also contain mostly B1/B2 smallholder households with limited capital, inadequate tillage equipment, and dependency on cash crops such as wheat, tobacco, tomatoes, and potatoes for income generation. Output markets are constrained: women often sell at farm gates while men access distant markets, creating income inequality. Transportation challenges, deteriorated feeder roads, and limited storage facilities further reduce profitability and increase losses.

Before the project commences, several social and economic shifts are expected. Households anticipate reduced labour burdens and increased inclusion due to planned irrigation system upgrades (e.g., centre pivots, drag hoses). Improved WASH facilities will reduce waterborne disease risks. Strengthened governance, GRM mechanisms, and gender-responsive trainings are expected to reduce internal conflicts and enhance participation. Introduction of solar-hybrid systems at high-risk schemes like Don Rungano is likely to stabilise energy availability and improve irrigation reliability. Furthermore, improved feeder roads and storage (especially at Banana/Rungano clusters) are expected to increase market access, boost incomes, and reduce post-harvest losses.

Mutoko District Socio- Economic Baseline

Presents a social environment where livelihoods are diversified beyond agriculture due to economic pressures, horticulture, maize, groundnuts, and granite quarrying. The Chipso Scheme itself is relatively small, with 18 beneficiaries (13 men and 5 women, 2 of whom are over 65) farming only 12 hectares. The average landholding per plot holder is a mere 0.5 hectares, and livestock ownership is critically low, with the highest number of cattle owned by any farmer being only 4, due to devastating losses from the January Disease. This economic vulnerability forces many to rely on casual labour, brick moulding, and building for income. Gender dynamics are heavily skewed, with women expressing a reluctance to assume leadership positions and single women reporting an inferiority complex within the community. Technically skilled roles, such as pump operation, are exclusively performed by men. Ward populations 3 000 - 4 000; cash incomes under USD 80/month from horticulture; youth in quarry labour and transport.

Health vulnerabilities relate to low incomes, food insecurity, and limited access to safe water. Given small plot sizes of average 0.5 ha and low agricultural productivity, many households experience persistent nutritional deficits. Casual labourers particularly youths face occupational health risks in quarrying and construction work. Electrical infrastructure poses a

significant safety concern due to a hazardous overhead cable, requiring immediate replacement as per scheme assessments. Environmental degradation in Mutoko's granite landscape contributes to dust exposure and respiratory hazards. Security challenges around agricultural theft also push women to avoid distant markets.

Upgrading irrigation to labour-saving systems (drag hoses, hybrid options) is expected to reduce repetitive work. Electrical upgrades (cable replacement) will reduce safety risks. Improved scheme governance and training may empower women. Enhanced market access following infrastructure repairs will gradually raise incomes.

Uzumba-Maramba-Pfungwe District

The social fabric of the UMP District is defined by its predominantly rural, smallholder farming community. Without formal, confirmed irrigation schemes, agricultural production is largely rain-fed, making livelihoods highly vulnerable to climatic variability and resulting in significant seasonal food insecurity. The population is dispersed across villages, with most households engaged in subsistence cropping of maize and sorghum and the rearing of cattle and goats. Poverty levels are substantial, with most households falling into the "Poor" or "Very Poor" wealth categories, characterised by limited access to capital, a lack of draught power, and a heavy reliance on government input schemes and food aid. Traditional gender norms dominate household labour, with women responsible for farming, childcare, and household management. Decision-making autonomy is low, and opportunities for market participation are restricted by cultural constraints and poor transport access. Gender dynamics typically follow traditional patterns, with women bearing a heavy burden of both agricultural and domestic labour while often having limited decision-making power over the sale of produce and household income. Cash incomes are generally low and irregular, likely falling below USD 50 per month for most households outside of any seasonal crop sales.

Health risks are heightened by food scarcity, poor water access, and limited healthcare services. Seasonal hunger peaks before harvest periods, and dietary diversity is low. Environmental hazards include drought, crop failure, and long walking distances to water points. Livestock theft and conflict over grazing areas are common.

Any future irrigation development in the district is expected to improve food security, reduce poverty, and build climate resilience. Gender-responsive planning will be key to ensure inclusive benefits.

Goromonzi District

The district presents a more complex and economically stratified social environment, heavily influenced by its proximity to the capital city, Harare. While it contains communal areas with smallholder farming systems, it also features more commercialised A2 farms and peri-urban communities. This creates a distinct contrast between poorer, subsistence-oriented households and a more affluent minority with better market access. Safety risks include land conflicts associated with settlement expansion, road traffic hazards, and vulnerability to theft of produce and livestock due to high population mobility. Livelihoods are more diversified than in purely rural districts, combining rain-fed agriculture with market gardening, vending, and formal or informal employment in Harare. Despite this proximity to markets, poverty persists among a significant portion of the population who face challenges such as high input costs and limited access to profitable value chains. Gender roles are also in flux, with women increasingly engaged in urban marketing of horticultural produce, though they may still face constraints in accessing land and credit. However, disparities persist in land access and financial inclusion, limiting women's ability to expand agricultural production. Socio-economic conditions reveal a strong dual economy, with wealthier A2 farmers operating alongside poorer communal households that struggle with input shortages and market barriers. The average cash income is likely higher than in more remote districts due to diverse income streams, but inequality is pronounced, with a wide gap between the well-off and the poor. Anticipated pre-project changes include growing market engagement, improved scheme governance, and strengthened women's participation in value chain activities once irrigation rehabilitation and market infrastructure improvements begin.

Cross-cutting social profile for RACP

- Rural wards are youthful with high dependency ratios; migration drains male labour, leaving women to manage farm and domestic work.
- Agriculture dominates with seasonal reliance on casual labour, ASM or fishing. Irrigation schemes and post-harvest centres can stabilise incomes.
- Women drive horticulture and local trade but face barriers to land rights, finance and leadership; youth need skilling and entry points in O&M, digital agriculture and logistics.

- Poverty is highest in drought-prone or remote wards and in floodplains. Vulnerable groups include female-headed and child-headed households, elderly carers, farm workers and flood-exposed communities.

4.1.7 Overall Socio-Economic Insights for ESMP Integration

Across the four districts, the socio-economic baseline shows that rural livelihoods are overwhelmingly dependent on smallholder agriculture, with irrigation schemes functioning as critical centres of food security, income generation and household resilience. However, these opportunities are constrained by a combination of climate variability, deteriorated irrigation infrastructure, energy unreliability, weak WASH services, poor road networks and limited access to profitable markets. Poverty remains widespread particularly among households with no livestock or capital assets while high input costs, low savings, and dependence on informal trading further weaken economic stability.

Gender and social inequalities heighten vulnerability: women carry the heaviest agricultural and domestic workloads yet have limited decision-making power, men dominate technical and leadership roles, and youths often seek informal work outside agriculture (e.g., quarrying in Mutoko). Vulnerable groups such as elderly farmers, persons with disabilities, and female-headed households face additional barriers related to labour capacity, financial access and participation in scheme governance. Safety and security issues including vandalism of electrical assets, theft of pipes, hazardous irrigation equipment and absence of sanitation facilities further undermine livelihoods and operational reliability.

Given these conditions, the ESMP must integrate socio-economic safeguards that strengthen livelihood resilience, improve access to inclusive and labour-saving irrigation technologies, enhance WASH and occupational safety, and support fair participation by women, youth, and vulnerable households. Investments in solar-hybrid energy systems, scheme governance, market access infrastructure, and climate-adaptive catchment management will be essential to reduce inequality, improve production reliability, and ensure that project benefits are equitably shared across all scheme members and surrounding communities.

4.1.8 Safety Baseline for RACP Target Districts

Murewa District Hosts River Valley Irrigation Scheme under SACP (aligned with RACP objectives), featuring gravel access roads and infield infrastructure prone to seasonal degradation. Heavy vehicle use on 36km unpaved routes from Murewa-Macheke road heightens skidding and overturn risks during rains, while 10km last-mile feeder roads require

full reconstruction due to poor condition. Within schemes, unmarked infield roads shared by pedestrians, tractors, and livestock cross ageing AC pipelines with leaks, risking collapses; dilapidated pump houses expose workers to electrical and flooding hazards from unsecured 100kVA transformers vulnerable to theft. (Table 14)

Table 14: Murewa Safety Summary

Aspect	Baseline Status
Road safety	Long gravel roads (36-76km total), poor last-mile access needing rehab, rainy season slipperiness
Infield safety	Unmarked paths over leaky AC lines, shared with livestock/pedestrians, pump house decay
Electrical risks	Vandalism-exposed transformers, no anti-theft fencing/cages, damp pump environments
Emergency access	Remote (76km from Murewa), no field WASH (toilets/water), reliant on household wells

Athlone and Don Rungano schemes in nearby areas mirror these issues, with eroded gullies, stray animal crop damage sans perimeter fences, and operational strains like night shifts hauling heavy aluminium pipes (theft-prone, breaking easily). Recommendations emphasize fencing (e.g., 2500m for River Valley Section A), HDPE pipe upgrades, and centre pivots to cut manual handling risks.

4.1.9 Security Baseline for RACP Irrigation Schemes – Mashonaland East

Security across SACP irrigation schemes in Mashonaland East, such as River Valley, Athlone, and Don Rungano, reflects rural vulnerabilities including remote locations, inadequate fencing, and theft-prone infrastructure like aluminium pipes and transformers. Schemes rely on Irrigation Management Committees (IMCs) for oversight, with no formal security personnel; community monitoring is informal and lacks equipment. Long gravel access roads (e.g., 36-76km to River Valley) delay police response, while poor lighting at pump stations and infield areas heightens night-time risks. Unfenced perimeters allow stray livestock to damage crops and infrastructure, sparking conflicts; aluminium pipes are frequently stolen due to their value and fragility during transport. Pump houses are dilapidated and unsecured, exposing 100kVA transformers to vandalism without anti-theft fencing or cages.

Table 15: Scheme-Level Security Issues Summary Table

Scheme	Key Security Issues Identified in RPA
River Valley	Theft of aluminium infield pipes; vulnerable 100kVA transformer needing palisade fence/cage; no perimeter fencing (2500m Section A, 2000m Section B proposed); stray livestock crop damage; remote 10km last-mile road.

Athlone	Unsecured pump stations; livestock intrusion sans boundary fences; equipment theft risks from shared communal paths; poor infield road access.
Don Rungano	Vandalism exposure at pumps; no fencing leading to animal conflicts; isolated sites with weak community watch; pipe theft during night operations.
Chipo	Theft risks to 100kVA transformer needing palisade fence/cage; no boundary fence allowing stray animals; aluminium infield equipment vulnerable; unsecured pump station in remote area; surrounding area needs clearing for visibility.

Consolidated Security Themes for ESMP Integration

- Theft and vandalism of pipes, transformers, and electricals, especially aluminium targets and unsecured 100kVA units.
- Absent or incomplete perimeter fencing allowing livestock intrusion and crop conflicts.
- Remote scheme locations with long, poor roads slowing emergency/police response.
- Dilapidated pump houses lacking lighting, locks, or renovation for asset protection.
- Gendered risks for women handling heavy pipes at night or on unlit paths.
- Limited IMC protocols for security, needing trained monitoring and by-laws enforcement.

Mashonaland East Gender and Cultural Baseline

Murewa District features A1 smallholder schemes with balanced beneficiary gender (e.g., River Valley: 17 males/13 females, including youth), where women handle weeding, harvesting, and water fetching, while men lead ploughing, maintenance, and marketing high-value crops like tobacco. Women are represented in IMCs (e.g., vice-chair, treasurer) but face burdens from semi-portable sprinklers requiring pipe lifting; night shifts and long walks raise harassment risks. Cultural norms emphasize IMC constitutions, annual elections, and sub-committees (production, maintenance), with Shona traditions influencing cooperative dispute resolution via leadership.

Women in schemes like Don Rungano market fine beans/groundnuts but struggle with physical demands alongside domestic duties; equal water access exists, but pipe shortages disadvantage female-headed households. No early marriage noted, but economic pressures from input costs

affect all. Communities respect IMCs and extension services for planning, with by-laws ensuring equity.

Table 16: Summary Table: Gender and Cultural Snapshot

District	Gender Dynamics	Cultural Context	Key Implications for SACP
Murewa	Women in labor-intensive tasks (weeding, pipe handling); IMC roles balanced but physical burdens high; night risks for females.	Shona cooperative norms; IMC governance with elections/by-laws; sub-committees for equity.	Gender-sensitive pipe upgrades (e.g., HDPE/centre pivots); lighting/fencing; women leadership training.
Mash East (General)	Equal plot access but women market small crops; competition for equipment strains female households.	Community-led management; reliance on ARDA/GoZ support; conflict resolution via IMC.	Safe infield roads/WASH; targeted finance for women; GBV awareness in trainings.

4.1.10 Health

Murewa District in Mashonaland East Province, home to SACP schemes like River Valley (54ha, 30 A1 beneficiaries), Don Rungano (70ha, 45 beneficiaries), Athlone, and Chipu, faces health challenges tied to rural smallholder agriculture and infrastructure gaps. No on-site toilets exist across schemes, with farmers relying on household pits or unprotected wells for drinking water, elevating risks of diarrhoeal diseases and contamination from upstream siltation in dams like JR (River Valley) and Chitongo (Don Rungano). Crop water shortages from inadequate infield equipment limit production of maize, wheat, tobacco, and horticulture, straining diet diversity and nutrition amid food insecurity.

In River Valley and Chipu schemes, dilapidated pump houses expose workers to electrical hazards from unsecured 100kVA transformers and damp conditions, while night irrigation shifts with heavy aluminium pipes increase injury risks, particularly for women tasked with weeding, fetching water, and pipe handling. Don Rungano reports a stolen transformer and idle 100hp pumps due to missing substation components, compounding operational downtime and potential zoonotic threats from stray livestock entering unfenced blocks. Athlone mirrors these issues with poor infield roads and shared paths heightening accident exposure for pedestrians and tractors.

WASH deficits are uniform: schemes lack boreholes and field sanitation, forcing long walks to household sources and raising water-borne illness vulnerability, exacerbated by dam weeds, siltation, and spillway leaks. Erosion gullies and deforestation around Don Rungano and River

Valley signal environmental degradation that could foster vector breeding in standing water, mirroring national malaria concerns in irrigation zones. Gender dynamics amplify burdens, as female beneficiaries (e.g., 13/30 in River Valley) juggle domestic duties with labour-intensive sprinkler systems.

Nutritional pressures persist from low cropping intensity and profitability challenges, with farmers overextending limited sprinklers (10-11 per plot) across larger areas, compromising yields of staples like green maize and tomatoes. Livestock production is minimal, focused on household consumption (poultry, sheep), offering little buffer against undernutrition. IMC sub-committees in River Valley address production but lack formal health integration, while disputes in Don Rungano over credits and calendars highlight governance gaps affecting well-being.

For SACP enhancement, integrate WASH via boreholes/toilets, nutritional GAPs training through IMCs, and infrastructure upgrades like centre pivots (proposed for River Valley) to cut manual risks across all four schemes. Remote locations (e.g., 76km to River Valley town) demand outreach for HIV/STD awareness and emergency access, alongside perimeter fencing to curb livestock conflicts and zoonoses. These measures align with scheme recommendations for feasibility studies and rehabilitation.

4.2 Stakeholder Engagement

Consultations and public participation are legally required to address concerns about the environmental impacts of any development project or programme. During the preparation of this ESMP, several consultations and public participation were conducted; the views are summarised below of the responses from the irrigation scheme stakeholder consultation meetings. Further consultations are anticipated during the subsequent parts of the project development process, particularly during the preparation of site-specific environmental and social management plans (ESMPs).

The public consultation and participation process serves as a crucial mechanism to inform the public, key stakeholders, interested parties, and those affected by the project about its purpose, aims, and key activities during the development and implementation phases. The objectives of stakeholder and public participation include:

- **Providing Clear Information** - Ensuring that affected individuals receive clear, accurate, and comprehensive information about the proposed project and its anticipated environmental impacts.
- **Gathering Views and Concerns** - Offering affected individuals a platform to express their views, raise concerns, and suggest alternative arrangements to mitigate environmental and social impacts.
- **Mitigation Suggestions** - Allowing the public to suggest ways of avoiding, reducing, or mitigating negative impacts or enhancing positive impacts of the proposed project activities.
- **Incorporating Stakeholder Input** - Enabling project proponents to incorporate the needs, preferences, and values of stakeholders into the proposed project.
- **Resolving Disputes** - Providing opportunities to avoid and resolve disputes and reconcile conflicting interests among stakeholders.
- **Enhancing Transparency** - Fostering transparency and accountability in decision-making processes.

Methodology of Engaging Stakeholders

Stakeholders were engaged through various methods.

- **Public Consultative Meetings:** These meetings involved communities and technical officials from relevant government ministries.
- **Key Informant Interviews:** Interviews were conducted with key informants related to the proposed project, e.g., IMC meeting.
- **Inclusive Participation:** Consideration of gender and various age groups during consultative processes.

SUMMARY OF KEY STAKEHOLDER FINDINGS

Table 17: Findings From Key Stakeholders

District	Views /Concern/ Benefits	Mitigation Measure
Goromonzi (DDC)	Benefits: This project will improve the productivity of the irrigation schemes and give early weather warnings to farmers	Farmers should always seek advice from the Ministry of Lands, Agriculture, Fisheries, Water and Rural Development.

District	Views /Concern/ Benefits	Mitigation Measure
	Challenges: Artisanal miners are causing environmental harm, and some irrigation schemes are being affected.	Pointed out the importance of protecting areas of cultural heritage (see Appendix 10).
Goromonzi (RDC)	Benefits: There will be improved agriculture produce, a way of building effective climate change resilience.	Proponent should ensure sustainable and equitable utilisation of water resources (see Appendix 11)
UMP (DDC)	Benefits: Easy access to markets by farmers and greening the environment to mitigate effects climate change, also farming will be done throughout the year Challenges: Destruction of flora and fauna, resistance to change by local communities especially those used to rain fed agriculture.	Irrigation schemes must be equipped with relevant machinery to achieve the rightful functionality Emphasis is to make sure that local leadership is consulted including Councillors, MP's Proponent to adopt contemporary project implementation practices which do little or no harm to the environment and do CSR where possible (see Appendix 14)
UMP (RDC)	Benefits: Establishment of nutrition gardens, climatic adaptation through growing of small grains and drilling of boreholes, enhancing water provision to communities and training of communities on value addition skills development, Improvement of standard of living Challenges: Deforestation, stream bank cultivation	To curb corruption. More food programmes. Grievances Redress Mechanism. Farmers to be trusted with inputs distribution. Inputs should come on time Fence must be installed There should be ready markets. (see Appendix 15)
Murewa (RDC)	Benefits: Local economic and social development and sustainable natural resources management and also rural development Challenges: Some communities might not buy in the project, and this affects take-off of project.	Developer should do continuous local community engagements including political and traditional leadership (see Appendix 16).
Murewa (DDC)	Benefits: Increased agricultural land use. Improved livelihoods, local economic growth. Improved farming methodologies and practices in the wake of climate change.	There is need for sound organisation of beneficiaries for improved and effectiveness. Model to argument farmers of the respective on the cost contribution to promote a sense of ownership and sustainability (Appendix 17).

District	Views /Concern/ Benefits	Mitigation Measure
	Challenges: Administrative especially sustainability of the infrastructure within the said farms. The land tenure system (A1) models need sound modalities as conflicts may arise among the beneficiaries.	
Mutoko (RDC)	Benefits: The project will build resilience in communities.	Developer should engage with key stakeholders like traditional leaders and also adhere to the cultural systems and protect the cultural heritage like Madzimbabwe (see Appendix 13).
Mutoko (DDC)	Benefits: Enhances climate proofing for smallholder farmers, more irrigation schemes will be available in the area, and increased rainwater harvesting in facilities, also improved early warning systems. Increased production in horticulture products and feeder roads to markets will be enhanced, with employment creation and increase in water usage.	The project should not take long to complete; people will lose interest. The project should not encroach into people's land. Water must benefit everyone. Respect of peoples values and norms (see Appendix 12)

A list of key stakeholders consulted is shown in Table 18

Table 18: List of key stakeholders consulted

NAME	MODE OF CONSULTATION	ORGANISATION	CONTACT
Ms Constance Rumbidzai Sithole	Questionnaire	DDC Mutoko	+263 774 495 731
Mr B. Tasarira	Questionnaire	RDC Mutoko	+263 777 130 435
Mr Mufudza	Questionnaire	DDC Murewa	+263 772 700 617
Mrs M. Mutsavi	Questionnaire	RDC Murewa	+263 774 778 485

Mr D. Hungwa	Questionnaire	DDC Uzumba-Maramba-Pfungwe (UMP)	+263 772 650 607
Mr T. Muhabe	Questionnaire	RDC Uzumba-Maramba-Pfungwe (UMP)	+263 772 219 922
Mr Majuru	Questionnaire	DDC Goromonzi	+263 713 757 258
Mr Hamandishe	Questionnaire	RDC Goromonzi	+263 716 275 453

SUMMARY OF COMMUNITY MEETINGS

Below is a list of community engagement meetings held in the different irrigation schemes across the four districts (see Table 19).

Table 19: List of community engagement meetings

Irrigation Scheme	Mode of Consultation	Details	Date
Chipso Irrigation Scheme	<ul style="list-style-type: none"> Community meeting IMC Meeting (see Plate 10). 	Minutes and Registers. (see Appendix 1 and 2)	04/10/25 Start time: 11:40 Hrs End time: 12:30 Hrs
River-Valley Irrigation scheme	<ul style="list-style-type: none"> Community meeting (see Plate 13). 	Minutes (see Appendix 7 and 8).	04/10/25 Start time: 12:34 Hrs End time: 13:28 Hrs
Athlone Irrigation Scheme	<ul style="list-style-type: none"> Community meeting with farmers (see Plate 12). 	Minutes and Registers (see Appendix 5 and 6).	04/10/25 Start time: 10:10 Hrs End time: 11:10 Hrs
Don Rungano Irrigation Scheme	<ul style="list-style-type: none"> Community meeting with the surrounding Community (see Plate 11). 	Minutes and Registers (see Appendix 3 and 4)	04/10/25 Start time: 08:00 Hrs End time: 08:50 Hrs

The RACP was introduced to the communities as a build-up from the previous SACP, aimed at combating climate change and enhancing farmer productivity through climate-smart agriculture. The core objectives explained included the rehabilitation of irrigation infrastructure, the promotion of solar-powered irrigation, restoration of land and water sources, and the equal involvement of youth, men and women, and those living with disabilities. The

community engaged at the Chipo Irrigation Scheme is shown in Plate 10. However, a recurring theme across the consultations was a strong need for clarity on how the project will work in practice. Communities expressed confusion over whether the project would be implemented through existing groups or on an individual basis and requested that all requirements, including any financial contributions, be communicated transparently and in advance to manage expectations and prevent misunderstandings after commencement.



Plate 10: a) Meeting with the IMC, b) Stakeholder Meeting with the Farmers at Chipo Irrigation

1. Key Benefits Anticipated by the Communities

Farmers across all schemes expressed strong optimism about the potential benefits of the RACP. This was established at the community meeting held at Don Rungano Irrigation Scheme (see Plate 11). The most frequently cited advantage was the shift to all-year-round farming, which is expected to significantly improve food security and household income. The potential of solar-powered irrigation is a highly welcomed solution to persistent power outages, with the hope that it would ensure a continuous water supply.



Plate 11: Community meeting held at Don Rungano Irrigation Scheme

Communities anticipate that the project will result in employment creation during both the construction and operational phases. Other expected benefits included improved livelihoods, higher yields, the establishment of proper markets for their produce, water harvesting techniques, and the rehabilitation of critical access roads. At Don Rungano, it was specifically noted that if the project could improve livelihoods and eliminate power cuts, a very big issue for the community would be solved.

2. Major Concerns and Potential Negative Impacts

The consultations revealed several concerns. A primary fear across multiple schemes was the potential for land disputes. Communities urgently requested that the project avoid taking people's land before the current pegged area is fully utilised, and if the need arises, then appropriate engagements with landowners and compensation should be done. This was established from the community meeting held at the Athlone Irrigation scheme (see Plate 12).



Plate 12: Community meeting at Athlone Irrigation Scheme

The destruction of crops by stray animals due to a lack of perimeter fencing was a significant issue, particularly at Chipso and Athlone schemes. There were also serious concerns about social disruptions, including the potential for an invasion of outsiders leading to social problems; early marriages, and increased immorality, especially with workers living away from their families. Communities were worried about prolonged project timelines, noting that people tend to lose interest if projects take too long. Other concerns noted included:

- Cultural Impact - Disturbance to cultural sites and a strong plea to respect cultural norms and heritage.
- Market Exploitation - Fear that brokers and middlemen would continue to dictate low prices, with a specific request for equity markets for farmers after harvest.
- Resource-Based Conflicts - Potential for conflicts with neighbouring villages over water and other resources.
- Inadequate Infrastructure - At Athlone, the existing pump was noted as being too small, and aluminium pipes were frequently stolen.

3. Suggested Mitigation Measures from the Communities

The communities proactively proposed several mitigation measures to address their concerns. A paramount suggestion was the imperative to respect cultural norms and values throughout the project's implementation. This was established at the community meeting (see Plate 13). To ensure equitable benefit sharing, they insisted that water should benefit everyone and that

the project must include a transparent and accessible grievance redress mechanism. To combat market exploitation, farmers pleaded for the establishment of a reliable and fair marketing system that would shield them from unscrupulous brokers, with some suggesting a collective marketing approach.



Plate 13: a) Community Meeting at River Valley Irrigation Scheme, b) Green Crops Seen During Site Visit

To address immediate agricultural challenges, they requested the installation of fences to protect crops from animals and the timely distribution of inputs to the main beneficiaries, the farmers themselves. For social issues, they suggested implementing awareness programmes and ensuring the security of workers and the community. Furthermore, communities emphasised the need for proper consultation and registration to ensure the true target beneficiaries were not overlooked and that the project's benefits reached the intended recipients.

5.0 Impact Assessment

This chapter presents a systematic assessment of the potential environmental and social impacts associated with the RACP. It identifies and analyses the likely changes to the physical, biological and socio-economic environment arising from project activities during the planning, construction, operation and decommissioning phases. The assessment draws on baseline data from the project catchments, field observations and RPA studies and applicable AfDB and IFAD safeguard requirements. It establishes the nature, magnitude, likelihood and duration of each impact and forms the basis for the mitigation measures, monitoring and management actions set out in the subsequent Environmental and Social Management Plan.

5.1 Key Project Activities Likely to Cause Impacts

1. Athlone Irrigation Scheme (Murewa)

Civil Works & Expanded Irrigation

The construction of two centre pivots (20ha & 30ha), pump station upgrades, and installation of a non-return valve will cause temporary soil compaction, erosion, and dust generation on the scheme's area, directly threatening the already silt-prone Athlone Dam. The use of heavy machinery will increase community safety risks, especially for children. However, once operational, it will eliminate the heavy labour of moving aluminium pipes, a major gender benefit for the 33 female and 10 youth beneficiaries of the scheme.

Catchment Restoration & Water Harvesting

Rehabilitating the cracked dam spillway and clearing invasive reeds from the dam and blocked river channel are critical to stop water loss and prevent pump house flooding. These earthworks must be carefully scheduled to avoid worsening siltation. Activities like gully reclamation upstream will directly protect the dam and enhance water security for all water users, including Nhowe Mission.

Market Roads & Post-Harvest Infrastructure

Rehabilitating the 14km feeder road will drastically reduce the high transport costs reported by farmers, improving market access. However, road works will generate dust and noise for adjacent households and require careful management of stormwater runoff to prevent new erosion gullies.

Training & Capacity Building

Training on the new centre pivot operation and maintenance must be gender-inclusive to ensure the 5 female youths and other women can participate in these new, less physically demanding roles, shifting from conventional gender roles.

Community Health & Safety

During construction, the primary risks are accidents with construction vehicles and public access to excavation sites. A primary benefit will be the eventual provision of safe drinking water and sanitation (WASH) facilities at the field, which are currently absent.

Waste Management and Pollution

The primary risk is the improper disposal of used pesticide and fertiliser containers from the cultivation of tobacco, maize, and horticulture. Agri-chemical runoff could contaminate the Athlone Dam, affecting water quality for the scheme, Nhowe Mission School, and clinic.

Biodiversity and Ecosystem Pressures

The documented deforestation for tobacco curing and brick moulding degrades the local woodland ecosystem (dominated by Musasa trees). This habitat loss, combined with potential chemical runoff, puts pressure on terrestrial and aquatic biodiversity.

Water Resource Conflicts

The scheme has a valid water permit for 80ha, but competition exists with other users like Nhowe Mission. Increased irrigation efficiency from the project could inconsistently lead to higher overall water abstraction if not managed, potentially creating tension with downstream users.

Cultural Heritage and Land Use Conflicts

No specific sites were reported. The main land use conflict is internal, related to the absence of a perimeter fence, which leads to crop destruction by stray animals from the wider community.

Energy Use and Climate Linkages

The scheme is entirely dependent on the ZESA grid, which suffers from severe load-shedding, a direct climate-linkage effect due to hydropower vulnerability. This causes crop losses and highlights a need for renewable energy integration for resilience.

Social Tensions and Equity Issues

Clear gender inequity exists, with women having less decision-making power and a higher labour burden. Disputes arise among beneficiaries due to stray animals destroying crops. The IMC structure is mixed gender, but women are in subordinate roles (Vice Chairperson, Treasurer).

Occupational Health Risks

Farmers face health threats during cold winter night irrigation shifts. The manual handling of heavy aluminium pipes poses injury risks, predominantly for women. Exposure to agro-chemicals during spraying is also another key health risk.

Cumulative Impacts

The combination of ongoing deforestation, soil erosion, and agro-chemical use creates a cumulative negative impact on the Athlone Dam catchment, reducing water quality, soil quality and lowering storage capacity, which undermines the long-term viability of the irrigation scheme itself.

2. Don Rungano Irrigation Scheme (Murewa)

Civil Works & Expanded Irrigation

Installing a 315kVA transformer, armoured cables, and three centre pivots is a major construction to be done at the irrigation scheme. The site has a very high risk of theft and vandalism, requiring a robust security plan. Earthworks for the pivots on the gentle slopes risk causing the same severe soil erosion and gulying documented around the scheme. The positive impact will be reviving the entire 70ha scheme, currently non-functional, for its 45 beneficiaries.

Catchment Restoration & Water Harvesting

Addressing the severe siltation of Chitongo Dam from upstream cultivation is a prerequisite for the scheme's success. Activities like constructing stone bunds and planting trees in the catchment will reduce siltation but require engagement with communities outside the scheme, complicating implementation.

Market Roads & Post-Harvest Infrastructure

While the main access road is good, improving internal farm roads will facilitate production. The scheme's existing storage sheds are adequate, but linking them to a new post-harvest centre in the district would help the farmers overcome price fluctuations and late payments from buyers.

Training & Capacity Building

Intensive training for the IMC on financial management and O&M is critical, given the scheme's history of non-payment of utility bills and the complexity of the new electrical and pivot infrastructure.

Community Health & Safety

The major safety risk is the electrical hazard from the new high-capacity substation. A fence and anti-theft cage are essential to prevent accidental electrocution and theft. The existing Blair toilets at homesteads are insufficient for a workforce during construction, necessitating temporary sanitation facilities.

Waste Management and Pollution

A significant risk is the improper disposal of old, dilapidated infrastructure, including the two 100hp pumping units and any replaced pipelines. If not handled correctly, this could create localised scrap metal dumps.

Biodiversity and Ecosystem Pressures

The siltation of Chitongo Dam, driven by upstream erosion, degrades the aquatic ecosystem. Deforestation for firewood in the catchment area further exacerbates habitat loss and erosion.

Water Resource Conflicts

There are three other abstractions from Chitongo Dam. Reactivating and potentially expanding Don Rungano's 70ha could create competition with these existing users, especially during dry periods, requiring robust water allocation governance.

Cultural Heritage and Land Use Conflicts

No specific cultural sites were mentioned. The primary land use conflict is with farmers outside the scheme practising stream bank cultivation, which contributes to the dam siltation that harms the scheme.

Energy Use and Climate Linkages

The scheme is currently non-operational due to the stolen transformer, a stark example of infrastructure vulnerability. The planned new 315kVA transformer reinstates reliance on an unstable grid, highlighting a missed opportunity for complementary solar power to enhance climate resilience.

Social Tensions and Equity Issues

Disputes between male and female members occur over credit facilities and cropping calendars. The wealth ranking showed a significant gap between "Wealthy" households with tractors and "Very Poor" households reliant on food aid, which can create underlying social friction.

Occupational Health Risks: Once operational, risks will include electrocution hazards from the new substation and agrochemical exposure. The historical reliance on manual labour for the sprinkler system carried inherent injury risks.

Cumulative Impacts

The long-term inactivity of the scheme, combined with ongoing catchment degradation, e.g., erosion, has created a cumulative situation where the water source is deteriorating at the same time as the infrastructure is being restored, threatening the project's long-term benefits.

3. River Valley Irrigation Scheme (Murewa)

Civil Works & Expanded Irrigation

Renovating the dilapidated pump house and installing new pumps and two centre pivots (15ha & 20ha) on the scheme's steeper 4-7% slopes carries a very high erosion risk. The spillway crossing with HDPE pipes must be engineered to withstand flash floods. The positive impact is resolving the chronic low pressure and equipment shortages that currently force farmers to irrigate 54ha with resources for only 30ha.

Catchment Restoration & Water Harvesting

The removal of trees (Lantana, Mugove) from the JR Dam wall is critical to prevent structural damage. This must be done with expert supervision. Concurrently, combating water weeds and implementing catchment restoration (contours, woodlots) will directly address the water staining and siltation problems reported.

Market Roads & Post-Harvest Infrastructure

The planned rehabilitation of the 10km is a massive need. Its upgrade will transform market access but will be a major source of dust and disruption during implementation. The potential to convert existing buildings into aggregation points is a high-return, low-impact activity.

Training & Capacity Building

Training on soil conservation and water management is especially crucial here due to the sloping land. Business training for the IMC can help them leverage their good record of paying bills into better market deals.

Community Health & Safety

The main safety risks are the unsafe pump house structures, which might fail during renovation and the health threat of winter irrigation, which will be alleviated by the automated centre pivots. The lack of field toilets remains a health hazard for farmers.

Waste Management and Pollution

There is the pollution of the water body from the unsafe disposal of chemicals. This is a confirmed, active issue. Furthermore, the staining of produce by irrigation water indicates high sediment load, a form of non-chemical pollution.

Biodiversity and Ecosystem Pressures

Invasive water weeds and trees, e.g., Lantana growing on the JR Dam wall, are a direct ecosystem pressure that also poses an infrastructure risk. The removal process must be managed to prevent further bank destabilisation.

Water Resource Conflicts

The scheme has a permit for 54ha, but is already exceeding the limit. The push for more efficient irrigation must be accompanied by strict adherence to water permits to avoid conflicts with other users of the JR Dam.

Cultural Heritage and Land Use Conflicts

No specific heritage sites reported. Land use conflicts are minimal internally, but exist with wildlife (warthogs, hyenas) destroying crops and livestock.

Energy Use and Climate Linkages

The scheme is grid-connected. Power outages disrupt pumping, directly linking energy reliability to climate resilience. The steeper topography of the area increases the energy required for pumping, making efficiency gains critical.

Social Tensions and Equity Issues

A positive note is that the IMC includes women in key roles, e.g., Treasurer. However, women are restricted from marketing produce in distant, more lucrative markets like Mbare, Harare, due to security fears, creating an economic equity issue.

Occupational Health Risks

The dilapidated state of the pump house presents a physical safety hazard. The health threat of cold winter irrigation is a major concern cited by farmers. Risks from human-wildlife conflict, e.g., hyenas, are also present.

Cumulative Impacts

The cumulative impact of soil erosion on slopes, siltation of the dam, and water pollution from chemicals creates a downward spiral of deteriorating water quality and ecosystem health, which is already visibly affecting crop quality and potentially human health.

4. Chipo Irrigation Scheme (Mutoko)

Civil Works & Expanded Irrigation

Replacing the old pumping unit and standardising the infield equipment is a lower-impact activity. The key positive impact is resolving low pressure and poor water distribution for the 12ha scheme. Installing a boundary fence will immediately resolve crop destruction by stray animals, a major source of conflict. Plate 14 shows wheat which was recently destroyed by stray animals, particularly cattle.



Plate 14: Evidence of Wheat Crop Destruction by Stray Cattle at Chipo Irrigation Scheme

Catchment Restoration & Water Harvesting

The main issue is minor siltation at the Nyadire weir from upstream users. The project can engage in awareness campaigns on stream bank cultivation. On-site, promoting water conservation methods like tied ridges (already used) will be highly beneficial.

Market Roads & Post-Harvest Infrastructure

Rehabilitating the last 4km of the feeder road is essential to reduce the high transport costs that erode the profits from high-value horticulture. The scheme currently has no storage, so a simple packing shed would significantly reduce post-harvest losses.

Training & Capacity Building

This scheme requires targeted gender and leadership training to address the reported inferiority complex among single women and the male domination of leadership (the IMC is 5 men, 2 women). Training on high-value crop production (e.g., Irish potatoes) can capitalise on the good market linkages already identified.

Community Health & Safety

The primary safety issue is securing the transformer with a palisade fence. Providing a safe drinking water source (borehole) at the field is a critical need, as currently only one toilet exists, and no potable water is available.

Waste Management and Pollution

The replacement of the old pumping unit and non-standardised infield equipment will generate electronic, plastic and metal waste. A clear disposal plan is needed to prevent this from being dumped unsustainably.

Biodiversity and Ecosystem Pressures

The scheme area has good ground cover, so local erosion is minimal. The main pressure is upstream siltation of the Nyadire weir from outside farmers, which affects the shared water resource.

Water Resource Conflicts

The Nyadire weir is used by multiple users for irrigation, livestock, and brick moulding. The scheme's abstraction is just one of several uses, requiring cooperative water sharing to avoid conflicts, especially with non-agricultural users.

Cultural Heritage and Land Use Conflicts

No specific sites reported. The main conflict is with stray livestock due to the lack of a fence, causing tensions between scheme members and the wider community (see Plate 14)

Energy Use and Climate Linkages

The scheme is grid-powered. Its small size of just 12ha makes it a potential candidate for a pilot solar-powered pumping system, which would dissociate it from grid instability and reduce operational costs.

Social Tensions and Equity Issues

Profound gender disparities exist. The IMC is male-dominated (5 men, 2 women), and women are actively discouraged from leadership. Single women feel stigmatised. This creates a significant social risk to the project's inclusivity goals.

Occupational Health Risks

The main risks are associated with the current drag-hose system, though it is not considered overly laborious. Electrocutation risks from the transformer and agro-chemical exposure are notable risks.

Cumulative Impacts

The combination of livestock losses from disease and reliance on informal markets with exploitative middlemen creates a cumulative economic vulnerability for farmers. This limits their ability to invest in and sustain the improved irrigation system.

5.2 Impact Assessment Methodology

The Environmental and Social Impact Assessment for the Resilience Agriculture Cluster Project (RACP) has been conducted in strict compliance with Zimbabwe's Environmental Management Act [Chapter 20:27], the International Fund for Agricultural Development's Social, Environmental and Climate Assessment Procedures (SECAP, 2021), and the African Development Bank's Integrated Safeguards System (2023). The assessment employed a systematic, evidence-driven methodology that integrated comprehensive scoping, active stakeholder consultation, and a quantitative impact rating system. A phased screening process was applied to the project's planning, construction, operation, and decommissioning stages to identify potential environmental and social impacts. For each identified impact, a detailed evaluation was conducted, analysing its characteristics, magnitude, probability, duration, and spatial scale. This process generated a composite significance rating for both pre-mitigation and post-mitigation scenarios. This comparative analysis provides a transparent overview of residual risks and enables the prioritisation of mitigation and management measures for maximum effectiveness. To ensure a robust and credible foundation for the ESMP, the methodology combined qualitative data, such as community perceptions gathered through consultations, with quantitative indicators, including metrics on land area affected, population size, emission levels, and water flow rates.

Impact Rating Criteria

The significance of each identified potential impact was determined through a multi-criterion scoring system, adapted from the standardised Impact Assessment Management Matrix framework. This methodology ensures a transparent and reproducible process for prioritising mitigation interventions. The evaluation was based on the following defined criteria Table 19:

Table 19: Impact Rating

Criterion	Description	Scale
Likelihood / Probability	The probability that the impact will occur given current conditions and proposed activities.	1 (Rare) – 5 (Almost Certain)
Severity / Magnitude	The expected intensity of the impact on the environment or society if it occurs.	1 (Negligible) – 10 (Severe)
Duration	How long will the impact last once it occurs?	1 (Short-term <1 year) – 5 (Permanent)
Extent / Spatial Scale	The geographic area over which the impact will be felt.	1 (Site-specific) – 5 (Regional / Beyond)
Sensitivity / Receptor Vulnerability	The sensitivity of the environment or population affected (high ecological value, vulnerable groups).	1 (Low) – 5 (High)

Scoring Method:

Overall impact **significance score (SP)** = (Magnitude + Duration + Extent) * Probability

Scores are grouped into the following significance classes:

- **Low (< 30)** – Minor impact, easily managed by standard measures.
- **Moderate (30–75)** – Material impact requiring specific mitigation and monitoring.
- **High (>75)** – Serious to critical impact needing intensive management and residual risk analysis, requires redesign, offsets or project alternatives.

Residual Impact Significance: For each impact, the residual significance after mitigation is also calculated using the same criteria but adjusted for the expected effectiveness of mitigation measures. This shows clearly where mitigation has reduced risk to an acceptable level.

5.3 Identified Impacts

This section provides a systematic presentation of the environmental and social impacts identified for the RACP, categorised by project phase: planning, construction, operation, and decommissioning. By applying the impact rating methodology outlined in Section 5.2, a comprehensive screening and evaluation of potential alterations to the physical, biological, and socio-economic environment has been conducted. The analysis delineates the distinct risks and benefits associated with specific activities within each phase, including site preparation, civil works, water abstraction, scheme operation, and final closure. This structured, phase-specific analysis forms the foundational basis for the mitigation measures, monitoring indicators, and management responsibilities detailed in the subsequent parts of this ESMP. The identified impacts for each project phase are summarised in Table 20 to Table 21.

Table 20: RACP Project Impacts

Project Activity (with OS & S triggered)	Aspect	Impact Description	Direction (+/-)
PLANNING PHASE			
Determination of abstraction points and water supply (OS1, OS3, S1, S2)	Water resources	When cumulative withdrawals are not evaluated, there may be pressure on water consumers both upstream and downstream.	–
Selection of irrigation design and layout (OS1, OS2, S1, S6)	Social inclusion	Risk of excluding vulnerable households, women, and young people if design and allocation decisions are not made with their input.	–
Designing canals, pipelines and pump stations (OS3, S2)	Biodiversity	If ecological data is not incorporated, riparian vegetation, wetland pockets, or sensitive species may be disturbed.	–
Defining scheme footprint and boundaries (OS2, S7)	Land access	Conflict may arise if community pathways, unofficial gardens, or grazing routes are restricted.	–
Planning drainage and water control structures (OS1, OS4, S5, S9)	Climate and disaster risk	increased vulnerability to waterlogging, runoff, or flooding if climatic concerns are not taken into account during design.	–
Identifying borrow pits and stockpile sites (OS1, OS3, S2)	Soil and landscape	Possible erosion, microhabitat disturbance, and soil degradation.	–
Labour and contractor planning (OS5, S4)	Labour conditions	Risk of labour influx, discrimination, or weak OHS arrangements.	–
Designing gender and SEAH-sensitive governance (OS1, OS2, OS5, S3, S6)	Gender and protection	SEAH risks increase if safe access, lighting and representation are not built into planning.	–
Planning construction access routes (OS4, S5)	Community safety	Traffic safety concerns for schoolchildren, pedestrians and livestock.	–
Early consultations and disclosure (OS1, S6)	Participation	When consultations are not inclusive or transparent, there is a risk of mistrust or confrontation.	–
GRM planning and early dispute systems (OS1, OS2, OS5, S6, S7)	Grievances	Lack of early grievance management may escalate disputes.	–
Climate screening and resilience planning (OS1, OS4, S9)	Climate resilience	Infrastructure may underperform if hazards such as droughts, floods or heat stress are underestimated.	–
Planning for agrochemical management (OS4, S5)	Pollution	Potential future contamination from pesticides or fertilisers if poor planning persists.	–

Project Activity (with OS & S triggered)	Aspect	Impact Description	Direction (+/-)
Cultural heritage reconnaissance (OS1, S3)	Cultural heritage	If chance-finding techniques are not used, there is a risk of upsetting unrecorded cultural or spiritual aspects.	–
Institutional and IMC planning (OS1, OS2, S1, S6)	Governance	Weak institutional clarity may affect scheme sustainability.	–
M&E systems development (OS1, S1)	Monitoring	Poor tracking of environmental and social performance where indicators are not established.	–
CONSTRUCTION PHASE			
Earthworks, excavation and canal lining (OS1, OS3, OS4, S2, S5)	Soil and land	Soil erosion, structural instability and disturbed surfaces during excavation.	–
Workers' camps and contractor mobilisation (OS5, S4, S3)	Labour and SEAH	SEAH risks, labour rights violations or unsafe living conditions.	–
Construction traffic and machinery operations (OS4, S5)	Community safety	Increased risk of accidents involving community members and livestock.	–
Construction noise and dust (OS1, OS4, S5)	Air quality	Increased respiratory irritation and discomfort for nearby communities.	–
Fuel storage and chemical handling (OS4, S5)	Pollution	Hydrocarbon leaks may contaminate soil and water resources.	–
Vegetation clearance for access (OS3, S2)	Biodiversity	Loss of vegetation, wildlife disturbance or reduced habitat cover.	–
Foundation works near water bodies (OS3, S5)	Water quality	Elevated sediment loads affecting aquatic ecosystems.	–
Temporary water abstraction (OS1, OS3, S2)	Hydrology	Temporary changes to downstream flow patterns.	–
Presence of non-local labour (OS5, S3, S4, S6)	Social stability	Community tension risks, petty crime or pressure on local services.	–
Construction near cultural areas (OS1, S3)	Cultural heritage	Disturbance to unrecorded archaeological or cultural artefacts.	–
Waste generation during works (OS4, S5)	Waste	Accumulation of rubble, metal scrap, plastics and concrete waste.	–

Project Activity (with OS & S triggered)	Aspect	Impact Description	Direction (+/-)
Installation of pipelines and pumping units (OS4, S5)	Occupational safety	Potential for trench collapse, falling objects or machinery accidents.	–
Temporary disruption of access routes (OS4, S5)	Mobility	Reduced access for farmers, schoolchildren and health emergencies.	–
OPERATION PHASE			
Continuous water abstraction (OS1, OS3, S2, S9)	Water resources	Reduced river flow and pressure on aquatic ecosystems during the dry season.	–
Use of fertilisers and pesticides (OS4, S5, S2)	Pollution	Contamination risk for surface and groundwater from agrochemicals.	–
Long-term irrigation and drainage (OS3, S2)	Soil health	Waterlogging, salinisation and nutrient imbalance if drainage is inadequate.	–
Increased agricultural production (OS1, S1)	Livelihoods	Increased market participation, household incomes, and food security.	+
Functioning of improved irrigation infrastructure (OS1, S2)	Agricultural efficiency	Greater reliability in water delivery and improved crop performance.	+
IMC-led governance and operations (OS1, OS2, S6, S7)	Governance	Disputes may arise over water scheduling, fees or plot reallocation.	–
Operation staff presence (OS5, S4)	Labour	OHS incidents may occur where safety culture weakens.	–
Exposure to stagnant water (OS1, S5)	Community health	Increased malaria, bilharzia or water-borne disease risks.	–
Conflicts over water access (OS2, S7)	Social cohesion	Tensions during peak irrigation demand periods.	–
Improved market linkages (OS1, S1)	Livelihoods	Higher purchasing power and better engagement with buyers.	+
Climate-related disruptions (OS1, OS4, S9)	Climate resilience	Disruption to irrigation cycles from droughts, heatwaves or flooding.	–
DECOMMISSIONING PHASE			
Removal of pumps, pipes and structures (OS1, OS4, S5)	OHS	Injury risks during dismantling and heavy lifting.	–
Disposal of obsolete infrastructure (OS4, S5)	Waste and pollution	Potential contamination from oils, metals or hazardous materials.	–

Project Activity (with OS & S triggered)	Aspect	Impact Description	Direction (+/-)
Restoration of land surfaces (OS1, OS3, S2)	Landscape	Possible soil disturbance but opportunities for natural recovery if well managed.	+/-
Loss of irrigation benefit (OS2, S7)	Livelihoods	Reduced production and income if closure is unmanaged.	-
Formation of excavations or pits (OS3, S2)	Safety	Drowning hazards, mosquito breeding sites or injury risks.	-
Community tensions over asset redistribution (OS1, S3, S6)	Social stability	Risk of disputes if closure and handover processes lack transparency.	-
Repurposing of land post-closure (OS1, S1)	Reuse potential	Positive opportunities for new community or agricultural activities.	+

Table 21: Cumulative Impacts

Project Activity (with OS & S triggered)	Aspect	Impact Description	Direction (+/-)
Combined water abstraction across multiple schemes (OS1, OS3, S2, S9)	Water resources	When multiple schemes draw at the same time during dry seasons, flow levels gradually decrease, impacting ecosystems and downstream users.	-
Expansion of irrigated land and intensified cropping across districts (OS1, S1)	Livelihoods	Steady increase in household earnings and food security via several operational programs.	+
Repeated pesticide and fertiliser use across multiple irrigation blocks (OS4, S5, S2)	Pollution	Long-term buildup of agrochemical residues in soils and waterways, increasing contamination risks.	-
Multiple construction sites operating within short timeframes (OS4, S5)	Community safety	District-wide increase in heavy traffic, construction noise and accident risks on shared rural roads.	-
Aggregated vegetation clearance from scheme rehabilitations (OS3, S2)	Biodiversity	Natural vegetation fragmentation, decreased habitat connectivity, and heightened strain on wildlife migration routes.	-
Cumulative effects of soil disturbance from trenching, excavation and maintenance (OS1, OS3, S2)	Soil stability	Increased erosion, gully formation and sedimentation in streams across several catchments.	-

Project Activity (with OS & S triggered)	Aspect	Impact Description	Direction (+/-)
Combined effect of multiple schemes discharging into shared waterways (OS3, OS4, S5)	Water quality	Cumulative sediment loads and runoff from widely distributed infrastructure works affecting water clarity and aquatic life.	-
Simultaneous presence of non-local labour across multiple districts (OS5, S3, S4, S6)	Social stability	Increased district-level social tensions, pressures on local services, and heightened SEAH risks.	-
Multiple IMCs operating with different governance capacities (OS1, OS2, S6, S7)	Governance	Uneven scheme performance and increased conflict where governance capacity varies across schemes.	-
Cumulative change in drainage patterns from multiple rehabilitated schemes (OS1, OS4, S9)	Climate resilience	District-level increase in flood risk or waterlogging if drainage canals across schemes redirect water unsustainably.	-
Combined benefits of market linkage improvements from several irrigation schemes (OS1, S1)	Rural economy	Stronger local economies driven by increased volume of produce reaching district and provincial markets.	+
Aggregated canal water bodies across districts (OS1, S5)	Community health	Higher cumulative exposure to malaria vectors and waterborne diseases as canals and drains increase.	-
District-wide improvements in infrastructure reliability (OS1, S1)	Agricultural efficiency	More reliable production cycles, improved market consistency and expanded value chain participation.	+
Cumulative decline in natural wetlands from uncoordinated abstraction (OS3, S2)	Ecosystem services	Progressive wetland shrinkage reducing water purification, flood buffering and grazing resources.	-
Joint impact of multiple schemes on groundwater recharge (OS1, OS3, S2)	Hydrology	Reduced recharge in some zones due to concentrated withdrawals or poorly planned drainage systems.	-
Long-term increase in district-wide agricultural output (OS1, S1)	Livelihood opportunities	Strong, sustained growth in household incomes and district agricultural GDP driven by improved irrigation.	+

The significance of potential environmental and social impacts associated with the RACP was evaluated using the impact scoring approach. Each potential impact was scored for magnitude, duration, sensitivity, probability, and spatial extent to produce a total score indicating its significance

before mitigation. The same criteria were then applied after incorporating mitigation measures to determine the residual significance present on the impact assessment and analysis for each project phase. All identified impacts and risks are systematically classified in the **RACP Project Impact and Risk Rating Matrix**, Table 22 to Table 23 which links each consequence to its corresponding mitigation measure and residual risk rating.

Table 22: RACP Project Impact Rating

Phase	Aspect	Mag	Dur	Scale	Prob	SP	Significance	Reversibility	Res Mag	Res Dur	Res Scale	Res Prob	Res SP	Residual Significance
Planning	Social inclusion	8	4	4	4	64	High	Reversible	5	3	3	3	33	Moderate
Planning	Water resources	6	3	3	3	36	Moderate	Reversible	4	2	2	2	16	Low
Planning	Land access	6	3	3	3	36	Moderate	Reversible	4	2	2	2	16	Low
Planning	Biodiversity	6	3	3	3	36	Moderate	Reversible	4	2	2	2	16	Low
Planning	Climate and disaster risk	8	4	4	4	64	High	Reversible	5	3	3	3	33	Moderate
Planning	Soil and landscape	6	3	3	3	36	Moderate	Reversible	4	2	2	2	16	Low
Planning	Labour conditions	6	3	3	3	36	Moderate	Reversible	4	2	2	2	16	Low
Planning	Gender and protection	8	4	4	4	64	High	Reversible	5	3	3	3	33	Moderate
Planning	Community safety	6	3	3	3	36	Moderate	Reversible	4	2	2	2	16	Low
Planning	Participation	6	3	3	3	36	Moderate	Reversible	4	2	2	2	16	Low

Phase	Aspect	Mag	Dur	Scale	Prob	SP	Significance	Reversibility	Res Mag	Res Dur	Res Scale	Res Prob	Res SP	Residual Significance
Planning	Grievances	6	3	3	3	36	Moderate	Reversible	4	2	2	2	16	Low
Planning	Climate resilience	8	4	4	4	64	High	Reversible	5	3	3	3	33	Moderate
Planning	Pollution	6	3	3	3	36	Moderate	Reversible	4	2	2	2	16	Low
Planning	Cultural heritage	6	3	3	3	36	Moderate	Reversible	4	2	2	2	16	Low
Planning	Governance	6	3	3	3	36	Moderate	Reversible	4	2	2	2	16	Low
Planning	Monitoring	6	3	3	3	36	Moderate	Reversible	4	2	2	2	16	Low
Construction	Soil and land	6	3	3	3	36	Moderate	Reversible	4	2	2	2	16	Low
Construction	Community safety	8	4	4	4	64	High	Reversible	5	3	3	3	33	Moderate
Construction	Labour and SEAH	8	4	4	4	64	High	Reversible	5	3	3	3	33	Moderate
Construction	Pollution	6	3	3	3	36	Moderate	Reversible	4	2	2	2	16	Low
Construction	Air quality	6	3	3	3	36	Moderate	Reversible	4	2	2	2	16	Low
Construction	Biodiversity	6	3	3	3	36	Moderate	Reversible	4	2	2	2	16	Low
Construction	Water quality	6	3	3	3	36	Moderate	Reversible	4	2	2	2	16	Low
Construction	Occupational safety	8	4	4	4	64	High	Reversible	5	3	3	3	33	Moderate
Construction	Cultural heritage	6	3	3	3	36	Moderate	Reversible	4	2	2	2	16	Low

Phase	Aspect	Mag	Dur	Scale	Prob	SP	Significance	Reversibility	Res Mag	Res Dur	Res Scale	Res Prob	Res SP	Residual Significance
Construction	Hydrology	6	3	3	3	36	Moderate	Reversible	4	2	2	2	16	Low
Construction	Social stability	6	3	3	3	36	Moderate	Reversible	4	2	2	2	16	Low
Construction	Waste	6	3	3	3	36	Moderate	Reversible	4	2	2	2	16	Low
Construction	Mobility	6	3	3	3	36	Moderate	Reversible	4	2	2	2	16	Low
Operation	Water resources	8	4	4	4	64	High	Reversible	5	3	3	3	33	Moderate
Operation	Pollution	6	3	3	3	36	Moderate	Reversible	4	2	2	2	16	Low
Operation	Soil health	6	3	3	3	36	Moderate	Reversible	4	2	2	2	16	Low
Operation	Livelihoods (positive)	7	4	4	3	45	Moderate positive	Reversible	8	4	4	3	48	Moderate positive
Operation	Agricultural efficiency (positive)	7	4	4	3	45	Moderate positive	Reversible	8	4	4	3	48	Moderate positive
Operation	Governance	6	3	3	3	36	Moderate	Reversible	4	2	2	2	16	Low
Operation	Labour	6	3	3	3	36	Moderate	Reversible	4	2	2	2	16	Low
Operation	Community health	8	4	4	4	64	High	Reversible	5	3	3	3	33	Moderate
Operation	Social cohesion	6	3	3	3	36	Moderate	Reversible	4	2	2	2	16	Low
Operation	Climate resilience	8	4	4	4	64	High	Reversible	5	3	3	3	33	Moderate
Decommissioning	OHS	8	3	3	4	56	High	Reversible	5	2	2	3	27	Moderate

Phase	Aspect	Mag	Dur	Scale	Prob	SP	Significance	Reversibility	Res Mag	Res Dur	Res Scale	Res Prob	Res SP	Residual Significance
Decommissioning	Waste and pollution	6	3	3	3	36	Moderate	Reversible	4	2	2	2	16	Low
Decommissioning	Landscape	6	3	3	3	36	Moderate	Reversible	4	2	2	2	16	Low
Decommissioning	Livelihoods	8	4	4	4	64	High	Reversible	5	3	3	3	33	Moderate
Decommissioning	Safety	6	3	3	3	36	Moderate	Reversible	4	2	2	2	16	Low
Decommissioning	Social stability	6	3	3	3	36	Moderate	Reversible	4	2	2	2	16	Low
Decommissioning	Reuse potential (positive)	7	3	3	3	39	Moderate positive	Reversible	8	3	3	3	42	Moderate positive

Table 23: Cumulative Impact Rating

Aspect	Magnitude	Duration	Scale	Probability	SP	Significance	Reversibility	Res Mag	Res Dur	Res Scale	Res Prob	Res SP	Residual Significance
Water resources – combined abstraction	8	5	5	4	72	High	Reversible	6	4	4	3	42	Moderate
Livelihoods – expanded irrigated land (positive)	7	5	5	4	68	High Positive	Reversible	8	5	5	4	72	High Positive
Pollution – cumulative agrochemical use	8	5	4	4	68	High	Reversible	5	4	3	3	36	Moderate
Community safety – multiple construction sites	8	4	5	4	68	High	Reversible	5	3	3	3	33	Moderate
Biodiversity – aggregated vegetation clearing	7	5	4	4	64	High	Partially reversible	5	3	3	3	33	Moderate

Aspect	Magnitude	Duration	Scale	Probability	SP	Significance	Reversibility	Res Mag	Res Dur	Res Scale	Res Prob	Res SP	Residual Significance
Soil stability – cumulative disturbance	7	4	4	4	60	High	Reversible	5	3	3	3	33	Moderate
Water quality – combined scheme discharges	7	4	4	4	60	High	Reversible	4	3	3	3	30	Moderate
Social stability – simultaneous non-local labour	8	4	4	4	64	High	Reversible	5	3	3	3	33	Moderate
Governance – uneven IMC capacity	6	5	4	4	60	High	Reversible	4	3	3	3	30	Moderate
Climate resilience – cumulative drainage changes	8	5	5	4	72	High	Reversible	5	3	3	3	33	Moderate
Rural economy – aggregated market improvements (positive)	7	5	5	4	68	High Positive	Reversible	8	5	5	4	72	High Positive
Community health – expanded canal systems	7	5	5	4	68	High	Reversible	5	3	3	3	33	Moderate
Agricultural efficiency – district-wide reliability (positive)	7	5	5	4	68	High Positive	Reversible	8	5	5	4	72	High Positive
Ecosystem services – cumulative wetland decline	8	5	5	4	72	High	Partially reversible	5	3	3	3	33	Moderate
Hydrology – reduced groundwater recharge	7	4	5	4	64	High	Reversible	5	3	3	3	33	Moderate
Livelihood opportunities – district output growth (positive)	7	5	5	4	68	High Positive	Reversible	8	5	5	4	72	High Positive

6.0 MITIGATION MEASURES

- Impact Mitigation Matrix covering 9 key impact areas:
 - Environment & Natural Resources
 - Climate Change Adaptation
 - Biodiversity & Ecosystems
 - Water Resources
 - Land & Soils
 - Cultural Heritage
 - Social Inclusion (Gender/Youth)
 - Health, Safety & Wellbeing
 - Conflict Prevention.

6.1 Specific Impact Mitigation Measures

The following phase-specific mitigation and enhancement measures translate AfDB ISS (2023), IFAD SECAP (2021) and Zimbabwean law into clear, implementable actions for RACP Table 24 to Table 27. Each measure directly addresses its paired impact and specifies responsibility, verification, and the primary compliance reference.

Table 24: Planning Phase Mitigation Measures

Aspect (OS & S Triggers)	Impact Description	Detailed Mitigation Measures	Measurable Indicators	Means of Verification	Cost Activity	Unit Cost (USD)	Quantity	Total Cost (USD)
Social inclusion (OS1, OS2, S1, S6)	Exclusion of women, youth, vulnerable households.	Conduct inclusive consultations; ensure 50 percent women and 30 percent youth; publish plot allocation criteria.	% women/youth attending; displayed notices.	Registers; minutes; photos.	Consultation meetings	400 / site	32	12,800
					Public notices	30 / notice	32	960
Water resources (OS1, OS3, S2, S9)	Over-abstraction affecting downstream users.	Hydrological assessment; install staff gauges; set abstraction caps; coordinate with ZINWA.	Abstraction within limits; gauges installed.	Hydrology report; photos.	Hydrological assessment	500 / scheme	32	16,000
					Staff gauges	120 / gauge	32	3,840
Land access (OS2, S7)	Restricting grazing routes/footpaths.	Map pathways; design alternative routes; Install crossings.	Number of rerouted paths; crossings installed.	GIS maps; inspection logs.	GPS mapping	500 / scheme	32	16,000
Biodiversity (OS3, S2)	Encroachment into riparian/wetland areas.	Maintain 10–30 m buffer zones; plant indigenous vegetation.	Buffer zones marked; planted vegetation.	Maps; planting registers.	Indigenous seedlings	50/ ha	150	7,500
Climate & disaster risk (OS1, OS4, S5, S9)	Flooding or waterlogging risk.	Elevate pump houses by 0.5–1 m; design drainage channels 0.5 m x 0.5 m with slope 1:1.5.	Elevated structures; drainage designed.	Engineering drawings; approvals.	Drainage design	800 / scheme	32	25,600
					Pump house elevation	1,000 / unit	32	32,000
Soil & landscape (OS1, OS3, S2)	Erosion and borrow pit degradation.	Vetiver planting (2 rows/contour, 15 cm spacing); compacted rehabilitation.	Vetiver rows installed; pit closed.	Photos; inspection reports.	Vetiver grass planting	2 / meter	2,000 m	4,000
					Pit rehabilitation	300–600 / pit	1	300–600
Labour conditions (OS5, S4)	Unsafe or poorly planned labour systems.	Prepare LMP; PPE per worker; induction and contracts.	PPE coverage; LMP approved.	PPE registers; LMP file.	PPE kits	50 / worker	50 workers	2,500

Aspect (OS & S Triggers)	Impact Description	Detailed Mitigation Measures	Measurable Indicators	Means of Verification	Cost Activity	Unit Cost (USD)	Quantity	Total Cost (USD)
Gender & protection (OS1, OS5, S3)	Increased SEAH risk.	SEAH Action Plan; SEAH training; solar lighting; separate toilets.	Training frequency; lighting installed.	SEAH logs; inspection notes.	SEAH training	500 / session	32	16,0500
					SEAH posters	10 / poster	32	320
Community safety (OS4, S5)	Traffic accidents.	Enforce 15 km/hr limit; install 3 metal signs; route traffic away from schools.	Speed limits posted; signs installed.	Site inspection.	Speed limit signs	100 / sign	32	3,2000
Participation (OS1, S6)	Poor stakeholder engagement.	Implement SEP; hold quarterly meetings; provide vernacular translations.	Meetings held; translations available.	SEP; minutes.	Quarterly meetings	200 / meeting	32	6,400
					Translation	150 / document	3	450
Grievances (OS1, OS2, OS5, S6, S7)	Lack of early grievance handling.	Establish GRM; train committee; install GRM box; publicise hotline.	GRM functional; number of cases resolved.	GRM logs; photos.	GRM training	200 / session	32	6,400
					GRM box	80 / unit	32	2,560
Climate resilience (OS1, OS4, S9)	Unmanaged drought/flood risks.	Climate screening tool; culverts installed for bypass drainage.	Climate measures integrated.	Screening report; site photos.	Climate screening	1,000 / scheme	32	32,000
					Culverts	500 / unit	32	16,000
Pollution (OS4, S5)	Future pesticide contamination.	Design chemical store (impermeable floor, raised pallets, ventilation).	Store built; IPM included.	Store inspection.	Chemical store	2,000 / store	32	64,000
Cultural heritage (OS1, S3)	Damage to unrecorded heritage.	Conduct screening; include chance-find procedures in contracts.	Screening report submitted.	Cultural survey; contractor files.	Heritage screening	-		
Governance (OS1, OS2, S6)	Weak IMC capacity.	Train IMC; develop Governance Manual; finance skills training.	Number trained; manual delivered.	IMC registers; manual.	IMC training	200 / session	32	6,400
Monitoring (OS1, S1)	Weak E&S monitoring.	Develop M&E plan; install water meters; define	Reports produced; meters functional.	M&E plan; meter logs.	Water meter			

Aspect (OS & S Triggers)	Impact Description	Detailed Mitigation Measures	Measurable Indicators	Means of Verification	Cost Activity	Unit Cost (USD)	Quantity	Total Cost (USD)
		quarterly reporting templates.						

Table 25: Construction Phase Mitigation Measures

Aspect (OS & S Triggers)	Impact Description	Mitigation Measures	Measurable Indicators	Means of Verification	Cost Activity	Unit Cost (USD)	Quantity	Total Cost (USD)
Soil & land (OS1, OS3, S2)	Soil disturbance, erosion and instability.	Install silt traps at discharge points; create diversion trenches (0.4–0.5 m deep) around excavation zones; stabilise slopes with vetiver grass (2 rows/contour, 15 cm spacing); restrict stockpiles to <1.5 m height.	Number of silt traps; meters of vetiver planted; slope stability.	Site inspection reports; photographic evidence.	Silt traps	40 / trap	4 traps/site × 32	5,120
					Vetiver grass (erosion control)	2 / meter	250 m/site × 32	16,000
					Diversion trench installation	150 / site	32	4,800
Community safety (OS4, S5)	Accidents involving pedestrians, livestock, vehicles.	Enforce 15 km/hr limit; install metal speed-limit signs at entry/exit (50 USD each); deploy trained traffic marshals (25 USD/day); provide reflective vests (8 USD each).	Speed logs; number of marshals; signage installed.	Traffic management logs; inspection photos.	Speed limit signs	50 / sign	4 signs/site × 32	6,400
					Traffic marshals	25 / day	1 marshal × 60 days × 32	48,000
					Reflective vests	8 / vest	2 vests/site × 32	512
Labour & SEAH (OS5, S3, S4)	SEAH exposure, unsafe labour conditions.	SEAH training for all workers (500/session); daily toolbox talks; gender-segregated mobile toilets	Number trained; toilets	SEAH training logs;	SEAH training	500 / session	1 session/site × 32	16,000

Aspect (OS & S Triggers)	Impact Description	Mitigation Measures	Measurable Indicators	Means of Verification	Cost Activity	Unit Cost (USD)	Quantity	Total Cost (USD)
		(80 USD/day); provide solar lamps (25 USD each) around worker areas.	functional; lamps installed.	inspection checklists.				
					Mobile toilets	80 / day	60 days × 32	153,600
					Solar lamps	25 / lamp	10 lamps/site × 32	8,000
Pollution (OS4, S5)	Fuel/oil spills and hazardous contamination.	Provide spill kits (150 USD each) with pads and 20L container; construct concrete refuelling slab (300 USD); use sealed 200L drums for waste oil (45 USD each).	Spill logs; bunds in place; spill kits available.	Spill register; inspection reports.	Spill kits	150 / kit	2 kits/site × 32	9,600
					Concrete refuelling slab	300 / slab	1/site × 32	9,600
					Waste oil drums	45 / drum	2 drums/site × 32	2,880
Air quality (OS4, S5)	Dust emissions and poor air quality.	Water internal roads twice daily with bowser (50 USD/day); cover stockpiles with tarpaulins (20 USD each); restrict idling >2 minutes.	Dust suppression frequency; tarpaulin coverage.	Dust monitoring logs.	Water bowser hire	50 / day	2 bowsers × 60 days × 32	57,600
					Tarpaulins	20 / tarp	6 tarps/site × 32	3,840
Biodiversity (OS3, S2)	Loss of vegetation, habitat disturbance.	Peg clearing boundaries; prohibit night works; plant 200 indigenous trees per site (1 USD each) in rehabilitated zones; ban worker firewood collection.	Trees planted; clearance compliance.	Boundary maps; planting logs.	Indigenous seedlings	1 / seedling	200 seedlings/site × 32	6,400
Water quality (OS3, OS4, S5)	Sedimentation and water contamination.	Install sediment traps (40 USD each); maintain drainage; prohibit washing machinery in waterways; conduct turbidity testing twice per month (25 USD/test).	Turbidity values; number of functional traps.	Water test logs; inspection reports.	Water quality tests	25 / test	8 tests/site × 32	6,400

Aspect (OS & S Triggers)	Impact Description	Mitigation Measures	Measurable Indicators	Means of Verification	Cost Activity	Unit Cost (USD)	Quantity	Total Cost (USD)
					Sediment traps	40 / trap	3 traps/site × 32	3,840
Occupational safety (OS5, S4)	Worker injuries and unsafe worksites.	Provide PPE kits (hard hats, boots, gloves, goggles – 35 USD/worker/month); install barricades (50 USD/set); maintain first aid kits (80 USD each).	PPE usage; number of toolbox talks; first aid kits stocked.	OHS reports; PPE registers.	PPE kits	35 / worker/month	15 workers × 3 months × 32	50,400
					First aid kits	80 / kit	1 kit/site × 32	2,560
					Barricade sets	50 / set	3 sets/site × 32	4,800
Cultural heritage (OS1, S3)	Disturbance of cultural artefacts.	Worker heritage awareness training (200 USD/session); enforce Chance-Find Procedure; stop-work protocol.	Training sessions held; number of chance-find reports.	Heritage logs; GRM records.	Heritage training	200 / session	1 session/site × 32	6,400
Hydrology (OS1, OS4, S9)	Disrupted natural drainage patterns.	Maintain diversion channels; install temporary culverts (200 USD each) at crossing points; ensure no blocking of natural drains.	Culverts installed; drainage flow maintained.	Site inspection records.	Diversion trench work	150 / site	32	4,800
					Temporary culverts	200 / culvert	2 culverts/site × 32	12,800
Social stability (OS5, S3, S4, S6)	Tensions from worker influx.	≥70 percent local hiring; weekly dialogue with local leaders; enforce behaviour code for workers.	% local workers; number of incidents logged.	HR records; community meeting minutes.	Local hiring campaign	300 / site	32	9,600
Waste (OS4, S5)	Accumulation of solid waste.	Provide colour-coded waste bins (15 USD each); weekly collection by licensed hauler (80 USD/week); segregate metal scrap.	Waste removed weekly; bins in place.	Waste logs; receipts.	Waste bins	15 / bin	6 bins/site × 32	2,880
					Waste haulage	80 / week	8 weeks × 32	20,480

Aspect (OS & S Triggers)	Impact Description	Mitigation Measures	Measurable Indicators	Means of Verification	Cost Activity	Unit Cost (USD)	Quantity	Total Cost (USD)
Mobility (OS4, S5)	Blocked paths and restricted movement.	Provide temporary bypasses; issue 48-hour notices; install temporary pedestrian bridges (200 USD/unit).	Bypasses functional; community notified.	Notices; site inspection records.	Pedestrian bridges	200 / unit	1 bridge/site × 32	6,400

Table 26: Operation Phase Mitigation Measures

Aspect (OS & S Triggers)	Impact Description	Detailed Mitigation Measures (Technical & Actionable)	Measurable Indicators	Means of Verification	Cost Activity	Unit Cost (USD)	Quantity (Across 32 Sites)	Total Cost (USD)
Water resources (OS1, OS3, S2, S9)	Over-abstraction causing reduced flows, conflicts & drying of wetlands.	<ul style="list-style-type: none"> • Install water meters at abstraction points (150 USD each) • Enforce rotational irrigation schedules (posted weekly) • Maintain staff gauges at weirs • IMC-ZINWA joint monitoring every month 	Meter readings: water schedules posted; gauge levels stable,	IMC logs; meter logs; ZINWA reports	Water meters,	150.00 / meter	1 meter/site × 32	4,800
					Staff gauge maintenance	30 / check	12 checks/site/year × 32	11,520
Pollution (OS4, S5)	Contamination from agrochemicals, oils, fertilisers entering canals or soils.	<ul style="list-style-type: none"> • Construct pesticide wash-down bay with soak-away (300 USD) • Promote IPM and biological control methods • Safe chemical store per site with raised pallets • Triple-rinse containers and puncture before disposal. 	Number of wash bays; IPM adoption rate; container disposal records	IPM records; store inspection; chemical logs	• Wash-down bay	300 / unit	1/site × 32	9,600
					• Chemical store upgrades	250 / upgrade	32	8,000

Aspect (OS & S Triggers)	Impact Description	Detailed Mitigation Measures (Technical & Actionable)	Measurable Indicators	Means of Verification	Cost Activity	Unit Cost (USD)	Quantity (Across 32 Sites)	Total Cost (USD)
Soil health (OS3, S2)	Waterlogging, salinisation, decline in soil fertility.	<ul style="list-style-type: none"> Annual soil testing (30–60 USD per test) Maintain drainage canals 0.5 m deep Promote crop rotation and liming where pH < 5.5 Install field moisture monitoring tools (tensiometers – 45 USD each) 	Soil test results; drainage maintained; crop rotation adopted	Soil lab reports; IMC field logs	• Soil testing	45 / test	3 tests/site × 32	4,320
					• Tensiometers	45 / device	4/site × 32	5,760
Livelihoods (OS1, S1)	Increased production and income variability due to market shocks and input shortages.	<ul style="list-style-type: none"> Establish contract farming linkages Train farmers in agronomy and business skills (500 USD/session) Develop crop calendars with climate-matched varieties 	Farmer income trends; training sessions delivered	Training registers; VBU reports	Agronomy & livelihood training	500 / session	2 sessions/site × 32	32,000
Agricultural efficiency (OS1, S1)	Canal blockage, pump breakdowns, water losses.	<ul style="list-style-type: none"> Quarterly pump maintenance Clean canals bi-weekly using farmer groups Install canal 				(150 USD/servicing)		

Table 27: Decommissioning Phase Mitigation Measures

Aspect (OS & Triggers)	Impact Description	Detailed Mitigation Measures (Technical & Actionable)	Measurable Indicators	Means of Verification	Cost Activity	Unit Cost (USD)	Quantity (Across 32 Sites)	Total Cost (USD)
OHS (OS5, S4)	High accident risk during dismantling of pumps, pipes, structures and electrical components.	<ul style="list-style-type: none"> Prepare a decommissioning OHS Plan; isolate electricity before dismantling Provide PPE sets (helmets, goggles, gloves, boots – 35 USD/month per worker) Install temporary barricades around dismantling zones (50 USD/set) 	<ul style="list-style-type: none"> Conduct daily toolbox talks and safe-lifting briefings 	PPE usage; toolbox talks conducted; barricades installed OHS logs; induction registers; site inspection	PPE kits	35 / worker/month	10 workers × 2 months × 32	22,400
					Barricade sets	50 / set	3 sets/site × 32	4,800
					Toolbox materials	20 / session	10 sessions/site × 32	6,400
Waste & pollution (OS4, S5)	Waste metal, oil, lubricants, pipes and hazardous residues.	<ul style="list-style-type: none"> Remove pumps, pipes, and metals and store in segregated piles De-oil pumps before disposal Collect all waste oils in sealed drums (45 USD each) Hire licensed hazardous waste collector (150 USD/site) 	Quantity of waste removed; hazardous waste safely stored	Waste manifests; disposal receipts	Waste oil drums	45 / drum	2 drums/site × 32	2,880
					Hazardous waste collection	150 / site	32	4,800

Aspect (OS & Triggers)	Impact Description	Detailed Mitigation Measures (Technical & Actionable)	Measurable Indicators	Means of Verification	Cost Activity	Unit Cost (USD)	Quantity (Across 32 Sites)	Total Cost (USD)
					Scrap sorting labour	100 / site	32	3,200
Landscape (OS3, S2)	Open pits, trenches, degraded lands and exposed surfaces.	<ul style="list-style-type: none"> • Backfill all trenches with compacted soil • Regrade uneven surfaces to natural contour • Plant vetiver grass (2 USD/m) and indigenous shrubs to stabilise soil • Remove temporary foundations and rubble 	Trenches backfilled; surfaces restored; vegetation established	Site inspection; photo log	Backfilling works	300 / site	32	9,600
					Vetiver planting	2 / meter	200 m/site × 32	12,800
					Shrub seedlings	1 / seedling	150/site × 32	4,800
Livelihoods (OS2, S7)	Sudden loss of irrigation-based jobs, crop income and market access.	<ul style="list-style-type: none"> • Conduct decommissioning stakeholder meetings (400 USD/site) • Facilitate linkages to alternative livelihoods (beekeeping, poultry, gardens) • Provide farmer transition advisory support 	Number of households supported; transitional plans documented	Meeting minutes; beneficiary lists	Consultation meetings	400 / meeting	1/site × 32	12,800
					Transition advisory sessions	300 / session	1/site × 32	9,600
Safety (OS4, S5)	Community hazards from open excavations,	• Secure all pits with backfilling	Hazards removed;	Clearance certificates; site visit reports	Warning signs	50 / sign	3/site × 32	4,800

Aspect (OS & Triggers)	Impact Description	Detailed Mitigation Measures (Technical & Actionable)	Measurable Indicators	Means of Verification	Cost Activity	Unit Cost (USD)	Quantity (Across 32 Sites)	Total Cost (USD)
	unstable structures, debris.	<ul style="list-style-type: none"> Remove loose pipes, metal, and hazardous debris Install warning signs until restoration is complete (50 USD each) 	warning signs posted					
					Debris removal	150 / site	32	4,800
Social stability (OS1, S6)	Conflicts over redistributed assets or unclear handover.	<ul style="list-style-type: none"> Transparent asset-handover meetings Update IMC and RDC on asset ownership Publicly display asset distribution lists 	Number of disputes recorded; lists posted	GRM logs; handover reports	Asset handover meetings	300 / meeting	1/site × 32	9,600
					Public display boards	50 / board	1/site × 32	1,600
Reuse potential (OS1, OS2, S6)	Missed opportunities for productive reuse (gardens, storage, livestock).	<ul style="list-style-type: none"> Map infrastructure to identify salvageable components Hand over functional assets for community reuse Provide simple reuse design concepts for each site 	Reuse plans developed; reused structures documented	Reuse plans; photos	Reuse mapping	250 / site	32	8,000
					Community handover workshops	300 workshop /	1/site × 32	9,600

This ESMP operationalises the findings of the RACP Environmental and Social Impact Assessment and provides a structured framework to prevent, minimise, mitigate and monitor adverse environmental and social impacts while enhancing positive benefits. It clearly defines roles and responsibilities, measurable indicators, capacity-building requirements and an implementation budget in line with the Environmental Management Act [Chapter 20:27], AfDB Integrated Safeguards System (2023) and IFAD SECAP (2021).

Table 28: Action and Responsibilities

Action by	Core Responsibilities under the ESMP
Project Implementation Unit (PIU)	Overall ESMP coordination; integrating ESMP into project planning and procurement; contracting and supervising contractors; maintaining safeguard documentation; consolidating monitoring reports; liaising with EMA, ZINWA, RDCs and financiers; ensuring alignment with national law and AfDB/IFAD safeguards.
Contractors / Service Providers	Implement site-specific mitigation and monitoring measures; prepare and follow method statements; train workers on OHS, GBV/SEA and Code of Conduct; provide and enforce use of PPE; maintain records (incidents, grievances, waste manifests, trainings); comply with permits and contractual ESMP clauses; report to PIU and EMA as required.
Ministry of Lands, Agriculture, Fisheries, Water and Rural Development (MLAFWRD)	Provide overall policy and strategic oversight for RACP; ensure ESMP requirements are reflected in sector plans and budgets; approve key safeguards decisions; support enforcement of ESMP compliance by PIU and implementing partners; facilitate coordination between national agencies and district structures; champion capacity building for safeguards.
Environmental Management Agency (EMA)	Regulate and enforce compliance with the Environmental Management Act (Chapter 20:27) and SI 7 of 2007; review and clear ESMP and any addenda; issue licences/permits relevant to project activities; conduct environmental inspections and compliance audits; require corrective actions and apply sanctions where necessary; provide technical guidance on pollution prevention, waste and rehabilitation.
Local Authorities (Rural District Councils and District Development Coordinators' Offices)	Integrate ESMP measures into local development plans and approvals; provide land-use consents and by-law enforcement; support community mobilisation, disclosure of ESMP information and stakeholder meetings; participate in monitoring missions and grievance resolution; coordinate with traditional leaders and local committees on environmental and social issues.
AGRITEX and other line departments	Provide technical support on climate-smart agriculture, soil and water conservation, IPM and rangeland management; support farmer training and awareness on ESMP requirements; participate in field monitoring of on-farm measures; advise IMCs/WUAs and RDCs on adaptive management actions where gaps are identified.

Action by	Core Responsibilities under the ESMP
Irrigation Management Committees (IMCs) and Water User Associations (WUAs)	Operationalise ESMP measures at scheme level; oversee daily scheme operation and basic maintenance with attention to environmental, social and OHS requirements; ensure adherence to water allocation rules and good housekeeping; keep records of minor incidents and grievances; support GRM implementation; report ESMP implementation status to PIU and RDCs.
African Development Bank (AfDB)	Apply the Integrated Safeguards System (ISS, 2023) to all financed activities; review and clear the ESMP and associated plans; assess safeguard instruments during appraisal; conduct supervision missions and safeguards performance reviews; review periodic environmental and social monitoring reports; agree on and monitor implementation of any corrective action plans with the borrower.
International Fund for Agricultural Development (IFAD)	Apply Social, Environmental and Climate Assessment Procedures (SECAP); review and endorse ESMP and thematic plans (e.g., LMP, SEP, IPM); participate in joint supervision and implementation support missions; review safeguards reporting and GRM performance; support capacity building on social inclusion, gender, youth, climate risk management and community engagement.

6.2 Associated Management Plans

The Associated Management Plans prepared for the RACP collectively translate the project’s environmental and social commitments into practical actions on the ground. They include the Integrated Pest Management Plan, Labour Management Plan, Stakeholder Engagement Plan, Climate Risk Management Plan, Waste and Pollution Management Plan, and the Occupational Health and Safety Plan. Together, these plans define objectives, scope, legal and policy frameworks, and key measures for preventing or mitigating adverse impacts, enhancing positive outcomes, and ensuring compliance with Zimbabwean legislation and international safeguard standards (AfDB ISS and IFAD SECAP). Each plan sets out clear actions and measures to make the project’s environmental and social performance auditable and enforceable throughout all phases of implementation.

6.2.1 Integrated Pest Management (IPM) Framework for RACP

The Integrated Pest Management Plan is essential for safeguarding human health, ecosystems and water quality, as irrigation intensification often leads to higher agrochemical use. It outlines ecologically sound pest management practices for all RACP-supported schemes and input suppliers, ensuring compliance with Zimbabwean law and international pesticide codes. The

table below summarises the IPMP's scope, legal framework and key measures. The detailed IPMP is presented in Appendix 21.

Irrigated agriculture and ongoing crop production exacerbate pest pressures in the project areas, especially those caused by *Spodoptera frugiperda*, *Tuta absoluta*, aphids, whiteflies, and fruit flies. These pests may result in chemical misuse, exposure risks, irrigation water contamination, loss of beneficial organisms, and possible non-compliance with safeguard regulations in the absence of an organized Integrated Pest Management (IPM) approach. As a result, IPM is adopted by the ESMP as the required framework for all project-supported agricultural activities.

The project advocates for ecological and preventive management as the main line of defense. To prevent pest accumulation, farmers and VBUs must implement crop rotation, intercropping, residue elimination, synchronized planting, and better field hygiene. Before any chemical intervention, biological and mechanical techniques such the use of *Bacillus thuringiensis*, *Beauveria bassiana*, pheromone traps, and manual removal are given priority. Within irrigation intensification zones, these techniques conserve natural enemies, lessen the need for pesticides, and preserve environmental equilibrium.

Chemical pesticides are only considered when pest populations exceed economic thresholds and when safer alternatives are ineffective. All pesticides must be on the DRSS Registered List and must exclude Highly Hazardous Pesticides, persistent organic pollutants, unregistered chemicals and any product prohibited under AfDB or IFAD safeguards. Products such as aldicarb, monocrotophos, endosulfan, methamidophos and lindane are strictly prohibited. Any approved pesticide must be handled with full PPE, mixed away from water sources, applied using calibrated equipment and recorded in spray registers.

Safe storage and disposal are mandatory ESMP requirements. All VBUs and scheme committees must operate a secure pesticide storage room with ventilation, shelving, hazard signage and restricted access. Empty containers must be triple-rinsed, punctured and disposed of in designated pits or returned to suppliers as guided by EMA. Pesticide waste must never be buried near canals, wells, boreholes or water bodies.

Monitoring and reporting are central to ESMP implementation. Farmers and block scouts conduct weekly scouting to document pest presence, severity and recommended actions. Extension officers verify field conditions monthly using standardised IPM monitoring tools and compile district summaries on pest trends, pesticide use, storage conditions and compliance

with IPM principles. Quarterly multisectoral inspections by EMA, DRSS, AGRITEX and Veterinary Services ensure adherence to environmental and human-health standards. These monitoring results feed into the ESMP’s adaptive management cycle, allowing early identification of risks and timely corrective interventions.

Institutional responsibilities are clearly defined. Farmers practise daily IPM actions. VBU and Irrigation Management Committees maintain records, storage facilities and enforcement of scheme rules. AGRITEX officers provide technical guidance, lead inspections and train farmers. DRSS provides diagnostic support and updates on approved pesticides. EMA ensures environmental compliance, particularly regarding hazardous substances and waste. The district and provincial project teams provide oversight, while the Project Management Unit ensures resource allocation and safeguard compliance.

The ESMP integrates a grievance redress mechanism to address pesticide-related complaints such as spray drift, water contamination, unsafe handling, poisoning incidents or storage concerns. Complaints raised at VBU or scheme level must be resolved promptly or escalated to district and provincial levels if unresolved. All grievances must be recorded and reported as part of ESMP compliance monitoring.

By embedding a full Integrated Pest Management system into the ESMP, the project ensures that agricultural intensification occurs in a safe, sustainable and environmentally responsible manner. This enhances climate resilience, minimises health risks, protects water resources and ensures full alignment with AfDB, IFAD and EMA requirements.

Table 29 below summarises the IPMP’s scope, legal framework and key measures and the detailed IPMP is presented in Appendix 21.

Table 29: Integrated Pest Management

Plan Title & Objective	Scope & Legal Framework	Key Actions & Measures
<p>Integrated Pest Management (IPM) Framework Objective: Prevent environmental contamination and protect human and animal health while maintaining crop productivity through ecologically sound pest management practices.</p>	<p>Scope: Applies to all RACP-supported activities, including all rehabilitated and new irrigation schemes, participating outgrower farmers, and project-linked agro-dealers and input supply chains.</p> <p>Guiding Framework: Zimbabwe’s Environmental Management Act [Cap 20:27]; Fertilisers, Farm Feeds, and Remedies Act [Cap 18:12];</p>	<p>Policy and Procurement:</p> <ul style="list-style-type: none"> • Restrict procurement and use to approved pesticides; • Strictly prohibit WHO Class Ia and Ib pesticides; • Align practices with the FAO/WHO Code of Conduct on Pesticide Management.

Plan Title & Objective	Scope & Legal Framework	Key Actions & Measures
	<p>FAO/WHO International Code of Conduct on Pesticide Management; National IPM Strategy.</p> <p>Model for Replication: The successful IPM model of the Chomutamba Irrigation Scheme (Ward 3, Zvimba District, Mashonaland West Province), developed with AGRITEX support, will serve as a benchmark.</p>	<p>Pest Control Strategies (IPM Hierarchy):</p> <ul style="list-style-type: none"> • Promote prevention (crop rotation, pest-resistant varieties, field hygiene, timely planting); • Biological control (use of neem extracts, natural predators); • Mechanical control (traps, physical removal); • Chemical control as a last resort with selective and least hazardous approved pesticides. <p>Safe Storage and Infrastructure:</p> <ul style="list-style-type: none"> • Establish central, lockable, ventilated, banded pesticide storage facilities at each major irrigation scheme; • Ensure all project-linked agro-dealers are licensed and EMA-compliant. <p>Training and Capacity Building:</p> <ul style="list-style-type: none"> • Train all farmers/applicators on IPM principles, safe handling, mixing and application techniques; mandate and train on correct PPE use and maintenance; • Include first aid measures for pesticide exposure in training modules. <p>Container and Waste Management:</p> <ul style="list-style-type: none"> • Establish pesticide container return schemes; containers must be triple-rinsed before return; • Partner with licensed waste contractors for recycling/disposal;

Plan Title & Objective	Scope & Legal Framework	Key Actions & Measures
		<ul style="list-style-type: none"> Prohibit burning, burying or re-use of containers; Work with EMA on safe identification and disposal of obsolete stock.

6.2.2 Labour Management Plan (LMP)

The Labour Management Plan protects workers’ rights, health and safety throughout the project cycle. Given RACP’s reliance on contractors and local labour, the plan addresses fair wages, OHS, prohibition of child labour and gender-based violence. Table 30 presents the LMP’s objectives, scope, legal framework and key actions and Appendix 18 delivers the detailed LMP.

Table 30: Labour Management Plan

Plan Title & Objective	Scope and Legal Framework	Key Actions & Measures
Labour Management Plan (LMP) Objective: Ensure fair, safe and equitable working conditions for all project workers, prevent child and forced labour, and uphold occupational health and safety standards.	Scope: All project workers, including those employed by contractors, sub-contractors, and IMCs. Legal Framework: Zimbabwe Labour Act [Cap 28:01]; NSSA OSH Policy; NEC Agricultural Sector SI 97/2024; IFAD ESS5 & ESS6.	<ul style="list-style-type: none"> Execute written employment contracts meeting the NEC minimum wage for the agricultural sector. Enforce strict zero-tolerance for child (<18) and forced labour. Implement a Code of Conduct prohibiting GBV/SEA with confidential reporting channels. Establish a dedicated workers’ GRM separate from community GRM. Mandate site-specific OHS induction, regular toolbox talks, and provision/use of appropriate PPE.

6.2.3 Stakeholder Engagement Plan (SEP)

The Stakeholder Engagement Plan ensures transparent, inclusive and continuous dialogue with communities and institutions across the 4 project districts. It is critical for building trust, managing expectations and capturing the voices of women, youth and vulnerable groups. Table

31 summarises the SEP's scope, legal framework and key measures. A detailed SEP is given in Appendix 19.

The Stakeholder Engagement Plan (SEP) provides a structured framework for ensuring meaningful, transparent, and continuous engagement with all parties affected by or interested in the Resilience Agriculture Cluster Project (RACP) in Mashonaland East. It builds on Zimbabwe's Environmental Management Act requirements and aligns with AfDB OS10 on Stakeholder Engagement and Information Disclosure and with IFAD SECAP standards for inclusive and participatory project implementation.

The SEP outlines systematic processes for identifying stakeholders, disclosing information, consulting affected communities, managing concerns, and ensuring that stakeholder inputs contribute to project design, mitigation, monitoring and adaptive management throughout the project cycle.

Objectives of the SEP

The SEP seeks to achieve the following:

- Provide timely, accessible, and culturally appropriate information to all stakeholders throughout the project lifecycle.
- Ensure that project-affected people including women, youth, farmers, vulnerable groups, and persons with disabilities have adequate platforms for raising concerns and influencing decision-making.
- Promote transparency, trust building and continuous dialogue between project stakeholders, institutions and communities.
- Establish and maintain a functional, easily accessible Grievance Redress Mechanism (GRM) for addressing issues promptly and fairly.
- Support compliance with AfDB OS10 and IFAD SECAP by documenting stakeholder views, incorporating them into mitigation measures, and reporting back outcomes.

Key Stakeholder Groups

Stakeholders relevant to the project include:

- **Local communities and farmers** in the seven irrigation schemes (Eben, Princippe A & B, Banana, Tsakare A & B, Chippa, Mutondwe, Chesa Mutondwe).
- **Traditional leadership** (village heads, Chiefs).

- **Local authorities** (RDCs, District Agritex Officers, Department of Mechanisation and Soil Conservation).
- **Catchment institutions** (ZINWA, WUAs).
- **Environmental regulators** (EMA).
- **Women, youth and vulnerable groups**, including persons with disabilities.
- **Project Implementation Unit (PIU)** under the Ministry of Lands, Agriculture, Fisheries, Water and Rural Development.
- **IFAD and AfDB teams**, including environmental and social safeguards specialists.

Engagement Activities and Approach

Stakeholder engagement will be continuous and will include:

- Community meetings at scheme level to disclose project activities, impacts and mitigation measures.
- Targeted focus group discussions with youth, women, farmers affected by land adjustments, and vulnerable groups.
- Technical consultations with ZINWA, EMA, RDCs and WUAs on water management, environmental compliance and scheme governance.
- Regular district-level coordination meetings through existing agricultural and rural development structures.
- Periodic disclosure of project updates in English and Shona through noticeboards, meetings and district offices.
- Feedback sessions to communicate how community concerns have been addressed in the ESMP and implementation planning.

Engagements will be free from manipulation, intimidation, coercion or discrimination. They will take place in accessible venues, at times suitable for communities and in languages they understand.

Information Disclosure

Information will be disclosed throughout the project lifecycle, covering:

- Project description and timelines.
- Potential environmental and social impacts and planned mitigation measures.

- Rights and responsibilities of communities in relation to irrigation land, water use and construction works.
- Grievance channels and reporting procedures.
- Monitoring outcomes, scheme water balances, environmental compliance updates and safety risks.

Disclosure will utilise community meetings, printed materials, mobile messaging where applicable, and district offices.

Grievance Redress Mechanism (GRM)

A multi-tier GRM will be established at scheme, district and PIU levels to ensure timely resolution of grievances related to land access, compensation, safety, construction works, labour issues, environmental impacts, inclusion, and conflicts within WUAs.

The GRM will:

- Receive and log complaints using a standard template;
- Acknowledge receipt and provide feedback timelines;
- Investigate concerns with support from RDCs, Agritex, EMA or traditional leaders as needed;
- Provide timely resolution and document the process;
- Escalate unresolved cases to the PIU and thereafter to IFAD/ AfDB if necessary.

The GRM will protect confidentiality and ensure sensitivity to SEAH/GBV survivors and vulnerable persons.

Responsibilities for Implementation

- **PIU Environmental and Social Specialists:** oversee SEP implementation, reporting, GRM administration and compliance with AfDB/IFAD requirements.
- **District and Provincial Officers (Agritex, RDCs, Mechanisation, ZINWA):** support consultations, awareness campaigns, environmental monitoring and mobilising communities.
- **Contractors:** engage with communities during construction, disclose work schedules, manage safety risks, and maintain a contractor-level GRM.
- **WUAs and IMCs:** ensure local coordination, disseminate information to farmers, and channel grievances.

Monitoring and Reporting

Monitoring indicators include:

- Number of engagement meetings held and stakeholder categories represented.
- Inclusion of women, youth, and vulnerable groups in decision-making.
- Number and resolution rate of grievances.
- Level of community satisfaction with information transparency and responsiveness.
- Corrective actions taken following stakeholder feedback.

Quarterly stakeholder engagement reports will be prepared and submitted through the PIU to IFAD and AfDB

Table 31 summarises the SEP's scope, legal framework and key measures and Appendix 19 delivers the detailed SEP.

Table 31: Stakeholder Engagement Plan

Plan Title & Objective	Scope & Legal Framework	Key Actions & Measures
<p>Stakeholder Engagement Plan (SEP) Objective: Ensure transparent, inclusive and continuous consultation with all project stakeholders, particularly vulnerable groups, throughout the project cycle.</p>	<p>Scope: All 4 project districts, their catchments, and all beneficiary irrigation schemes. Legal Framework: EMA Public Participation Guidelines; Rural District Councils Act; FPIC principles.</p>	<ul style="list-style-type: none"> • Disclose project designs, schedules and budgets in local languages via public meetings and notice boards at schemes. • Use Ward Development Committees within RDCs as primary entry points for engagement. • Hold separate focus group discussions for women, youth and vulnerable households. • Establish and promote a multi-channel GRM accessible via phone, suggestion boxes and in-person reporting. • Maintain at least 50 % women and 30 % youth representation in scheme committees.

6.2.4 Climate Risk Management Plan

The Climate Risk Management Plan (Table 32) integrates climate resilience and disaster risk reduction into RACP’s infrastructure and farming practices. It is needed to protect investments from floods, droughts and other hazards while enhancing adaptation benefits. The following table sets out the plan’s scope, legal framework and principal actions.

Table 32: Climate Risk Management Plan

Plan Title & Objective	Scope & Legal Framework	Key Actions & Measures
<p>Climate Risk Management Plan Objective: Integrate climate resilience and disaster risk reduction into the design and operation of RACP infrastructure and agricultural practices.</p>	<p>Scope: All irrigation infrastructure, catchment restoration works and promoted farming activities. Legal Framework: Zimbabwe National Climate Policy (2016); Sendai Framework for DRR; NDCs.</p>	<ul style="list-style-type: none"> • Conduct climate vulnerability screening (flood and drought) for all infrastructure final designs. • Engineer irrigation infrastructure to withstand 1-in-50-year flood events, with freeboard, overflow weirs and lined drains. • Install automated weather stations linked to MSD and IMCs for early warning. • Promote CSA, including drought-tolerant crops, water harvesting ponds and tree planting with ≥ 70 % survival monitoring. • Include emergency procedures and evacuation plans in all construction and operations contracts.

Climate Change Adaptation Scenarios

Scenario A – No-Regret Measures (Moderate risk districts)

These measures are effective under all climate futures and are suitable for areas where risks are manageable with moderate intervention.

- Canal lining and conversion to low-pressure systems
- Soil and water conservation practices (mulching, contour ridging)
- Formation of water user committees and maintenance plans

- Enhanced dissemination of weather and advisory information

Scenario B – Climate-Robust Upgrade (Substantial risk districts)

These interventions are essential in districts where risks are significant and could undermine project outcomes if left unaddressed.

- Construction of lined reservoirs and off-channel water storage
- Installation of flood-resistant intake structures and sediment traps
- Expansion of cold storage and improved drainage in market facilities
- Weather-indexed micro-insurance and improved water allocation systems.

Scenario C – Transformational Resilience (Future high-risk conditions)

Long-term interventions that fundamentally change agricultural systems and water use patterns to cope with extreme climate scenarios.

- Shifting to heat-tolerant and water-efficient crop varieties.
- Investment in groundwater recharge and large-scale ecosystem restoration.
- Solar-powered irrigation and demand management systems.
- Regenerative horticulture and landscape-level planning.

6.2.5 Waste and Pollution Management Plan

The Waste and Pollution Management Plan prevents soil, water and air contamination from construction, agrochemical use and market activities. It is vital for maintaining environmental integrity and meeting EMA effluent and waste standards. Table 33 outlines the plan's scope, legal framework and key measures.

Table 33: Waste and Pollution Management Plan

Plan Title & Objective	Scope & Legal Framework	Key Actions & Measures
<p>Waste and Pollution Management Plan Objective: Prevent and mitigate soil, water and air pollution from all project activities, ensuring responsible waste handling from cradle to grave.</p>	<p>Scope: All project sites, including construction camps, markets, post-harvest centres and irrigation schemes. Legal Framework: EMA SI 6/2007 (Waste Regulations); Public Health Act [Cap 15:09]; Fertilisers, Farm Feeds and Remedies Act.</p>	<ul style="list-style-type: none"> • Provide segregated bin systems (recyclables, organic, general, hazardous) at all markets, camps and post-harvest centres. • Treat wastewater from post-harvest centres to meet EMA effluent standards before discharge. • Recover and dispose of hazardous waste (used oils, batteries, obsolete pesticides, PV panels) exclusively through EMA-licensed handlers; maintain disposal certificates. • Implement site-specific waste management plans approved by EMA before construction. • Conduct periodic water quality testing (BOD, COD, TDS) downstream of project sites.

6.2.6 Occupational Health and Safety (OHS) Plan

The Occupational Health and Safety Plan protects workers and nearby communities from accidents, injuries and diseases linked to project activities. It is needed to ensure safe construction sites, reduce liability and comply with NSSA and international safeguards. Table 34 summarises the plan’s scope, legal framework and key actions.

Table 34: Occupational Health and Safety (OHS) Plan

Plan Title & Objective	Scope & Legal Framework	Key Actions & Measures
<p>Occupational Health and Safety (OHS) Plan Objective: Protect all workers and nearby communities from accidents, injuries and diseases arising from project activities.</p>	<p>Scope: All project phases and all actors, including contractors, IMCs and project staff. Legal Framework: NSSA OSH Policy; Factories and Works Act; Public Health Act; IFAD ESS6.</p>	<ul style="list-style-type: none"> • Develop and obtain PIU approval for site-specific OHS plans before mobilisation. • Appoint safety representatives to perform daily inspections and monthly safety audits. • ensure 100 % provision and monitoring of mandatory PPE use. • Maintain first-aid kits with trained personnel on all sites and conduct regular emergency drills for fires, floods and chemical spills. • Implement traffic management plans with speed limits, signage and flagmen on site access roads. • Integrate GBV/SEA prevention protocols and referral systems into the OHS framework.

6.2.7 Grievance Redress Mechanism (GRM)

A Grievance Redressal Mechanism (GRM) has also been proposed in the report that will be established before the commencement of construction activities in the project areas. The GRM will ensure that complaints of on-site workers and local communities, including other relevant stakeholders, regarding the following complaints are considered (see Appendix 20).

a) Complaints from the workers may include (but are not limited to):

- On-site working conditions, including the health and safety of workers,
- Issues related to wages and working hours,
- Prevention and protection of child labour from hazardous work conditions,
- Issue of forced labour,

- Gender discrimination.
- b) Complaints from market traders and local communities residing in project areas:
- Issues related to trading spaces
 - Risks to community, health & safety (e.g., traffic),
 - Accidents (e.g., falling into open trenches),
 - Unethical behaviour by Work Contractor or its sub-contractors,
 - Noise/dust/air emissions or any other impact on the environment caused by the project or subcontractors,
 - Issues related to cultural conflicts.

6.3 Monitoring and Reporting Framework

Effective monitoring and reporting are essential for ensuring that the Resilience Agriculture Cluster Project (RACP) in Mashonaland East complies with the environmental, social, gender and climate resilience requirements of the AfDB Operational Safeguards (OS) and IFAD SECAP Standards (S). The monitoring framework uses clearly defined indicators to track changes in water resources, soil health, biodiversity, labour and SEAH risks, community health, governance, livelihoods, and climate resilience across all 32 irrigation schemes. Monthly frontline monitoring by AGRITEX, EMA, Forestry Commission, RDC and IMCs is complemented by quarterly supervisory assessments by the PIU and provincial teams, ensuring consistent oversight, early detection of risks and effective implementation of mitigation measures throughout all project phases.

Monitoring results are documented through established reporting channels at scheme, district and provincial levels, with quarterly summaries providing a consolidated view of performance and emerging issues that require corrective action. The framework also incorporates independent audits and periodic evaluations to verify compliance with OS and S requirements, enhance transparency and support continuous improvement of ESMP implementation. The monitoring Table 35 to Table 38 outline the specific parameters to be assessed during the planning, construction, operation, decommissioning and cumulative impact phases, including indicators, monitoring responsibilities and estimated budget requirements.

Table 35: Planning Phase Monitoring and Reporting Framework

Aspect & Impact	Monitored Activity	Monitoring Indicator	Frequency	Responsibility	Estimated Monitoring Budget
Social inclusion – risk of excluding women, youth and vulnerable groups (OS1, OS2, S1, S6)	Representation of women, youth and vulnerable groups in planning and allocation processes.	% of women and youth in meetings; documented attendance; allocation records show representation.	Quarterly during planning and design.	IMC, AGRITEX, RDC Social Services, PIU Social Specialist.	Covered under overall annual monitoring budget (≈ 48,000 USD).
Water resources – potential over-abstraction from design decisions (OS1, OS3, S2, S9)	Use of hydrological assessments and environmental flow considerations in designs.	Hydrology report available; abstraction limits defined in design; ZINWA clearance obtained.	Once per scheme in planning; reviewed at ESMP update.	ZINWA, EMA, PIU Environmental Specialist.	Minor desk-review cost, included in institutional support; no separate field budget line.
Land access – risk of restricting grazing routes, footpaths (OS2, S7)	Whether existing community routes are mapped and maintained in layouts.	Maps show maintained or rerouted access; number of land access complaints.	Once per scheme during detailed design; then annual check.	RDC, IMC, PIU Social Safeguards.	Included in frontline monitoring lump sum.
Biodiversity – potential encroachment into riparian and wetland zones (OS3, S2)	Presence of ecological buffer zones in design and on ground.	Buffers marked on drawings and pegged in field.	Once at design approval; once before construction.	EMA, Forestry Commission, PIU Environmental Specialist.	Included in EMA/Forestry support and overall monitoring budget.
Climate and disaster risk – underestimation of flood/drought effects (OS1, OS4, S5, S9)	Integration of climate risk into design (elevations, drainage, culverts).	Design drawings show climate-resilient features; flood lines considered.	At design review stage; updated if design changes.	PIU Climate / Irrigation Engineer; EMA; RDC.	Included in PIU quarterly supervision budget.

Aspect & Impact	Monitored Activity	Monitoring Indicator	Frequency	Responsibility	Estimated Monitoring Budget
Soil and landscape – erosion from poorly sited borrow pits (OS1, OS3, S2)	Location and rehabilitation provisions for borrow pits in design.	Borrow pit locations shown; rehabilitation clauses included.	Once at ESMP/design approval; annual follow-up.	EMA, RDC, PIU Environmental Officer.	Part of institutional support; not a separate field cost.
Labour conditions – inadequate labour planning (OS5, S4)	Presence of Labour Management Plan (LMP) addressing worker conditions.	Approved LMP attached to contracts.	Once before contractor mobilisation.	PIU Safeguards, Ministry of Labour (where applicable).	Desk-based; minimal additional cost.
Gender and protection – SEAH risk not addressed (OS1, OS5, S3)	Existence of SEAH Action Plan and Codes of Conduct in planning package.	SEAH Plan in place; CoC included in tender/contracts.	Once per contract, before award and mobilisation.	PIU GBV/SEAH Focal Person; Procurement Unit.	Included in PIU operational budget.
Community safety – poorly planned access routes (OS4, S5)	Inclusion of community safety measures in road/access design.	Speed limits, signage positions, detour routes in design drawings.	Once at design stage; pre-construction check.	RDC Engineer, PIU Engineer.	Included in engineering review work.
Participation – quality of planning consultations (OS1, S6)	Documentation and inclusivity of planning-stage consultations.	Number of meetings; diversity of participants; issues log.	Quarterly during design.	IMC, RDC, PIU Social Safeguards.	Covered under overall monitoring budget.
Grievances – absence of functional GRM at planning stage (OS1, OS2, OS5, S6, S7)	Functionality of ward and scheme GRM during planning.	GRM committee formed; GRM logbook opened.	Quarterly.	IMC, RDC, PIU.	Negligible extra cost; within monitoring lump sum.
Climate resilience – failure to incorporate	Inclusion of climate adaptation options	Evidence of adaptation in designs.	Once at design approval.	PIU Climate Specialist and Engineer.	Included in PIU costs.

Aspect & Impact	Monitored Activity	Monitoring Indicator	Frequency	Responsibility	Estimated Monitoring Budget
adaptation measures (OS1, OS4, S9)	(bypass channels, raised structures).				
Pollution – lack of early planning for safe chemical management (OS4, S5)	Presence of IPM and chemical store design provisions in planning.	IPM elements in ESMP; chemical store space allocated.	Once at ESMP finalisation.	EMA, PIU Environmental Officer.	Included in ESMP preparation and review.
Cultural heritage – risk of damaging unknown sites (OS1, S3)	Inclusion of chance-find procedures in tender documents.	Chance-find clauses in all contracts.	Once before procurement finalisation.	PIU Environmental Specialist; NMMZ.	Desk-review cost; negligible extra budget.
Governance – weak IMC role definition (OS1, OS2, S6)	Clarity of roles and scheme governance arrangements.	Governance framework document approved.	Once per scheme in planning.	PIU, RDC, IMC.	Included in institutional support (IMC strengthening).
Monitoring – absence of M&E plan (OS1, S1)	Existence of E&S M&E plan with indicators, tools and templates.	Approved M&E framework.	Once, then updated midterm.	PIU M&E Officer; Safeguards Team.	Included in PIU core budget.
Overall ESMP compliance and safeguards performance (AfDB ISS 2023, IFAD SECAP, national law)	Annual Environmental & Social (E&S) Performance Audit per AfDB requirements.	Annual E&S Performance Audit Report submitted to AfDB/IFAD; ToR, findings, Corrective Action Plan.	Annually (starting first full year after effectiveness).	PIU Safeguards Unit (lead), with EMA/RDC/Contractor/IMC inputs; AfDB/IFAD review.	Included in overall annual monitoring budget (48,000 USD).

Table 36: Construction Phase Monitoring and Reporting Framework

Aspect & Impact	Monitored Activity	Monitoring Indicator	Frequency	Responsibility	Estimated Monitoring Budget
Soil and land – erosion and instability (OS1, OS3, S2)	Soil erosion at worksites, condition of slopes and borrow pits.	Number of erosion spots; slopes stabilised.	Monthly.	EMA, RDC, IMC, Contractor; PIU quarterly.	Covered by frontline monthly monitoring (AGRITEX/EMA/RDC) + PIU quarterly.
Community safety – traffic and construction hazards (OS4, S5)	Speed control, signage, traffic marshal deployment.	Speed limits posted; incidents recorded.	Monthly.	RDC, IMC, Contractor; PIU supervision.	Included in overall monitoring budget.
Labour and SEAH – risks due to workforce (OS5, S3, S4)	SEAH reporting, CoC compliance, complaints.	Number of SEAH complaints; workers trained.	Monthly.	Contractor, PIU GBV Focal Person, IMC.	Within monitoring and GBV focal operations.
Pollution – fuel/oil spills (OS4, S5)	Presence of spill kits, bunds, spill incidents.	Number of spills; spill response time.	Monthly.	EMA, Contractor, PIU Environmental Officer.	Included in EMA support and routine site visits.
Air quality – dust and emissions (OS4, S5)	Dust on roads, near homesteads; watering frequency.	Dust suppression events/week.	Monthly (more frequent during dry months).	EMA, RDC, IMC, Contractor.	Part of general monitoring allocation.
Biodiversity – vegetation loss (OS3, S2)	Clearing boundaries, unnecessary vegetation removal.	Clearance confined to pegged areas.	Monthly.	EMA, Forestry Commission, Contractor.	Within institutional support lump sum.
Water quality – sediment and turbidity (OS3, OS4, S5)	Turbidity at key points downstream of works.	Turbidity results vs baseline.	Quarterly during construction.	EMA, PIU Environmental Officer.	Lab tests funded under EMA/PIU budget; site checks in monitoring lump sum.
Occupational safety – accidents and injuries (OS5, S4)	PPE use, toolbox talks, accidents.	Recordable incident rate; % PPE compliance.	Monthly.	Contractor, IMC OHS, PIU.	OHS monitoring included in overall budget.

Aspect & Impact	Monitored Activity	Monitoring Indicator	Frequency	Responsibility	Estimated Monitoring Budget
Cultural heritage – chance finds during works (OS1, S3)	Implementation of chance-find procedure.	Chance-find records; work stoppage when required.	As incidents occur; reported quarterly.	Contractor, NMMZ, PIU.	Negligible incremental cost.
Hydrology – temporary diversions and culverts (OS1, OS4, S9)	Condition of diversion channels and temporary culverts.	No blocked channels; no ponding.	Monthly.	EMA, RDC, PIU Engineer.	Covered under routine monitoring.
Social stability – tensions from labour influx (OS5, S3, S4, S6)	Complaints about worker behaviour, conflict events.	Number of recorded conflicts and resolutions.	Monthly.	IMC, RDC, PIU Social Safeguards.	Included in monitoring lump sum.
Waste – management of construction waste (OS4, S5)	Waste segregation, removal, presence of litter.	Waste removed weekly; bins used correctly.	Monthly.	Contractor, IMC, EMA.	Covered in frontline monitoring.
Mobility – access disruptions (OS4, S5)	Blockages of paths and bypass effectiveness.	All agreed routes open or properly diverted.	Monthly.	RDC, IMC, Contractor.	Included in routine visits.

Table 37: Operation Phase Monitoring and Reporting Framework

Aspect & Impact	Monitored Activity	Monitoring Indicator	Frequency	Responsibility	Estimated Monitoring Budget
Water resources – long-term abstraction pressure (OS1, OS3, S2, S9)	Abstraction volumes vs permits; downstream flows and wetland condition.	Meter readings; flow observations; wetland status.	Monthly (frontline) and quarterly (PIU/ZINWA).	IMC Water Committee, ZINWA, EMA, PIU.	Part of frontline monthly and quarterly supervision budget.
Pollution – agrochemicals and oils (OS4, S5)	Chemical storage safety, IPM practices, absence of washing in canals.	Number of unsafe practices detected; condition of store.	Monthly.	EMA, AGRITEX, IMC.	Included under EMA/AGRITEX support and overall monitoring lump sum.
Soil health – salinity, nutrient status (OS3, S2)	Soil test results (EC, pH, salinity); drainage effectiveness.	Soil lab values within acceptable limits.	Twice yearly.	AGRITEX, PIU Agronomist.	Soil tests costed separately in ESMP budget; monitoring supervision in lump sum.
Livelihoods – improved but variable incomes (OS1, S1)	Crop yields, income trends, market access.	Yield per ha; income proxy indicators; VBU volumes.	Quarterly.	AGRITEX, IMC, PIU Livelihood Officer.	Included in quarterly supervision.
Agricultural efficiency – scheme performance (OS1, S1)	Pump functionality, canal conditions, water distribution efficiency.	Pump runtime; downtime; number of complaints about water distribution.	Monthly technical checks; quarterly review.	IMC, AGRITEX, PIU Engineer.	Covered under frontline monitoring.
Governance – IMC conflicts and transparency (OS1, OS2, S6)	IMC meeting regularity, financial records, rule enforcement.	Number of IMC meetings; audited accounts; rule breaches reported.	Quarterly.	IMC, RDC, PIU Governance Specialist.	Included in institutional and monitoring support.
Labour – scheme-level OHS for routine operation (OS5, S4)	Condition of pump houses, PPE for operators, recorded incidents.	Operator PPE usage; recorded injuries.	Monthly.	IMC OHS focal, PIU OHS Officer.	Part of routine monitoring allocation.

Aspect & Impact	Monitored Activity	Monitoring Indicator	Frequency	Responsibility	Estimated Monitoring Budget
Community health – malaria, waterborne disease risks (OS1, S5)	Stagnant water, presence of mosquito breeding sites, health reports.	Number of breeding sites cleared; health incident trends.	Monthly with health officer quarterly inputs.	IMC, MoHCC EHT, PIU Social Safeguards.	Included in frontline monitoring; some health data collection absorbed by MoHCC.
Social cohesion – water conflicts and exclusion (OS2, S7)	Frequency of disputes; unresolved grievances.	Recorded water-use conflicts; GRM resolution rate.	Monthly.	IMC GRM Committee, RDC, PIU.	Within monitoring lump sum.
Climate resilience – infrastructure performance under shocks (OS1, OS4, S9)	Damage after extreme events, function of overflow channels and embankments.	Number of climate-related damages; response time.	After major events; otherwise quarterly inspection.	IMC, PIU Climate/Irrigation Engineer, EMA.	Covered within quarterly supervision and institutional support.

Table 38: Decommissioning Phase Monitoring and Reporting Framework

Aspect & Impact	Monitored Activity	Monitoring Indicator	Frequency	Responsibility	Estimated Monitoring Budget
OHS – dismantling accident risks (OS5, S4)	Safe dismantling procedures, PPE, toolbox talks.	Zero serious injuries; toolbox talks held.	Weekly during active decommissioning.	Contractor, IMC, PIU OHS.	Included in project closing-phase budget and PIU supervision.
Waste and pollution – hazardous and scrap waste (OS4, S5)	Correct disposal of oils, metals, debris.	Waste manifests; absence of uncontrolled dumps.	Weekly until closure complete.	EMA, RDC, Contractor, PIU.	Funded through decommissioning works budget and oversight visits.
Landscape – restoration and rehabilitation (OS3, S2)	Backfilled trenches, regraded slopes, vegetation re-establishment.	Number of pits closed; vegetation cover percentage.	Monthly during decommissioning; final inspection at handover.	EMA, Forestry Commission, RDC, PIU.	Included in closure budget plus monitoring lump sum.
Livelihoods – transition away from irrigation-based income (OS2, S7)	Support for alternative livelihoods; clarity of transition plan.	Number of households supported; livelihood options identified.	At decommissioning planning; reviewed at completion.	AGRITEX, PIU Livelihoods/ Social Specialists, RDC.	Covered in closure and livelihood support budget.
Safety – hazards to community after decommissioning (OS4, S5)	Remaining pits, unstable structures, residual debris.	Zero open pits; hazardous structures removed.	At completion and 6 months after.	RDC, EMA, IMC, PIU.	Included under final inspection and institutional support.
Social stability – conflicts over asset redistribution (OS1, S6)	Transparent handover, conflict records.	Number of disputes recorded and resolved.	At asset handover; follow-up quarterly for 1 year.	IMC, RDC, PIU Social Safeguards.	Within overall monitoring and handover processes budget.
Reuse potential – community reuse of remaining assets (OS1, OS2, S6)	Existence and implementation of reuse plans.	Reuse plan in place; reuse options implemented.	Once at handover; annual check if reuse is ongoing.	RDC, IMC, PIU.	Included in project closing supervision.

The annual monitoring budget (Table 39) provides the financial resources required to support all environmental and social oversight activities across the irrigation schemes implemented under the RACP in Mashonaland East Province. The allocation reflects the monitoring intensity associated with water management, soil conservation, biodiversity protection, labour conditions, SEAH prevention, governance, and climate resilience measures that must be applied consistently at scheme, district and provincial levels.

Table 39: Annual Monitoring budget

Aspect & Impact (OS, S)	Frequency	Responsible Office	Annual Monitoring Budget (USD)
Water resources – abstraction volumes, downstream flows, wetland condition (OS1, OS3, S2, S9)	Monthly frontline and quarterly PIU	ZINWA, EMA, AGRITEX, IMC Water Committee, PIU Environmental Specialist	6,857.00
Water quality – turbidity, pH, EC, contamination risks (OS3, OS4, S5)	Quarterly	EMA, PIU Environmental Specialist	3,500.00
Soil health – salinity, soil fertility, erosion status (OS1, OS3, S2)	Twice yearly tests and monthly visual checks	AGRITEX, EMA, PIU Agronomist	2,800.00
Biodiversity – buffer zones, riparian vegetation and habitat protection (OS3, S2)	Quarterly	Forestry Commission, EMA, PIU Environmental Specialist	2,800.00
Pollution – agrochemicals, fuel, oils, chemical storage (OS4, S5)	Monthly	EMA, IMC, PIU Environmental Specialist	3,500.00
Air quality – dust and construction or traffic emissions (OS4, S5)	Monthly in dry seasons	EMA, RDC, Contractor, IMC	1,900.00
Labour and SEAH – worker conditions, SEAH risk and Code of Conduct compliance (OS5, S3, S4)	Monthly	Contractors, IMC, PIU SEAH and Social Safeguards	3,800.00
Occupational health and safety – accidents, PPE use, pump house safety (OS5, S4)	Monthly	IMC OHS focal person, Contractors, PIU OHS Officer	3,800.00
Community health – malaria, waterborne disease and stagnant water (OS1, S5)	Monthly frontline, quarterly health review	MoHCC EHTs, IMC, PIU Social Safeguards	4,000
Community safety – road and canal safety, traffic risks, signage (OS4, S5)	Monthly	RDC, IMC, Contractors, PIU	3,333
Social inclusion – participation of women, youth and vulnerable groups (OS1, OS2, S1, S6)	Quarterly	RDC, IMC, PIU Social Safeguards	1,667

Aspect & Impact (OS, S)	Frequency	Responsible Office	Annual Monitoring Budget (USD)
Social stability – conflicts linked to labour influx and water sharing (OS5, S3, S4, S6)	Monthly	IMC, RDC, PIU Social Safeguards	1,667
Governance – IMC performance, transparency and rule enforcement (OS1, OS2, S6)	Quarterly	IMC, RDC, PIU Governance or Institutional Specialist	3,333
Land access – grazing routes, footpaths, access to schemes (OS2, S7)	Quarterly	RDC, IMC, PIU Social Safeguards	1,667
Cultural heritage – chance finds, protection of sites (OS1, S3)	As incidents occur and quarterly review	NMMZ, PIU Environmental Specialist	1,666
Livelihoods – crop yields, income, market access (OS1, S1)	Quarterly	AGRITEX, VBUs, IMC, PIU Livelihoods Officer	3,000
Agricultural efficiency – pump and canal performance, water delivery (OS1, S1)	Monthly	IMC, AGRITEX, PIU Irrigation or Engineering Specialist	2,500
Climate resilience – performance of drains, embankments and bypasses under extreme events (OS1, OS4, S9)	Quarterly and after major events	EMA, RDC, IMC, PIU Climate or Engineering Specialist	2,000
Hydrology – drainage channels, culverts, diversions and local flooding (OS1, S2)	Quarterly	EMA, RDC, PIU	1,833
Mobility – condition of access routes, bypasses and footpaths (OS4, S5)	Monthly	RDC, IMC	1,333
Waste management – segregation, storage and disposal of solid and hazardous waste (OS4, S5)	Monthly	EMA, IMC, RDC, Contractors	1,333
Monitoring and reporting – M&E tools, data quality, timely reporting (OS1, S1)	Monthly and quarterly	PIU M&E Unit, IMC	1,334

7.0 Conclusion

The Resilience Agriculture Cluster Project (RACP) represents a critical and targeted intervention to modernise and climate-proof smallholder irrigation in Mashonaland East Province. By focusing on the comprehensive rehabilitation of the Athlone, Don Rungano, River Valley, and Chipso irrigation schemes, the project demonstrates a scalable model for transforming subsistence-based agriculture into diversified, market-oriented, and resilient production systems. The ESMP and this ESMP have established that the specific environmental and social context of the province, characterised by gently sloping terrain prone to erosion, degrading catchment areas, and clear gender disparities in resource access, demands a carefully integrated approach. The mitigation measures outlined herein, from gully reclamation and contouring to gender-responsive training and inclusive governance, are designed to directly address the risks identified in the four districts, thereby unlocking sustainable productivity gains and improving food security for the beneficiary communities.

This assessment has confirmed that achieving these benefits relies on strict adherence to national and international safeguards. Compliance with the Environmental Management Act [Chapter 20:27], the African Development Bank's Integrated Safeguards System, and IFAD's Social, Environmental and Climate Assessment Procedures provides a practical roadmap for responsible development. The ESMP translates these requirements into concrete, site-specific actions for the Mashonaland East cluster, with clear institutional responsibilities and measurable indicators, enabling regulators, financiers, and the communities of Uzumba-Maramba-Pfungwe, Goromonzi, Mutoko, and Murewa to verify that commitments are being met.

Finally, the RACP's design for Mashonaland East embodies a commitment to sustainability and inclusivity. It integrates direct responses to local challenges, such as combating siltation in the Mazowe catchment, promoting labour-saving centre pivots to address gender burdens, and strengthening water-user governance. The established monitoring framework ensures that performance is transparently tracked. If implemented as set out in this report, the RACP in Mashonaland East will not only deliver immediate gains in agricultural productivity and rural incomes but will also establish a replicable model of environmentally sound and socially equitable irrigation development within the province.

Way Forward

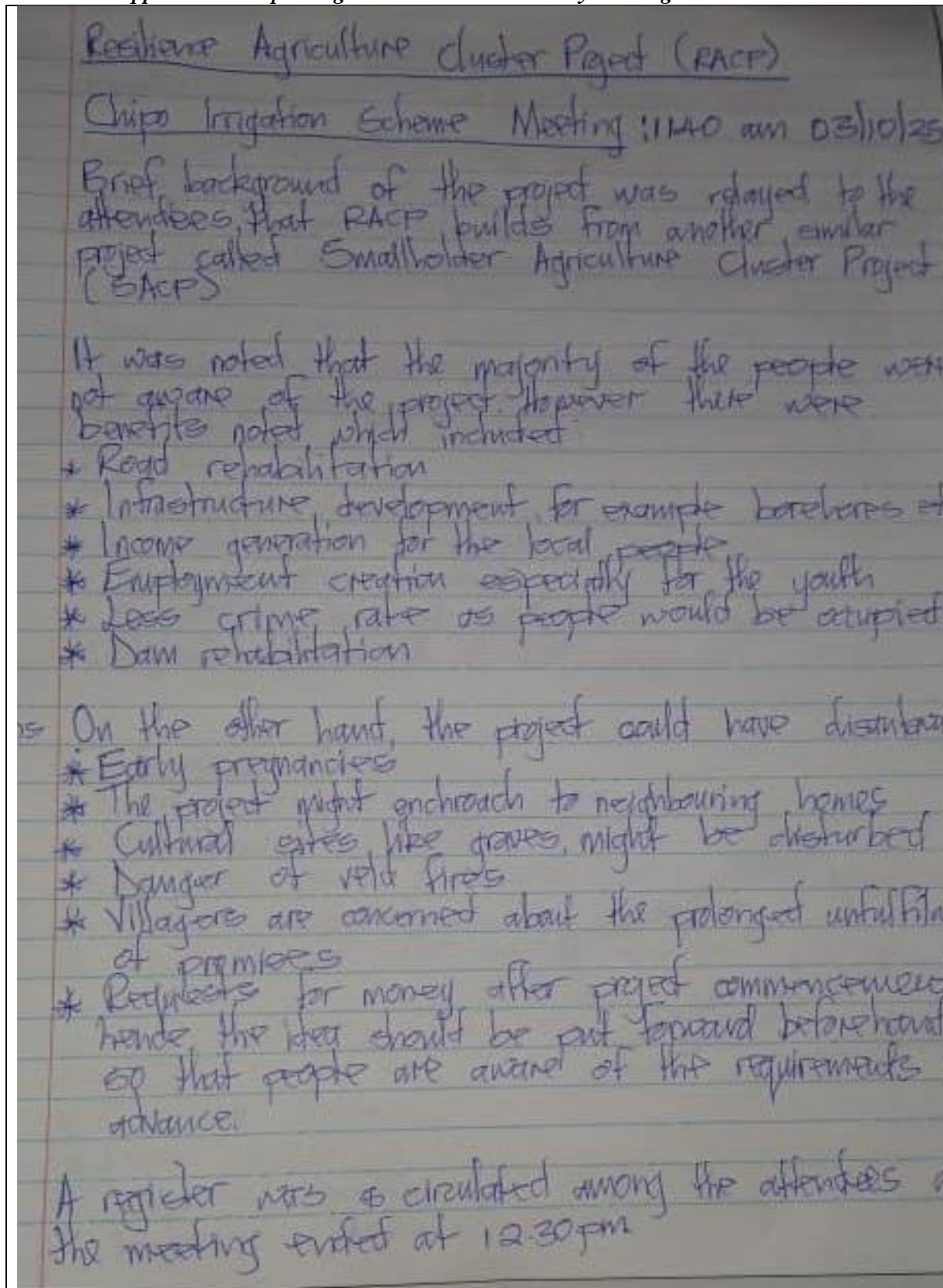
The PIU will operationalise the ESMP as a dynamic framework governing all project activities throughout its lifecycle, from planning and construction to operation and decommissioning. To maintain its relevance and effectiveness, the ESMP will undergo annual reviews, informed by structured stakeholder consultations, to refine mitigation measures and monitoring indicators in response to evolving risks, updated climate projections, and regulatory amendments. The PIU will mandate safeguard training for all implementing partners and contractors, ensuring adherence to established environmental and social standards. Furthermore, independent verification of compliance will be facilitated through audits conducted by EMA and other relevant regulatory bodies. By institutionalising principles of continuous learning, transparent reporting, and adaptive management, the RACP will establish a resilient foundation for sustainable and inclusive agricultural development, delivering lasting benefits for current and future generations.

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APPENDICES

Appendix 1: Chipo Irrigation Scheme Community Meeting Minutes



* Will people be working together as a group or will it be on individual basis

* People need clearance on how the project works.

* Cultural Norms and heritage should be respected

* Other benefits

* Commercialisation of projects

* All year farming practices

* Employment creation

* Improved houses

* Borehole drilling so that water will run continuously

*

Mitigation measures

* Find means to avoid encroaching into people's land

* Water to benefit everyone

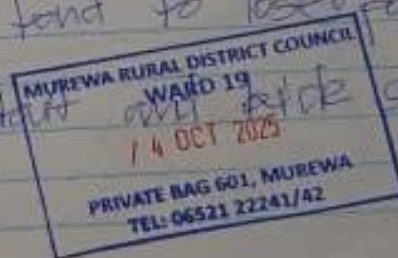
* Respect cultural norms and values

*

* The villagers expected the project leader on when the project commences

* The programs should not take long to be completed, people tend to lose interest on the project

* People are ready to start the project.



Appendix 2: Community meeting register for Chipo Irrigation Scheme





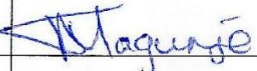




Chipo Irrigation Scheme - Mutoko

Stakeholder Consultation Register - IFAD (RACP)




District: Mutoko : Date 03/10/25 VENUE: Chipo Irrigation Scheme

	Name and Surname	DEPARTMENT	Physical Address & contact number	Gender and Designation	Signature
1	MUGANZI NICHOLAS	Min of Health	TABUMBARA JTC BOX 281 MUTOKO	MALE	
2	KAUNJE EBBAH	FARMER	CHIDOME VILLAGE 56 WARD 21	FEMALE	
3	Josephine Chihuri	FARMER	23 Ward 21	female	
4	Definate Chikumba		23c Ward 21	female	
5	SAVADO SELINA		AGRITEX	Female	
6	DELIWE CHIKUMBA		23c WARD 21	female	
	Senzeni Mugadya		23c - Ward 21	Female	
	JOSHUA ZAZA		53 WARD 21	MALE	
	GEORGE MADINHE		53 WARD 21	MALE	
	CHRISTOPHER KANOWHEJENGA		53 WARD 21	MALE	
	Maxwell Mungangani		23c ward 21	Male	

Chipso Irrigation



	Name and Surname	DEPARTMENT	Physical Address & contact number	Gender and Designation	Signature
7	Susan makosa	V 58	21		
8	LENI R MABANGA	MVFDVT	TABUDIRIRA VTC	MALE	
9	Chapata K T mbari	Youth Youth	Tabudirira T/C Box 231 0774208552 Tabudirira	MALE Male	 
10	C Nyadembere		chudower57	male	
11	T Magunje	Sec V-16	0775006966	Male	
12	K Chipere	Security	21	Male	
13	T kuyeri	V 53	0778798514	MALE	
14	MAPE TO MANZWEI	SECURITY	TABUDIRIRA VTC 0773079805	MALE	
	Future katende	V-56	21	female	

Chifo

	Name and Surname	DEPARTMENT	Physical Address & contact number	Gender and Designation	Signature
15	GEORGE MARUMA		V. 23c ward 21	MALE	
16	THERESA MATIEMA A		VSS B 21	Female	Matemema
17	Revai kudadu		V 55 ward 21	Female	PK
18	TAFADZWA CHAMBE		TABUBIRA VTC BOX 231 MUTKO	MALE	
19	Matron Sibanda		VII 23 A	Female	Matron
20	Netsai Kadore		VII 23 A	Female	Netsai
21	RONICA NJANGWA		VIII 56 ward 21	Female	



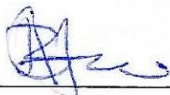




Kamwendo Rhodesia
Shiro Roza
Kovemere Mureki
Shingirai Matemema

V. 57 ward 21 M
U 57 ward 21 M
V 53 w. M
V 55 ward 21 female



LURET,
B-rai

Stakeholder Consultation Register - IFAD (RACP)

District: Mutoko : Date 03/10/25 VENUE: Chipe Irrigation Scheme

	Name and Surname	DEPARTMENT	Physical Address & contact number	Gender and Designation	Signature
1	JOE LEWIS	TRUCK DRIVER	BOX 231 MUTOKO	Male	
2	Jean S. S. S. farmer	farmer	Box 231 Mutoko		
3	Abrent Muponda	Lecturer	POX 231 Mutoko	male	
4	Shingirai Matematemwa	Farmer	Village 55	Female	
5	Future Katsande	Farmer	Village 56	Female	
6	TRENDAWA PROSPER BRUNZAWABOJA	FARMER	Village 23	MALU	
	Tadzeyi Gondo	Farmer	Village 23B	Female	

	Name and Surname	DEPARTMENT	Physical Address & contact number	Gender and Designation	Signature
7	Rurarashe Wallace	Farmer	Form 20	Female	R Wallace
8	Senzemi Makara	Farmer	Plot 36 ward 21	Female	S Makara
9	Joyce Chwawa	Farmer	Plot no 30	Femal	rq
10	Rudo Kamoto	Farmer	Plot 8 vill 58	Female	80
11	Rosalia Mudzinda	Farmer	Plot 9 Vill 63	Female	R Mudzinda
12	Maria Mapingire	Farmer	Plot 7 Vill 23	Femal	em
13					
14					

(I MC Mutoko)

Stakeholder Consultation Register - IFAD (RACP)

District: Mutoko : Date 03/10/25 VENUE: Chipo Irrig Scheme

	Name and Surname	DEPARTMENT	Physical Address & contact number	Gender and Designation	Signature
1	Janet Botor	Village 22	0774557773	F	Janet
2	Collida Miquiti	Village 21	0772670083	F	[Signature]
3	Tutsirai Kamongo	Ken v. 22	0774720609	F	[Signature]
4	Moses Chimwanda	Village 22	0777940590	M	[Signature]
5	Bernard Matankire	Village 22	0775572059	M	[Signature]
6	Simbonyo Nhemachere	Village 22	0774557773	M	[Signature]

Don Rungano Irrigation Scheme Meeting - article 5
08/08/2016
Resilience Agriculture Cluster Project (RACP)

Introductory remarks were given on the main purpose of the project. On how to combat climate change and help farmers to be more productive and through climate-smart agriculture RACP is building from the SHCP project (Smallholder Agriculture Cluster Project). It aims to rehabilitate and climate proof smallholder farming through rehabilitation and execution of irrigation schemes, rainwater harvesting facilities, feeder roads upgrade, markets etc

Purpose

- * To improve productivity
- * Rehabilitation of irrigation schemes
- * Solar irrigation schemes
- * Reclamation of land and water sources
- * Equal involvement of both men and women

Challenges Benefits

- * Improvement of livelihoods
- * Employment creation
- * No more power shortages due to solar system
- * Early pregnancies
- * Encouragement into nearby



Benefits

- * Different crops
- * Food security
- * Improved livelihoods
- * Improved yields

- * Communication on M+E
- * Inputs taken away from farmers
- * New technology, eg centre pivots
- * Market for the produce - ~~the~~ market is not reliable - Buyer determines the price - no security on market
- * Early marriages
- * Coming in of thieves
- * Disruption of natural resources
- * Good livelihoods may lead to farmers borrowing more to using
- * Help with labour fees to pay for the workers
- * Corruption when produce is being sold
- * Inputs may not be shared equally
- * More food programmes things that were not distributed in at
- * Inputs are not reaching the farmers on the designated time while it affects the yield.

Mitigation Measures

- * To curb corruption form/register should accompany the inputs
- * More food programmes
- * Grievance redress mechanism
- * Farmers should be trusted with distribution of inputs as they are the main beneficiaries
- * Inputs should come on time
- * Fence should be installed to protect crops
- * Ready markets for farmers after harvest

Concerns continued






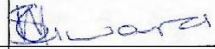
- * Delays in payment of money after harvesting and distribution to GMB.
- * Farms should not encroach to the main canals

11:40 am. Meeting ended.



Appendix 4: Community meeting register for Don Rungano Irrigation Scheme





Stakeholder Consultation Register - IFAD (RACP)

District: Murehwa : Date 04/10/25 VENUE: Don Rungano Irrig Scheme

	Name and Surname	DEPARTMENT	Physical Address & contact number	Gender and Designation	Signature
1	S Muzanzizi	SIRBC	1574 Alps Rd Hatchiff	Female	
2	S Zhungo		Dawn Rungano	Female	
3	Madhake		Dawn Rungano	Female	
4	S Ndlovu		Dawn Rungano	Female	
5	E Chidawu		Dawn Rungano	" "	
6	S GWASIRA		DAWN RUNGANO	" "	

Don Rungano

	Name and Surname	DEPARTMENT	Physical Address & contact number	Gender and Designation	Signature
7	KUDZAYI Chidewu		PLOT 3 DAWN Farm	Female	Chidewu
8	J Phiri		PLOT 2 DAWN Farm	Female	Phiri
9	C Zimunda		PLOT 2 DAWN Farm	Female	Zimunda
10	Rufin Amos	Councilor	Plot 18 DAWN Farm	MALE	
11	STANLEY KATOGO		PLOT 3 DAWN	Male	Katogo
12	EVERISTO MOYOSVI		PLOT 7 DAWN	MALE	Moyosvi
13	NEWTON CHAZI		PLOT 12 DAWN	MALE	Chazi
14	OSWALD MOYOSVI		PLOT 14 DAWN	MALE	

	Name and Surname	DEPARTMENT	Physical Address & contact number	Gender and Designation	Signature
15	NATHAN SUTU		PLOT 17 PAON FARM MACHILE	MALE	
16	FRADRECK ZIMUNDA		PLOT 2 DAWA FARM MACHILE	MALE	
17	PERES	SAMBI	PLOT 4 FARM MACHILE	MALE	
18	Shepherd Palawek		PLOT 8 DAWN FARM	MALE	
19					
20					
21					

Appendix 5: Athlone Irrigation Scheme Community Meeting Minutes

04/10/25 11am Athlone Irrig Scheme Meeting

Introduction

The RACP project was explained and that it built up from the SACF and focuses on solving climate change issues. The villagers were encouraged to air their views and concerns on the irrigation scheme. RACP came in to resuscitate and rehabilitate the program to try and alleviate climate change problems.

- * Road rehabilitation
- * restoring land and water sources
- * climate smart agriculture
- * Afforestation
- * Solar-powered irrigation

Benefits & Concerns



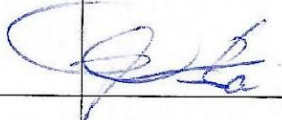


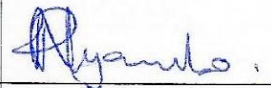

- * Solar powered irrigation for continuous farming
- * Mountainous area, water does not reach the area and pipes
- * Employment creation
- * Improved livelihoods
- * Water harvesting techniques
- * Afforestation

Concerns

- * Pump is small
- * 2 pumps to cover both sides
- * There should be a surrounding fence
- * Road rehabilitation
- * Aluminium pipes are being stolen, need more pipes


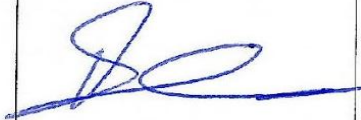
Stakeholder Consultation Register - IFAD (RACP)

District: MUREWA : Date 05/10/24 VENUE: ATHLONE IRRIGATION SCHEME

	Name and Surname	DEPARTMENT	Physical Address & contact number	Gender and Designation	Signature
1	REUBEN MAKOTO	AGRICULTURE	PLOT NO 31 ATHLONE 0773135490	MALE	
2	PETER. KASANDU	AGRI	077 111 8269	MALE	
3	JOEL MAWENSIKA	AGRI	0780699435 0775700911	MALE	
4	Sekai Ganga	Agri	077971909	female	
5	P MAGOTO	AGRIC	PLOT 35 ATHLONE 0779 817 185	MME	
6	PATRICK NYAMBO	AGRICULTURE	PLOT 44 ATHLONE 0773 404 690	MALE	
	P MAGOTO	AGRIC	0776156316	male	

Athlone

Murehwa

	Name and Surname	DEPARTMENT	Physical Address & contact number	Gender and Designation	Signature
7	Tarino Shambawamela	AGRICULTURE	Plot 47 ATHLONE FARM 0778352002	MALE	
8	Brown Chakwesha	Agriculture	Plot 43 45 ATHLONE FARM Plot 43 077364998	✓	
9	BETTY MAJURU	AGRICULTURE	Plot 36 ATHLONE FARM	FEMALE	BM,
10	VIOLA Mututwa	Agriculture	Athlone Farm Plot 2 0771711546	Female	Mututwa
11	LAINAH Mozai	agriculture	Athlone Farm Plot 29 0782399582	Female	Mozai
12	Stephen Chirwanembuka	Agriculture	0778358411	MALE	St Chirwanembuka
13	Zvaitwa Kangara	Agriculture	0778630149	Female	Zvaitwa
14	Elcemia Mwandapole	Agriculture	0775657251	Female	Em

Athlone Murehwa

	Name and Surname	DEPARTMENT	Physical Address & contact number	Gender and Designation	Signature
15	Patience Chidawanyika	Agriculture	plot 13 Athlone farm 0778272417	female	PChidawanyika
16					
17					
18					
19					
20					
21					

Rivers Valley Scheme
12:34pm Meeting
Agri Resilience Agriculture Cluster Project (ARAC)

Introduced project to the farmers explaining the purpose of the project caused by climate change. These include climate smart agriculture solar-powered irrigation, securing land and water sources and equal opportunities for farmers. SIRAC comes in as a consultant and drafting an ESMP so that the process may be finalised and approved by EMA.

Concerns

ESMP aims to improve people's livelihoods and protect them and their environment.

- * Lack of equipment
- * Stolen aluminium pipes
- * Road rehabilitations
- * Market for our produce
- * Infrastructure development in terms of solar eye or back-up forced to work during the night when ZESA costs too
- * Pump getting damaged - solar will be a solution to cut ZESA costs
- * Social ills due to work working in odd hours
- * No time with family & wives
- * LUMP sum for misbehaviour
- * Too much stress especially working at night
- * Physical frame affected

Benefits

- * Farm produce
- * Employment creation
- * Reduction of drug abuse

- * Equipment should be added as some are now ^{die}
- * *Mikogus mikute*, *mikracha* can not be destroyed
- * crops which may be planted or rot
- * girl child may be affected

Concerns continued

- * Affects psychological frame for the farmers
- * Marketing system should be looked into
the govt should look at sourcing markets
the farmer. ~~Home market~~ is not ideal
the buyers determine the price.
- * Projects take time to kick-start which
affect the zeal and interest of the farmers
- * Transformer *lookva* - too small for the sch
Need *lookva* so that it covers all areas and etc
- * ^{chromat} ~~change~~ ^{change} ~~change~~ people now doing stream to
cultivation.
- * women now working in odd hours also

Mitigation Measures

- * Roads should be rehabilitated.
- * fence should be put in place

13:28 Meeting Ended.

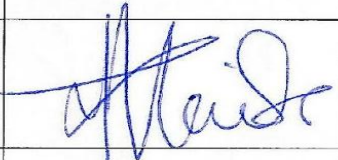
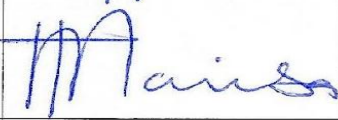



Appendix 8: Community meeting register for River - Valley Irrigation Scheme

Stakeholder Consultation Register – IFAD (RACP)

District: Murehwa : Date 04/10/25 VENUE: River Valley Irrig Scheme

	Name and Surname	DEPARTMENT	Physical Address & contact number	Gender and Designation	Signature
1	Annie Chitima	Farmer	33 Plot River Valley 0779636555 Macheke	F.	
2	Adlight Maindas	Farmer	Plot 31 River Valley Macheke 0784 010 329	F.	
3	Jusiet Chigombe	Farmer	Plot 12 River Valley Macheke 0773 701 188	F.	
4	Mary Samambwa	Farmer	Plot 6 River Valley Macheke 0774998655	F.	ms.
5	James Kamvura	Repairer	Plot 15 River Valley Farm Macheke 0774210944	Male	
6	Brian Kamvura	farmer	Plot 32 River Valley 0779104214	m	

River Valley

	Name and Surname	DEPARTMENT	Physical Address & contact number	Gender and Designation	Signature
7	masimbs maimbs	farmer	Plot 31 R/Valley 077723190	m	
8	Takudwa maimbs	farmer	Plot 30 R/Valley 0772201360	m	
9	Ephraim Chitsike	farmer	Plot 12 R/Valley 0773701138	m	
10	Dowya Katiya	farmer	Plot 11 R/Valley 0795003398	m	
11	AUSTIN CHIIMA	FARMER	PLOT NO 33 0777203242	m	
12					
13					
14					

Appendix 9: Detailed Species lists

The following is a province tree presence matrix found in the project districts and irrigation schemes.

Mashonaland East tree species (Mazowe Catchment)

SPECIES NAME	ENGLISH NAME	SHONA NAME
<i>Albizia brevifolia</i>	Mountain/rock Albizia	
<i>Albizia spp</i>	-	Muora
<i>Azanza garckeana</i>	Snott apple	Mutohwe
<i>Bauhinia petersiana</i>	Large white bauhinia	Mubondo, Mumwando, Mun'ando, Mupondo
<i>Bauhinia galpni</i>	Red bauhinia	Mubhuku/Musekesa
<i>Brachystegia spiciformis</i>	Msasa	Musasa
<i>Brachystegia bohemia</i>	Prince of Wales feathers	Mupfuti, mufute
<i>Bridelia cathartica melanthesoides</i>	Blue sweet berry/knobby bridelia	Mumbarembare/Mupurungu/
<i>Canthium glaucum</i>		Muchechete
<i>Conbretum apiculatum</i>	Red bushwillow	Mugodo, Bonda, Chikukute, Mudziyaishe, Mugoro, Tsingidzi
<i>Dovyalis caffra</i>		Munhunguru
<i>Ekebergia benguelensis</i>	Woodland dog plum	Mudyamhofu/ Mudyavarungu/ Munyimonyimo / Mupumhanhuka / Mupuri
<i>Eucalyptus spp</i>	Gum trees	Mupuranga
<i>Faurea rochetiana</i>	Broad-leaved beechwood	Kapfutsa, Mugarahungwe, Munyanganza, Mutsatsati, Muzhenje
<i>Ficus lutea</i>	Fig tree	Muonde/Mukuyu
<i>Ficus spp</i>	-	Mubhara,
<i>Flueggea virosa</i>	Snowberry tree	Musosoti, Muchagauwe, Mudyambuza, Mugurumhanda ,
<i>Gardenia resiniflua</i>	Gummy gardenia	Mutarara, Mutara
<i>Julbernardia globiflora</i>	-	Mutondo, Munondo
<i>Lantana camara</i>		
<i>Mucuna coriacea</i>		Hurukuru
<i>Parinari curatellifolia</i>	Hissing tree/ Mobola plum	Muchakata/ Muhacha

<i>Protea</i>		
<i>Pseudolachnostylis maprouneifolia</i>		Mutsonzowa
<i>Pteleopsis myrtifolia</i>		Musunganyama
<i>Pterocarpus angolensis</i>		Mubvamaropa
<i>Solanum panduriforme</i>	Snake/bitter apple	Munhundurwa
<i>Sterculia africana</i>	African star-chestnut, Tick tree	Mupoposiyana, Munera, Mungosa, Murere, Mutedza, Mutsvedza
<i>Strychnos spinosa</i>		Mutamba
<i>Terminalia sericea</i>	Silver cluster-leaf, Silver terminalia	Mangwe , Mukonono, Mususu, Mutabvu
<i>Uapaca kirkiana</i>		Muzhanje
<i>Ziziphus mucronata</i>	Buffalo-thorn	Chinanga , Mucchecheni
<i>Lippia javanica</i>		Zimbani/Zombani

Mashonaland East summarised the Grasses/Herbs species.

The following is a province grass/herbs presence matrix found in the project districts and irrigation schemes.

<i>Acanthospermum Hispidum</i>	Upright starbur	Chidhongi, Chaguduma, Chibamahure, Chitopera
<i>Aechynomene indica</i>	Shola/knuckle bean	-
<i>Aloe spp</i>	Aloe	Gavakava
<i>Amaranthus hybridus</i>	Pigweed	Bonongwe, Mbowa, Mowa, Mhowa
<i>Andropogon eucomus</i>	Silver thread/snowflake grass	-
<i>Andropogon Gayanus</i>	Blue grass	Cholongwe, Vatasoma
<i>Avena fatua</i>	Wild oats	-
<i>Bidens biternata</i>	Yellow-flowered blackjack	Guza, Muuwu, Nhungunira, Nama
<i>Bidens Pilosa</i>	Black-jack, Cobbers' pegs	Tsine, Guza, Muuwu, Nhungunura
<i>Chloris Pycnothrix</i>	Spider-web grass	-
<i>Conyza sumatrensis</i>	Flea bane	Gonzo/Gura
<i>Crotalaria lanceolata</i>	Rattle pod	-

<i>Cynodon aethiopicus</i>	Runner Grass	
<i>Cynodon dactylon</i>	Couch grass	Tsangadzi
<i>Cyperus spp.</i>		Nhokwe
<i>Helichrysum adenocarpum</i>	Pink/fairy everlasting	-
<i>Helichrysum herbaceum</i>	Monkey-tail everlasting	-
<i>Hibiscus panduriformis</i>	=	-
<i>Hyparrhenia spp</i>	Thatching grass	Dangaruswa,
<i>Leonotis ocymifolia ocymifolia</i>	Round leaf wild dagga	Kambanje/Mudyatsonzo/
<i>Mellenis Repens</i>	Wild Oat	
<i>Microcloa kunthii</i>	Sickle/pincushion grass	-
<i>Ocimum gratissimum</i>	Wild basil	Chinyamupfukidzi/Munhuwenhuwe/
<i>Phragmites spp.</i>	Common reed	Tsanga
<i>Ricinus Communus</i>	Castor-oil plant	Fute, Mhono, Mufute, Mupfuta
<i>Setaria Verticillata</i>	Bur grass, Cat's tail, Klits grass	-
<i>Sida Alba</i>	-	Dzvairo
<i>Solanum incanum</i>	Bitter/Sodom/Thorn apple	Nhundurwa, Munhomboro, Munhundurwa
<i>Sporobolus pyramidalis</i>	Cats-tail grass	Dindindi/Mupungapunga/ Shambo/Tsinde/Sinde
<i>Sporobolus Stapfianus</i>	Matted dropseed	-
<i>Tagetes Minuta</i>	Khakhi bush, Maxican Marigold, Stinking roger	Hanya, Mbanda, Muhungunira, Mutsvairo
<i>Tithonia rotundifolia</i>	Red sunflower	-
<i>Themeda triandra</i>	Red/Rooi grass	Chiraramhene
<i>Vernonia adoensis</i>	Shire vernonia	Musikavakadzi
<i>Vernonia galpini</i>	-	-
<i>Vernonia glabra</i>	Cornflower vernonia	-
<i>Leonotis spp.</i>		Mukadzimainza
<i>Ocimum spp.</i>		Rukobvi/Ruridzi

Appendix 10: DDC Goromonzi Questionnaire

DISTRICT DEVELOPMENT COORDINATOR

QUESTIONNAIRE FOR SOLICITING VIEWS OF KEY INFORMANTS FOR THE MINISTRY OF LANDS, AGRICULTURE, FISHERIES, WATER AND RURAL DEVELOPMENT - RESILIENCE AGRICULTURE CLUSTER PROJECT (RACP) IN THE MASHONALAND EAST PROVINCE.

Introduction.

The Scientific and Industrial Research and Development Centre (SIRDC), on behalf of the Resilience Agriculture Cluster Project (RACP) is conducting key stakeholder consultations to inform the Environmental and Social Management Plan (ESMP). The RACP aims to revitalise and climate-proof smallholder farming in selected districts of Zimbabwe through the rehabilitation and expansion of irrigation schemes, construction of rainwater harvesting facilities, upgrading of feeder roads and markets, large-scale catchment restoration and afforestation, and installation of multi-hazard early warning systems. These interventions will be rolled out across several provinces, covering multiple irrigation schemes and surrounding communities. As a key informant in your area, your views are vital to ensure that the project addresses real needs and minimises any adverse environmental and social effects. The information you provide will help identify significant environmental and social impacts, guide the development of appropriate mitigation measures and enhance the benefits for farmers, youth and women in your community.

RESPONDENTS INFORMATION

- a) Title (Mr/Mrs/Dr/Prof/Rev) & Name: ✓ **HAMANDISHE MAHOMMED JOHN**
- b) Occupation/ Designation: ASSISTANT DIST DEV COORDINATOR
- c) Organization: MINISTRY OF LOCAL GOVT Landline: _____
- d) Physical Address: DIST DEV COORDINATORS OFFICE BAG 43 GOROMONZI
- e) Email Address: mahammedhamandishe@yahoo.com

PROJECT INFORMATION

- 1. Are you aware of the proposed Resilience Agriculture Cluster Project (RACP) in Mashonaland East Province? Yes No
- 2. How did you get to know about the proposed RACP activities?
Proponent Own organisation Community Other
- 3. From your own point of view, does the project bring benefits to the project area and the province at large? Yes No
- 4. If yes what are the benefit?
- Improved productivity in irrigation schemes
- Early weather warning and availability of rain

DISTRICT DEVELOPMENT COORDINATOR

during the farming season

5. Are there any development issues likely to arise because of the proposed RACP activities?

Yes No

If yes explain

Electricity challenges must be addressed
Artificial water flows are causing environmental
harm and some irrigation schemes have been
adversely affected

6. Are there any cultural/heritage sites located in the project area? Yes No

Cultural or heritage sites must be protected

7. If yes what is expected of the development community?

The community is encouraged to protect
the environment and such sites

8. Are there any socio-economic or other concerns that you would like to address to the proponent?

Farmers must always seek for advice
from the Ministry of Lands, Agriculture, Fisheries
Water and Rural Development

Signature



Date

08 / 10 / 2025

DATE STAMP:



Appendix 11: Goromonzi RDC

RURAL DISTRICT COUNCIL

QUESTIONNAIRE FOR SOLICITING VIEWS OF KEY INFORMANTS FOR THE MINISTRY OF LANDS, AGRICULTURE, FISHERIES, WATER AND RURAL DEVELOPMENT - RESILIENCE AGRICULTURE CLUSTER PROJECT(RACP) IN THE MASHONALAND EAST PROVINCE.

Introduction.

The Scientific and Industrial Research and Development Centre (SIRDC), on behalf of the Resilience Agriculture Cluster Project (RACP), is conducting key stakeholder consultations to inform the Environmental and Social Management Plan (ESMP). The RACP aims to revitalise and climate-proof smallholder farming in selected districts of Zimbabwe through the rehabilitation and expansion of irrigation schemes, construction of rainwater harvesting facilities, upgrading of feeder roads and markets, large-scale catchment restoration and afforestation, and installation of multi-hazard early warning systems. These interventions will be rolled out across several provinces, covering multiple irrigation schemes and surrounding communities. As a key informant in your area, your views are vital to ensure that the project addresses real needs and minimises any adverse environmental and social effects. The information you provide will help identify significant environmental and social impacts, guide the development of appropriate mitigation measures and enhance the benefits for farmers, youth and women in your community.

RESPONDENTS INFORMATION

- a) Title (Mr/Mrs/Dr/Prof/Rev) & Name Cynthia S Chingiro
- b) Occupation/ Designation Environment Officer
- c) Organization: Goromonzi RDC Landline: Cell 0771111838
- d) Physical Address Goromonzi Rural District Council P.O Box 96 Ruwa
- e) Email Address: chingiro@ruraphum.co@gmail.com

PROJECT INFORMATION

- 1. Are you aware of the proposed Resilience Agriculture Cluster Project (RACP) in Mashonaland East Province Yes No
- 2. How did you get to know about the proposed RACP activities?
Proponent Own organization Community Other
- 3. From your own point of view, does the project bring benefits to the project area and the province at large? Yes No
- 4. If yes what are the benefits?
Improved agriculture produce
- A way of building effective climate change resilience

RURAL DISTRICT COUNCIL

5. Are there any development related concerns likely to arise because of the proposed RACP activities?

6. Yes No

If yes explain
Sustainable agriculture

7. Are there any cultural/heritage sites located in the project area? Yes No

8. If yes what is expected of the Developer by the Community?

9. Are there any socio-economic, environmental or other concerns that you would like to address to the proponent?

The proponent should ensure sustainable and equitable utilisation of water resources

Signature SChingano Date 01 / 12 / 25

DATE STAMP:



Appendix 12: Mutoko DDC

DDC

QUESTIONNAIRE FOR SOLICITING VIEWS OF KEY INFORMANTS FOR THE MINISTRY OF LANDS, AGRICULTURE, FISHERIES, WATER AND RURAL DEVELOPMENT - RESILIENCE AGRICULTURE CLUSTER PROJECT(RACP) IN THE MASHONALAND EAST PROVINCE.

Introduction.

The Scientific and Industrial Research and Development Centre (SIRDC), on behalf of the Resilience Agriculture Cluster Project (RACP), is conducting key stakeholder consultations to inform the Environmental and Social Management Plan (ESMP). The RACP aims to revitalise and climate-proof smallholder farming in selected districts of Zimbabwe through the rehabilitation and expansion of irrigation schemes, construction of rainwater harvesting facilities, upgrading of feeder roads and markets, large-scale catchment restoration and afforestation, and installation of multi-hazard early warning systems. These interventions will be rolled out across several provinces, covering multiple irrigation schemes and surrounding communities. As a key informant in your area, your views are vital to ensure that the project addresses real needs and minimises any adverse environmental and social effects. The information you provide will help identify significant environmental and social impacts, guide the development of appropriate mitigation measures and enhance the benefits for farmers, youth and women in your community.

RESPONDENTS INFORMATION

- a) Title (Mr/Mrs/Dr/Prof/Rev) & Name CHIDARIKIRE EMELDA
- b) Occupation/ Designation ASSISTANT DISTRICT DEVELOPMENT COORDINATOR
- c) Organization: LOCAL GOVERNMENT Landline: _____
- d) Physical Address GP 4014 DA MUTOKO
- e) Email Address: chidarikire@gmail.com

PROJECT INFORMATION

1. Are you aware of the proposed Resilience Agriculture Cluster Project (RACP) in Mashonaland East Province Yes No

2. How did you get to know about the proposed RACP activities?

Proponent Own organization Community Other

3. From your own point of view, does the project bring benefits to the project area and the province at large? Yes No

4. If yes what are the benefits?

- enhance climate proof smallholder farming
- More irrigation schemes will be available.
- Increase in rainwater harvesting facilities.

DDC

Improved early warning system declarations

5. Are there any development related concerns likely to arise because of the proposed RACP activities?

6. Yes No

If yes explain

Increased production in Horticultural products
Feeder roads and markets will be enhanced
Employment income creation
Increase in clean water usage

7. Are there any cultural/heritage sites located in the project area? Yes No

N/A.

8. If yes what is expected of the Developer by the Community?

N/A

9. Are there any socio-economic, environmental or other concerns that you would like to address to the proponent?

N/A

Signature E. Lakshmi Date 20 / 10 / 25

DATE STAMP:



Appendix 13: Mutoko RDC

RURAL DISTRICT COUNCIL- CEO

QUESTIONNAIRE FOR SOLICITING VIEWS OF KEY INFORMANTS FOR THE MINISTRY OF LANDS, AGRICULTURE, FISHERIES, WATER AND RURAL DEVELOPMENT - RESILIENCE AGRICULTURE CLUSTER PROJECT(RACP) IN THE MASHONALAND EAST PROVINCE.

Introduction.

The Scientific and Industrial Research and Development Centre (SIRDC), on behalf of the Resilience Agriculture Cluster Project (RACP), is conducting key stakeholder consultations to inform the Environmental and Social Management Plan (ESMP). The RACP aims to revitalise and climate-proof smallholder farming in selected districts of Zimbabwe through the rehabilitation and expansion of irrigation schemes, construction of rainwater harvesting facilities, upgrading of feeder roads and markets, large-scale catchment restoration and afforestation, and installation of multi-hazard early warning systems. These interventions will be rolled out across several provinces, covering multiple irrigation schemes and surrounding communities. As a key informant in your area, your views are vital to ensure that the project addresses real needs and minimises any adverse environmental and social effects. The information you provide will help identify significant environmental and social impacts, guide the development of appropriate mitigation measures and enhance the benefits for farmers, youth and women in your community.

RESPONDENTS INFORMATION

a) Title (Mr/Mrs/Dr/Prof/Rev) & Name NYONGARA . I

b) Occupation/ Designation ENVIRONMENT OFFICER

c) Organization: MUTOKO DDC Landline: _____

d) Physical Address MUTOKO

e) Email Address: nyongrainnoe@gmail.com

PROJECT INFORMATION

1. Are you aware of the proposed Resilience Agriculture Cluster Project (RACP) in Mashonaland East Province Yes No

2. How did you get to know about the proposed RACP activities?
Proponent Own organization Community Other

3. From your own point of view, does the project bring benefits to the project area and the province at large? Yes No

4. If yes what are the benefits?
- Building Resilience in communities,
- Improve livelihood avenues in communities

RURAL DISTRICT COUNCIL- CEO

5. Are there any development related concerns likely to arise because of the proposed RACP activities?

6. Yes No

If yes explain

Stakeholder involvement in the planning and implementation phases is crucial.

7. Are there any cultural/heritage sites located in the project area?

Yes No

= Sacred and protected areas (Madzimbabwe)

8. If yes what is expected of the Developer by the Community?

- Engagement with key stakeholders i.e traditional leadership, local leadership
- Adhere to the requirements of the cultural systems.

9. Are there any socio-economic, environmental or other concerns that you would like to address to the proponent?

Signature



Date

20/10/25

DATE STAMP:



Appendix 14: UMP DDC

DISTRICT DEVELOPMENT COORDINATOR

QUESTIONNAIRE FOR SOLICITING VIEWS OF KEY INFORMANTS FOR THE MINISTRY OF LANDS, AGRICULTURE, FISHERIES, WATER AND RURAL DEVELOPMENT - RESILIENCE AGRICULTURE CLUSTER PROJECT (RACP) IN THE MASHONALAND EAST PROVINCE.

Introduction.

The Scientific and Industrial Research and Development Centre (SIRDC), on behalf of the Resilience Agriculture Cluster Project (RACP), is conducting key stakeholder consultations to inform the Environmental and Social Management Plan (ESMP). The RACP aims to revitalise and climate-proof smallholder farming in selected districts of Zimbabwe through the rehabilitation and expansion of irrigation schemes, construction of rainwater harvesting facilities, upgrading of feeder roads and markets, large-scale catchment restoration and afforestation, and installation of multi-hazard early warning systems. These interventions will be rolled out across several provinces, covering multiple irrigation schemes and surrounding communities. As a key informant in your area, your views are vital to ensure that the project addresses real needs and minimises any adverse environmental and social effects. The information you provide will help identify significant environmental and social impacts, guide the development of appropriate mitigation measures and enhance the benefits for farmers, youth and women in your community.

RESPONDENTS INFORMATION

- a) Title (Mr/Mrs/Dt/Prot/Rev) & Name HUNGWA DOUGLAS
- b) Occupation/ Designation DISTRICT DEVELOPMENT COORDINATOR
- c) Organization: LOCAL GOVERNMENT Landline: _____
- d) Physical Address: OFFICE 096, MUTAWATWA GIT COMPLEX
- e) Email Address: dhungwa89@gmail.com or daniehungwa@gmail.com

PROJECT INFORMATION

- 1. Are you aware of the proposed Resilience Agriculture Cluster Project (RACP) in Mashonaland East Province? Yes No
- 2. How did you get to know about the proposed RACP activities?
Proponent Own organization Community Other
- 3. From your own point of view, does the project bring benefits to the project area and the province at large? Yes No

4. If yes what are the benefits?
- Easy access to markets by farmers
- Greening the environment to counter effects of climate change.

DISTRICT DEVELOPMENT COORDINATOR

- Disaster planning, preparedness & mitigation.
- Farming can be done throughout the year (Irrigation)

5. Are there any development related concerns likely to arise because of the proposed RACP activities?

Yes No

If yes explain

- Disruption / Displacement of flora & fauna
- Resistance to change by local communities especially those used to rain fed agriculture.
- Irrigation schemes must be supported with the relevant machinery to achieve functionality.

6. Are there any cultural/heritage sites located in the project area? Yes No

- Actual sites to be determined when the project is finally rolled out in the district

7. If yes what is expected of the Developer by the Community?

- Consult local leadership eg traditional leaders, Councilors and MPs of the area.
- Respect the existing cultural sites / values of the area.

8. Are there any socio-economic, environmental or other concerns that you would like to address to the proponent?

- Proponent to adopt contemporary project implementation practices which do little or no harm to the environment - Sustainable Development.
- Proponent to do C.S.R. where possible.

Signature



Date

20 / 10 / 2025

DATE STAMP:



Appendix 15: UMP RDC

RURAL DISTRICT COUNCIL- CEO

QUESTIONNAIRE FOR SOLICITING VIEWS OF KEY INFORMANTS FOR THE MINISTRY OF LANDS, AGRICULTURE, FISHERIES, WATER AND RURAL DEVELOPMENT - RESILIENCE AGRICULTURE CLUSTER PROJECT(RACP) IN THE MASHONALAND EAST PROVINCE.

Introduction.

The Scientific and Industrial Research and Development Centre (SIRDC), on behalf of the Resilience Agriculture Cluster Project (RACP), is conducting key stakeholder consultations to inform the Environmental and Social Management Plan (ESMP). The RACP aims to revitalise and climate-proof smallholder farming in selected districts of Zimbabwe through the rehabilitation and expansion of irrigation schemes, construction of rainwater harvesting facilities, upgrading of feeder roads and markets, large-scale catchment restoration and afforestation, and installation of multi-hazard early warning systems. These interventions will be rolled out across several provinces, covering multiple irrigation schemes and surrounding communities. As a key informant in your area, your views are vital to ensure that the project addresses real needs and minimises any adverse environmental and social effects. The information you provide will help identify significant environmental and social impacts, guide the development of appropriate mitigation measures and enhance the benefits for farmers, youth and women in your community.

RESPONDENTS INFORMATION

- a) Title (Mr/Mrs/Dr/Prof/Rev) & Name B. MUCHENJE
- b) Occupation/ Designation ENVIRONMENT OFFICER
- c) Organization: UMP RDC Landline: _____
- d) Physical Address BOX 17 MUTAWATWA
- e) Email Address: UMPRDC@yahoo.com

PROJECT INFORMATION

- 1. Are you aware of the proposed Resilience Agriculture Cluster Project (RACP) in Mashonaland East Province Yes No
- 2. How did you get to know about the proposed RACP activities?
Proponent Own organization Community Other
- 3. From your own point of view, does the project bring benefits to the project area and the province at large? Yes No
- 4. If yes what are the benefits?
- Establishment of nutrition gardens.
- Climatic adaptation through growing of small grains
- Drilling of boreholes, enhancing water provision to community

RURAL DISTRICT COUNCIL- CEO

- Training of communities on value addition / skill developed

5. Are there any development related concerns likely to arise because of the proposed RACP activities?

6. Yes No

If yes explain

- value addition leading to more income being generated.
- Establishment of village business units will see the rise of vegetable and tomato processing plants
- Improvement in the standard of living

7. Are there any cultural/heritage sites located in the project area? Yes No

N/A

8. If yes what is expected of the Developer by the Community?

N/A

9. Are there any socio-economic, environmental or other concerns that you would like to address to the proponent?

- Close market synergies between farmers and buyers
- Deforestation
- Stream bank cultivation and siltation

Signature 

Date 22, 10, 2025

DATE STAMP:



Appendix 16: Murewa RDC

RURAL DISTRICT COUNCIL- CEO

QUESTIONNAIRE FOR SOLICITING VIEWS OF KEY INFORMANTS FOR THE MINISTRY OF LANDS, AGRICULTURE, FISHERIES, WATER AND RURAL DEVELOPMENT - RESILIENCE AGRICULTURE CLUSTER PROJECT(RACP) IN THE MASHONALAND EAST PROVINCE.

Introduction.

The Scientific and Industrial Research and Development Centre (SIRDC), on behalf of the Resilience Agriculture Cluster Project (RACP), is conducting key stakeholder consultations to inform the Environmental and Social Management Plan (ESMP). The RACP aims to revitalise and climate-proof smallholder farming in selected districts of Zimbabwe through the rehabilitation and expansion of irrigation schemes, construction of rainwater harvesting facilities, upgrading of feeder roads and markets, large-scale catchment restoration and afforestation, and installation of multi-hazard early warning systems. These interventions will be rolled out across several provinces, covering multiple irrigation schemes and surrounding communities. As a key informant in your area, your views are vital to ensure that the project addresses real needs and minimises any adverse environmental and social effects. The information you provide will help identify significant environmental and social impacts, guide the development of appropriate mitigation measures and enhance the benefits for farmers, youth and women in your community.

RESPONDENTS INFORMATION

- a) Title (Mr/Mrs/Dr/Prof/Rev) & Name MR.
- b) Occupation/ Designation ENVIRONMENT TECHNICIAN
- c) Organization: MUREWA R.D.C Landline: 0652122241/2
- d) Physical Address: MUREWA COUNCIL OFFICES
- e) Email Address: jsere@mgmt.com

PROJECT INFORMATION

- 1. Are you aware of the proposed Resilience Agriculture Cluster Project (RACP) in Mashonaland East Province? Yes No
- 2. How did you get to know about the proposed RACP activities?
Proponent Own organization Community Other
- 3. From your own point of view, does the project bring benefits to the project area and the province at large? Yes No
- 4. If yes what are the benefits?

- Local Economic and Social Development and sustainable natural resources management.
- Rural development.

RURAL DISTRICT COUNCIL- CEO

5. Are there any development related concerns likely to arise because of the proposed RACP activities?
6. Yes No

If yes explain

Some communities are laggards in embracing new development initiatives. This affects take-off of projects.

7. Are there any cultural/heritage sites located in the project area? Yes No
- Rock paintings
- Sacred sites,
- Grave sites.

8. If yes what is expected of the Developer by the Community?
- Continuous local community engagements including political and traditional leadership

9. Are there any socio-economic, environmental or other concerns that you would like to address to the proponent?
- use of climate smart technologies.
- Applying the concept of Village-based business units (VBBUs)

Signature



Date

23, 10, 25

DATE STAMP:



Appendix 17: Murewa DDC

QUESTIONNAIRE FOR SOLICITING VIEWS OF KEY INFORMANTS FOR THE MINISTRY OF LANDS, AGRICULTURE, FISHERIES, WATER AND RURAL DEVELOPMENT - RESILIENCE AGRICULTURE CLUSTER PROJECT (RACP) IN THE MASHONALAND CENTRAL PROVINCE.

Introduction.

The Scientific and Industrial Research and Development Centre (SIRDC), on behalf of the Resilience Agriculture Cluster Project (RACP), is conducting key stakeholder consultations to inform the Environmental and Social Management Plan (ESMP). The RACP aims to revitalise and climate-proof smallholder farming in selected districts of Zimbabwe through the rehabilitation and expansion of irrigation schemes, construction of rainwater harvesting facilities, upgrading of feeder roads and markets, large-scale catchment restoration and afforestation, and installation of multi-hazard early warning systems. These interventions will be rolled out across several provinces, covering multiple irrigation schemes and surrounding communities. As a key informant in your area, your views are vital to ensure that the project addresses real needs and minimises any adverse environmental and social effects. The information you provide will help identify significant environmental and social impacts, guide the development of appropriate mitigation measures and enhance the benefits for farmers, youth and women in your community.

RESPONDENTS INFORMATION

- a) Title (Mr/Ms/Dr/Prof/Riv) & Name: MURANDA NIBLE F
- b) Occupation/Designation: Development Economist
- c) Organization: Ministry of Land Rehabilitation
- d) Physical Address: Murewa DC Complex
- e) Email Address: murewada@gmail.com

PROJECT INFORMATION

1. Are you aware of the proposed Resilience Agriculture Cluster Project (RACP) in Mashonaland Central Province? Yes No
2. How did you get to know about the proposed RACP activities?
Proponent Own organization Community Other
3. From your own point of view, does the project bring benefits to the project area and the province at large? Yes No
4. If yes what are the benefits?

- Increased capacity utilization of agriculture land owing to improved support related infrastructure of higher roads
- Improved livelihoods, revenue is an Agrarian District with no other endeavours to sustain livelihoods and local economic growth
- Improved farming methodological and practices in the wake of climate change.

5. Are there any development related concerns likely to arise because of the proposed RAC activities?

6. Yes No

If yes explain

- Issues that may arise are mainly administrative especially sustainability of the infrastructure within the acid farms, the low tenure system (A1) models need some modelled as conflicts may arise among the beneficiaries.

7. Are there any cultural/heritage sites located in the project area? Yes No

- There is no documented cultural site within the proposed sites, however there may be need to check with the plot holder for sacred places by ancestors.

8. If yes what is expected of the Developer by the Community?

While there are no confirmed cultural sites it is prudent that verification consultation be done to ensure there are no issues that may arise thereafter.

9. Are there any socio-economic, environmental or other concerns that you would like to address to the proponent?

- There is need for good organization of beneficiaries for improved coordination and effectiveness.

- The irrigation design to be optimum vis-a-vis the claim capacities of the respective irrigation schemes.

- Model to be designed focuses on cost contribution to promote a sense of ownership and sustainability.

Signature [Signature]

Date 02/01/2026

DATE STAMP:



Appendix 18: Labour Management Plan (LMP) -RACP Mashonaland East

The Labour Management Plan for the Resilience Agriculture Cluster Project in Mashonaland East sets out how all workers employed under the project will be managed, protected, and supported in accordance with Zimbabwe's labour legislation, AfDB Operational Safeguard 2, and IFAD's SECAP Standard 5. It is a binding framework for the Project Implementation Unit (PIU), all contractors, consultants, and community workers involved in irrigation rehabilitation, water harvesting, catchment restoration, and Village Business Unit (VBU) development.

The plan's overall purpose is to ensure that every person engaged in project activities works under fair, safe, and dignified conditions that respect their rights and promote well-being. It also provides mechanisms to prevent occupational accidents, child labour, gender-based violence, and discrimination while fostering inclusive and gender-sensitive employment.

Objectives

The Labour Management Plan seeks to achieve the following objectives:

- To ensure that all project workers are employed in compliance with Zimbabwean labour laws and IFAD/AfDB safeguards.
- To promote decent work principles that guarantee fair wages, equal opportunities, and non-discriminatory practices.
- To prevent work-related injuries and illnesses through strong occupational health and safety (OHS) measures.
- To eliminate child and forced labour in all project-related activities.
- To strengthen gender equality and protect workers from sexual exploitation, abuse, and harassment (SEAH).
- To establish transparent and confidential grievance mechanisms for all categories of workers.
- To build the capacity of contractors and implementing agencies to manage labour and safety issues effectively.

Legal and Policy Framework

The LMP is guided by national laws and international standards that set out the minimum obligations for employers and contractors. These include the Zimbabwe Labour Act which governs contracts, working hours, wages, and dispute resolution, and the Factories and Works Act which regulates workplace safety and inspections. It also aligns with the National Social Security Authority Act on social protection, the Public Health Act on workplace sanitation, and the Employment of Young Persons Act which prohibits the use of children under 18 in hazardous work. The Domestic Violence Act and the Criminal Law (Codification and Reform) Act support the prevention of harassment and violence at the workplace.

At the international level, the plan adopts the principles of the International Labour Organization's core conventions, the IFAD SECAP Standard 5 on labour and working conditions, and the AfDB Operational Safeguard 2 which requires fair treatment of workers, safe and healthy work environments, and strict avoidance of forced or child labour.

Categories of Project Workers

The project involves different groups of workers who must all be covered by the same basic protections. These include:

- Direct workers employed by the PIU such as engineers, safeguards specialists, and administrative staff.
- Contractor and subcontractor employees engaged in construction, rehabilitation, and maintenance.
- Community or casual labourers hired temporarily for works such as planting, fencing, or clearing.
- Consultants providing design, supervision, or audit services.
- Government extension officers and technicians temporarily seconded to the project.

Each employer, whether the PIU or a contractor, is responsible for ensuring compliance with this LMP and maintaining accurate employment records.

Terms and Conditions of Employment

All workers must have written contracts that clearly outline their duties, work hours, wages, benefits, and conditions of service. Contracts should be provided in English and, where necessary, in local languages to ensure full understanding. Wages must meet or exceed the national minimum wage and be paid on a regular schedule, preferably monthly. Working hours should not exceed forty-eight hours per week, with a maximum of twelve hours of approved overtime where necessary. All employees are entitled to rest breaks, sick leave, and maternity or paternity leave as stipulated by law.

Every worker must be registered for social security under the National Social Security Authority (NSSA). Contractors are required to maintain employment registers that include the worker's name, gender, identification number, job title, and wage rate. These registers must be available for inspection by the PIU and the Ministry of Labour.

Occupational Health and Safety (OHS)

A safe working environment is a fundamental requirement for all project activities. Each contractor must develop and implement a site-specific Occupational Health and Safety Plan that complies with the Factories and Works Act and the IFAD/AfDB safety guidelines. The following minimum measures will apply across all sites:

- Each site will appoint a qualified safety officer responsible for daily supervision of OHS compliance.
- All workers must receive safety training before commencing work and refresher training every three months.
- Personal Protective Equipment such as helmets, gloves, boots, masks, and reflective vests will be provided and used at all times.
- First-aid kits and trained first aiders will be available on-site.
- Emergency response procedures including fire safety and evacuation routes will be clearly displayed.
- HIV/AIDS awareness and health promotion campaigns will be implemented regularly.
- Contractors will submit monthly safety reports to the PIU's safeguards team.

In the event of a serious incident such as a fatality or major injury, contractors must notify the PIU within twenty-four hours and IFAD within forty-eight hours in accordance with the IFAD Incident Reporting Procedure. All incidents must be investigated, documented, and corrective actions implemented immediately.

Worker Grievance Mechanism

A confidential and accessible grievance mechanism will be established for all project workers to raise concerns regarding working conditions, discrimination, non-payment of wages, OHS issues, or harassment. Workers may report grievances verbally or in writing through multiple channels including suggestion boxes, designated grievance focal persons, or directly to the site supervisor.

The grievance process will follow a tiered structure:

1. The complaint is logged with the site grievance focal person who attempts resolution within seven days.
2. If unresolved, it is referred to the contractor's safeguards officer for investigation and response.
3. Cases that remain unresolved or are sensitive such as SEAH allegations will be escalated to the PIU's social safeguards specialist for action.
4. Affected workers retain the right to report to the Ministry of Labour or IFAD's independent accountability mechanisms if necessary.

Anonymous complaints will be accepted and handled with confidentiality. SEAH cases will follow survivor-centred procedures ensuring privacy, medical care, and psychosocial support.

Child Labour and Forced Labour Prevention

No individual under the age of eighteen will be employed on any RACP site. Contractors must verify the age of every worker using valid identification such as a national ID or birth

certificate. Forced labour, bonded labour, or any form of coercion is strictly prohibited. Any contractor found violating these provisions will face termination of contract and legal action.

Gender Equality and SEAH Prevention

The project promotes equal opportunity for men and women in all employment categories. Recruitment should actively encourage the participation of women, particularly in skilled and supervisory roles. All employees, including management, will undergo mandatory training on gender equality, sexual exploitation and harassment prevention, and respectful workplace behaviour. Each site will have at least one female grievance focal point. Codes of Conduct will be displayed in public spaces and explained to all workers. Violations will result in disciplinary action and referral to law enforcement when necessary.

Roles and Responsibilities

The successful implementation of the Labour Management Plan depends on clear institutional roles. The PIU is responsible for overall coordination, compliance monitoring, and reporting to IFAD and AfDB. Contractors and subcontractors must implement the plan at site level, maintain all relevant records, and provide evidence of compliance. Resident engineers will verify contractor performance and report irregularities. The Social Safeguards Specialist will conduct regular audits, training, and random inspections. Labour inspectors from the Ministry of Labour and officials from the Environmental Management Agency will support enforcement and verification.

Capacity Building and Training

Training will be provided to all project stakeholders to ensure effective implementation of the plan. The PIU will organize orientation sessions for contractors on labour law, occupational safety, and SEAH prevention. Each contractor will provide induction training to new workers before they begin work. Regular refresher courses will cover safe handling of materials, emergency response, environmental awareness, and grievance procedures. Community workers will receive simplified orientation focusing on safety, inclusion, and rights.

Monitoring and Reporting

Labour and safety performance will be tracked continuously. Contractors will submit monthly reports covering worker numbers, gender distribution, training sessions conducted, incidents recorded, grievances received and resolved, and compliance actions taken. The PIU will consolidate these into quarterly safeguard monitoring reports for submission to IFAD and AfDB. Key indicators will include the percentage of workers with valid contracts, number of workers trained on OHS and SEAH, incident rates, and the timeliness of grievance resolution. External audits may be conducted annually to verify compliance and recommend improvements.

Budget and Resources

To ensure sustainability, each contractor will allocate between two and three percent of the total contract value for occupational safety, worker training, and grievance management. The PIU will maintain its own safeguards budget to support monitoring, training, awareness campaigns, and third-party audits.

Review and Update

The Labour Management Plan will be reviewed annually or whenever project scope or labour conditions change significantly. Lessons from field monitoring, audits, or incidents will be used to strengthen the plan. Any revisions will be endorsed by the PIU's safeguards unit and shared with IFAD and AfDB for review.

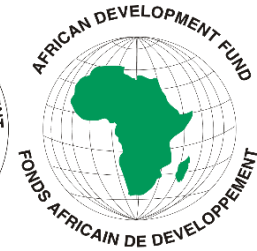


**MINISTRY OF LANDS, AGRICULTURE, FISHERIES, WATER AND RURAL
DEVELOPMENT**

**RESILIENCE AGRICULTURE CLUSTER
PROJECT (RACP)**

STAKEHOLDER ENGAGEMENT PLAN (SEP)

Prepared by Raymond Makhanda



EXECUTIVE SUMMARY

The Stakeholder Engagement Plan (SEP) for the Resilience Agriculture Cluster Project (RACP) provides an integrated framework for transparent, inclusive, and accountable engagement across all five provinces targeted under the project. The SEP is central to ensuring that smallholder irrigation rehabilitation, village business unit support, and associated climate-smart agricultural interventions are designed and implemented with full participation and oversight of the communities and institutions they intend to benefit. The plan responds directly to the expectations of the African Development Bank's Integrated Safeguards System (OS1 and OS10) and the IFAD SECAP Standards, which require meaningful participation, information disclosure, grievance redress, and robust monitoring systems throughout the project cycle.

RACP operates in areas where agriculture, food security, and community resilience are deeply affected by climate variability, limited infrastructure, and historic underinvestment. Effective engagement is therefore essential for aligning project interventions with community priorities, addressing institutional capacity gaps, and strengthening local governance systems. The SEP ensures that farmers, women, youth, vulnerable groups, traditional leadership structures, district authorities, provincial departments and national ministries all participate actively at every stage of the project. Learning from other AfDB-financed SEPs such as ZAVaCEP, the RACP SEP incorporates gender-responsive approaches, targeted stakeholder profiling, participatory monitoring, and locally appropriate communication channels that improve outreach in rural and hard-to-reach communities.

The SEP outlines a comprehensive stakeholder mapping that identifies local communities, IMCs, water users, district technical teams, catchment institutions, environmental regulators, private sector actors, and development partners. Engagement processes are adapted to the needs of each group, ensuring that consultations occur in local languages, at accessible venues, and through methods suitable for rural communities, including field demonstrations, focused group discussions for women and youth, village-level awareness sessions, and district and provincial multi-sectoral coordination meetings. The plan also establishes a harmonised system linking scheme-level management structures with district and provincial stakeholders, supported by the national Project Management Unit. This ensures consistent communication, coordinated planning, and timely reporting across all provinces.

A central feature of the SEP is the integrated Grievance Redress Mechanism (GRM), which provides multiple safe entry points for communities to register concerns related to land management, construction works, labour practices, safety, water distribution, inclusion, and potential social risks including SEAH/GBV. The GRM is designed to be accessible to all stakeholders, with confidential channels for sensitive cases and structured escalation processes from scheme to district, provincial, national, and—when necessary—development partner levels. The system emphasises timely resolution, fairness, documentation, and feedback to complainants, strengthening community trust and compliance with AfDB and IFAD safeguards.

The SEP provides a detailed implementation structure, specifying roles and responsibilities for Agritex extension officers, district development coordinators, RDCs, ZINWA, EMA, irrigation and mechanisation departments, PIU safeguards staff, contractors, IMCs and WUAs. Provincial departments provide oversight and harmonisation across districts, while the PMU consolidates monitoring data, coordinates risk management, ensures adherence to the SEP and GRM, and reports regularly to AfDB and IFAD. The plan incorporates capacity-building provisions, recognising gaps in community facilitation, safeguards understanding, gender-responsive communication, documentation, and participatory monitoring which emerged during scoping consultations.

The SEP includes a monitoring and evaluation framework that tracks engagement quality, gender and youth participation, grievances received and resolved, behavioural change outcomes, stakeholder satisfaction, and documentation quality. Reporting is undertaken quarterly at district and provincial levels and is consolidated nationally for submission to IFAD and AfDB. This ensures consistent oversight and allows early identification of operational risks, emerging conflicts, and areas requiring corrective action.

Overall, the SEP positions RACP as an inclusive, socially anchored and community-responsive investment. It strengthens institutional collaboration, builds local ownership, enhances transparency, and ensures that project benefits reach intended groups equitably. Through this SEP, RACP commits to a standard of engagement suitable for AfDB and IFAD-funded operations—continuous, gender-responsive, conflict-sensitive, well-documented, and fully integrated with environmental and social risk management systems that safeguard people, ecosystems, and long-term development outcomes.

ABBREVIATIONS

Abbreviation	Meaning
AGRITEX	Agricultural Technical and Extension Services
AfDB	African Development Bank
BVO	Business Venture Officer
DDC	District Development Coordinator
EMA	Environmental Management Agency
ESIA	Environmental and Social Impact Assessment
ESMP	Environmental and Social Management Plan
FGD	Focus Group Discussion
GBV	Gender Based Violence
GRM	Grievance Redress Mechanism
IMC	Irrigation Management Committee
IPM	Integrated Pest Management
IPMP	Integrated Pest Management Plan
IFAD	International Fund for Agricultural Development
ISS	Integrated Safeguards System
MLAFWRD	Ministry of Lands, Agriculture, Fisheries, Water and Rural Development
NGO	Non Governmental Organisation
O and M	Operation and Maintenance
OS	Operational Safeguard
PDC	Provincial Development Coordinator
PIU	Project Implementation Unit
PMP	Pest Management Plan
PMU	Project Management Unit
RACP	Resilience Agriculture Cluster Project
RDC	Rural District Council
SCC	Sub Catchment Council
SECAP	Social, Environmental and Climate Assessment Procedures
SEP	Stakeholder Engagement Plan
SEAH	Sexual Exploitation, Abuse and Harassment
UDC	User Development Committee
WUA	Water Users Association
ZINWA	Zimbabwe National Water Authority

DEFINITIONS

Term	Definition
Affected Persons	Individuals, households or groups directly impacted by project activities in ways that may be positive or negative.
Community Stakeholders	Members of local communities who may be influenced by irrigation rehabilitation or agricultural activities.
Consultation	A process of dialogue aimed at sharing information, obtaining views and responding to community concerns.
Disadvantaged or Vulnerable Groups	Individuals or households that may have limited ability to participate effectively due to age, gender, disability, poverty or marginalisation.
Disclosure	The sharing of project information in a clear and accessible manner prior to decision making and during project implementation.
Engagement	Continuous interaction with stakeholders that includes communication, participation and consultation.
Environmental and Social Safeguards	Standards and procedures that ensure projects avoid or minimise negative environmental and social impacts while enhancing positive benefits.
Focus Group Discussion	A discussion with a small group of individuals who share common characteristics or experiences to gather views that may not come out in larger meetings.
Grievance	Any concern, complaint or dissatisfaction raised by a stakeholder regarding project activities or impacts.
Grievance Redress Mechanism	A transparent and accessible system that receives, records, assesses and resolves grievances in a timely manner.
Information Disclosure	The provision of relevant project information so that stakeholders can participate meaningfully and make informed decisions.
Irrigation Management Committee	A committee representing irrigators responsible for day to day coordination and communication at scheme level.
Meaningful Participation	The involvement of stakeholders in a manner that gives them adequate time, information and opportunity to influence decisions.
Monitoring	The continuous assessment of consultation activities, grievance handling and engagement quality to ensure effective implementation of the SEP.
Project Affected Parties	Individuals or groups that may experience direct impacts from project works or operations.
Safeguards Specialists	Environmental and social professionals responsible for ensuring compliance with IFAD and AfDB requirements.
Stakeholder	Any person, group or institution that may be affected by or have influence over project outcomes.
Stakeholder Engagement Plan	The document that outlines how stakeholders will be identified, informed and consulted throughout the project lifecycle.
Traditional Leadership	Community governance structures that include village heads, headmen and chiefs responsible for mobilising and guiding communities.

Water Association	Users	A formal or semi formal structure responsible for coordinating irrigation water use, fee collection and conflict management.
ZINWA Permit Holder		Any individual, institution or scheme authorised by ZINWA to abstract or use water within the catchment.

1. INTRODUCTION

1.1 Background

The Stakeholder Engagement Plan (SEP) forms part of the Environmental and Social Management Instruments for the Resilience Agriculture Cluster Project (RACP) in Mashonaland East, implemented under the Ministry of Lands, Agriculture, Fisheries, Water and Rural Development (MLAFWRD). RACP is financed through a blended facility from the African Development Bank (AfDB) and the International Fund for Agricultural Development (IFAD).

The project targets the rehabilitation and upgrading of irrigation schemes in Mashonaland East: Eben, Principe A & B, Banana, Tsakare A & B, Chippa, Mutondwe and Chesa-Mutondwe, as well as associated catchment restoration, market infrastructure development, and village business units. These clusters fall within the Mazowe and Manyame Catchments, where irrigation systems, water storage structures, roads, and market facilities have deteriorated due to climate shocks, inadequate maintenance, and resource constraints.

The RACP SEP is designed to ensure inclusive, meaningful and continuous engagement with all stakeholders throughout the project cycle, planning, construction, operation, and closure. It also ensures alignment with:

AfDB Integrated Safeguards System (ISS, OS1 & OS10): requiring robust stakeholder identification, systematic consultation, disclosure, and a functional grievance mechanism.

IFAD SECAP Standards (SECAP 1 and 2): requiring early engagement, participation of vulnerable groups, incorporation of environmental and social risk feedback, and community involvement in implementing safeguard measures.

The SEP complements several Standalone Management Plans that are part of the project safeguard instruments, notably:

The Grievance Redress Mechanism (GRM) Plan, which details how all project-related grievances—including labour, land access, irrigation scheduling, infrastructure works, and GBV/SEA—are received, recorded, processed, and resolved.

The Pest Management Plan (PMP/IPMP), which guides stakeholder participation in safe pesticide use, farmer training, integrated pest management demonstrations, and reporting of pesticide-related incidents.

This approach ensures that all environmental and social concerns arising from irrigation rehabilitation, construction activities, catchment restoration, and operational responsibilities are addressed collaboratively with stakeholders at national, provincial, district, ward, and scheme level.

1.2 Purpose of the Stakeholder Engagement Plan

The purpose of the SEP is to establish a coordinated and structured engagement process that:

Facilitates transparent, continuous information flow between the project and stakeholders.

Ensures that project-affected persons (PAPs) particularly women, youth, vulnerable groups and farmers to participate meaningfully in planning and implementation.

Provides a platform for early identification of risks and opportunities, improving project decisions and ownership.

Strengthens institutional coordination across IMCs, AGRITEX, District Planners, RDCs, Irrigation Departments, Mechanisation, and Provincial and National PMUs.

Ensures alignment with AfDB ISS OS10 and IFAD SECAP 1 & 2, particularly on:

Inclusive stakeholder participation

Environmental and social risk communication

Community feedback integration

Monitoring of stakeholder engagement performance

Supports effective implementation of the GRM and Pest Management Plans by ensuring that:

The GRM is widely known and accessible at scheme level.

Pesticide and agrochemical risks are properly communicated using IMCs, AGRITEX and district agricultural staff.

The SEP is therefore a cornerstone of project transparency, accountability, and sustainable development.

1.3 Objectives of the SEP

The key objectives of the RACP Mashonaland East SEP are to:

Identify and profile all project stakeholders

Including IMCs, WUAs, farmers, women groups, youth representatives, traditional leaders, district authorities, and technical agencies such as ZINWA, EMA, AGRITEX, Mechanisation, and Irrigation Departments.

Define an engagement approach that meets international best practice

Structured according to AfDB OS10 and IFAD SECAP, ensuring timely access to information and active participation at all stages.

Implement inclusive engagement approaches

Using culturally and linguistically appropriate tools, including dedicated consultations with:

Women farmers

Youth groups

Elderly irrigators

People with disabilities

Vulnerable or marginalised households

Strengthen coordination between institutions

By providing a clear mechanism for information flow and joint actions between:

IMCs and AGRITEX

District SACP and Agricultural Officers

District Development Coordinator (DDC)

Rural District Councils (RDCs)

Provincial structures (PDC, Provincial AGRITEX/Irrigation/Mechanisation)

National PMU and MLAFWRD

Enhance risk communication

Ensuring communities receive timely updates on:

Construction activities

Occupational health and safety

Water abstraction schedules

Catchment restoration activities

Potential pesticide hazards (linked to the Pest Management Plan)

Rights and responsibilities under the GRM

Provide free, accessible grievance pathways

Ensuring all PAPs understand and use the Grievance Redress Mechanism, including:

Community-level reporting

District-level grievance panels

RACP National PMU escalation system

Special SEA/GBV-sensitive referral pathways

Integrate stakeholder feedback into project decision-making

Through structured reporting, feedback loops, and participation in local monitoring.

2. LEGAL, POLICY AND INSTITUTIONAL FRAMEWORK FOR SEP

Stakeholder engagement under the RACP in Zimbabwe is governed by a combination of national legislation, local authority frameworks, sectoral regulations, and development partner safeguard requirements. This chapter outlines the regulatory and policy context that guides consultations, disclosure, participation, and grievance handling. It situates the Stakeholder Engagement Plan (SEP) within Zimbabwe's statutory obligations and the safeguards frameworks of the African Development Bank (AfDB ISS, 2023) and the International Fund for Agricultural Development (IFAD SECAP, 2021). The chapter also clarifies linkages to the

standalone Grievance Redress Mechanism (GRM) and Pest Management Plan (PMP), both of which contain procedures that must be communicated through the SEP.

2.1 National Legislative Framework

Zimbabwe's environmental and social governance system places stakeholder participation, transparency, environmental protection, and public consultation at the centre of development planning. Several statutes directly require, support or inform project-level engagement processes.

2.1.1 Environmental Management Act [Chapter 20:27]

The Environmental Management Act (EMA) remains the backbone of environmental governance in Zimbabwe, requiring public participation at all stages of environmental assessment and compliance monitoring. Part II of the Act obligates developers to undertake Environmental Impact Assessment (EIA) processes for prescribed activities, including irrigation scheme development, dam rehabilitation, and water infrastructure. The Act requires that all potentially affected stakeholders be consulted in a meaningful and timely manner.

The Environmental Management (Environmental Impact Assessment and Ecosystem Protection) Regulations, 2007, expand on this requirement by specifying that:

Communities and interest groups must be consulted at scoping, assessment, and review stages.

Minutes of meetings, attendance registers, and concerns raised must be documented and included in environmental reports.

Developers must adopt mitigation measures that reflect community concerns.

Given the strong emphasis on irrigation rehabilitation, catchment restoration, and market infrastructure, RACP is fully subject to these provisions. The project's SEP therefore operationalises this legislative requirement by providing structured consultation pathways across planning, construction, operation and decommissioning phases.

2.1.2 Rural District Councils Act [Chapter 29:13]

Rural District Councils (RDCs) are the statutory local planning authorities. The Act mandates RDCs to:

Approve development activities in their districts

Coordinate ward-level consultations

Provide oversight on land use, water access and community welfare

Support grievance management at community level

Under RACP, RDCs are central partners in community mobilisation, verification of stakeholder lists, monitoring of project works, and escalation of grievances that cannot be resolved at IMC, AGRITEX or scheme level.

2.1.3 Water Act and ZINWA Act

Irrigation rehabilitation and abstraction under RACP fall under the Water Act and Zimbabwe National Water Authority (ZINWA) Act. These laws require:

Consultation with water users during allocation and renewal of water permits

Adherence to catchment outline plans developed with stakeholder participation

Notification of communities during major works affecting dams, canals and weirs

The SEP ensures that engagement with farmers, IMCs, Water User Associations (WUAs), and ZINWA sub-catchment councils occurs before construction works affecting water flows or storage capacities.

2.1.4 Public Health Act

Public health considerations are essential during construction and operation of irrigation and market infrastructure. The Act assigns duties to local authorities and district health offices to guard against community health risks such as:

Waste mismanagement

Water contamination

Vector breeding

Occupational and community health hazards

This SEP supports compliance by integrating public health messaging and awareness at community meetings, pre-construction briefings, and OHS sessions delivered jointly with district health officers.

2.1.5 Labour Act and NEC Agriculture Regulations

Labour engagement requirements influence the SEP because contractors and labourers must be informed of:

Terms of employment

Rights under NEC Agriculture

OHS responsibilities

Sexual exploitation and abuse (SEA) prohibitions

Reporting channels under the GRM

The SEP aligns with the Labour Management Plan (LMP) and will ensure that community workers, casual labourers, contractors and farmer groups are informed of their rights, obligations and grievance pathways.

2.1.6 Other Relevant Legislation

Several additional laws support stakeholder engagement:

Parks and Wildlife Act (biodiversity consultations and protection near natural habitats)

Forest Act (community involvement in tree planting and fire management)

Traditional Leaders Act (coordination with chiefs, headmen, village heads)

Devolution and Decentralisation Policy (participatory planning and local accountability)

Together, these provide a robust national framework supporting community-centred engagement.

2.2 Development Partner Requirements

The RACP is funded by AfDB and IFAD, both of which require comprehensive stakeholder engagement consistent with international good practice. Stakeholder engagement is therefore not only a national legal obligation but a binding donor requirement.

2.2.1 AfDB Integrated Safeguards System (ISS, 2023)

OS1 – Environmental and Social Assessment

Operational Safeguard 1 mandates early identification of stakeholders and assessment of their concerns during project design. It requires two-way engagement throughout all phases of a project, including disclosure of E&S documents and systematic integration of community feedback. The OS emphasises that vulnerable groups (women, youth, elderly farmers, people with disabilities) must be meaningfully represented in decision-making.

The SEP operationalises OS1 by:

Ensuring continuous engagement with communities throughout the ESMP cycle

Providing specific platforms for the participation of marginalised groups

Integrating engagement feedback into environmental and social management measures

OS10 – Stakeholder Engagement and Information Disclosure

OS10 establishes mandatory requirements for:

Stakeholder identification and analysis

Development of an SEP as part of the E&S system

Free, prior and informed participation

A functional grievance redress mechanism

Monitoring and reporting of engagement effectiveness

RACP's standalone GRM Plan fully meets OS10 requirements and is referenced throughout the SEP, especially in sections on grievance escalation, GBV-sensitive reporting, and community information disclosure.

2.2.2 IFAD Social, Environmental and Climate Assessment Procedures (SECAP, 2021)

SECAP 1 – Environmental and Social Assessment

SECAP 1 requires systematic stakeholder engagement during screening, assessment and the implementation of mitigation measures. It emphasises:

Early disclosure of project information

Participation of project-affected people in risk identification

Incorporation of local knowledge into the ESMP and associated plans

This SEP ensures these requirements are fulfilled through structured, inclusive consultations at scheme, ward, district, province and national levels.

SECAP 2 – Biodiversity, Ecosystems and Natural Resource Management

Because RACP includes catchment restoration, gully reclamation, riverbank protection and dam desiltation control, SECAP 2 is triggered. The standard requires consultation with:

Local communities using natural resources

Traditional leaders

ZINWA and EMA

Farmer groups and water users

The Pest Management Plan (PMP) also derives from SECAP 2, and thus stakeholder engagement under this plan is covered within the SEP.

Other Relevant SECAP Themes

While SECAP 1 and 2 are the primary standards for the SEP, engagement also supports:

SECAP 5 (Labour and Working Conditions) through contractor consultations and worker awareness

SECAP 6 (Community Health and Safety) through OHS consultations and risk communication

SECAP 9 (Climate Risk and Resilience) through climate-smart training and awareness sessions

SECAP 10 (Stakeholder Engagement & GRM) through clear grievance pathways

2.3 Institutional Framework for Stakeholder Engagement

The implementation of the SEP in Mashonaland East requires coordinated action across multiple institutions at national, provincial, district, ward and scheme levels. These are the networks through which information flows, decisions are made, and grievances are escalated.

2.3.1 National Institutions

National PMU (Project Management Unit) under MLAFWRD oversees SEP implementation, resource allocation, reporting and compliance with AfDB and IFAD requirements.

MLAFWRD Directorate provides technical oversight on irrigation components and leads national-level disclosure.

2.3.2 Provincial Institutions

Provincial AGRITEX Office leads farmer mobilisation, AGRITEX extension coordination, and technical backstopping.

Provincial Irrigation and Mechanisation Departments supervise engineering works, maintain communication with district officers, and verify issues raised via the GRM.

Provincial Development Coordinator (PDC) ensures alignment with provincial development strategies.

2.3.3 District Level Institutions

District Development Coordinator (DDC) plays a central governance role, chairing multi-stakeholder engagements, validating district-level plans, and coordinating dispute resolution.

Rural District Councils (RDCs) handle local planning approvals, land use coordination, and grassroots mobilisation.

District AGRITEX Officers lead technical engagement with farmers, support IMCs, and bridge communication between PMU and communities.

District SACP/RACP Agricultural Extension Officer ensures consistency of engagement methods with ongoing government and donor programmes.

2.3.4 Ward and Community Level Institutions

Irrigation Management Committees (IMCs) and WUAs serve as the primary interface between farmers and project implementers. They oversee day-to-day scheme governance, water distribution, conflict resolution, and grievance intake.

Traditional Leaders (Chiefs, Headmen, Village Heads) play a critical role in local legitimacy, mobilisation and consensus building.

Farmer Groups, Women Associations and Youth Representatives ensure broad-based inclusion and equity.

2.4 SEP Linkages with the GRM Plan and the Pest Management Plan

2.4.1 Grievance Redress Mechanism (GRM)

The GRM Plan provides detailed procedures for handling complaints related to:

Construction works

Water distribution conflicts

Dam and canal safety concerns

Labour disputes

SEA/GBV incidents

Pesticide-related health hazards

This SEP supports GRM implementation by ensuring communities understand:

Where to report grievances

Who receives complaints (IMCs, AGRITEX, Scheme GRM Focal Points)

How grievances are escalated to district and national PMU levels

How SEA/GBV cases follow survivor-centred pathways

2.4.2 Pest Management Plan (PMP)

The PMP/IPMP contains community-sensitive elements requiring active participation, including:

Training on safe pesticide use and handling

Triple-rinsing procedures and empty container return schemes

Hazard awareness relating to agrochemical exposure

Promotion of non-chemical alternatives and Integrated Pest Management (IPM)

Reporting pesticide poisoning cases through the GRM

This SEP integrates PMP requirements by ensuring that:

AGRITEX officers lead pesticide-related community training

IMCs coordinate safe storage and collective handling practices

District health offices participate in awareness sessions

Community feedback on pesticide risks informs PMP updates

3. PRIORITY ENVIRONMENTAL AND SOCIAL RISKS FOR SEP

The RACP spans five provinces; Mashonaland East, Mashonaland East, Mashonaland West, Midlands and Matabeleland North. Although each province has distinct agro-ecological features, the environmental and social risks identified in the irrigation schemes represent the typical risk profile across all targeted irrigation schemes under RACP. The nature of communal irrigation, rural water systems, catchment degradation, shifting climate patterns, and socio-economic conditions means that risks tend to recur in similar forms at scheme, district and provincial levels.

Stakeholder engagement is therefore essential for all provinces, districts and wards, ensuring that communities, traditional leaders, scheme governance structures, district authorities, provincial technical departments and project implementers participate in identifying, mitigating and monitoring risks across the full RACP footprint.

3.1 Water Resource Pressure, Abstraction Conflicts and Inequitable Distribution

Across all provinces, irrigation schemes rely on rivers, dams and weirs managed by ZINWA under various catchment councils. Climate variability has reduced water reliability, resulting in:

Seasonal water scarcity

Competition among upstream and downstream users

Inequitable intra-scheme distribution during peak periods

Rising conflict between irrigation and livestock water demands

Community concerns over new pump capacities or enlarged command areas

These risks were observed in Midlands and Matabeleland North through RACP reconnaissance visits and district-level consultations.

Stakeholder engagement is required to:

Clarify abstraction rights, water permits and seasonal flows

Clarify land rights and tenure.

Facilitate dialogue between ZINWA, IMCs, AGRITEX and farmers

Share information on design changes that affect water demand

Integrate water-saving approaches promoted under IFAD SECAP

Strengthen conflict resolution through the GRM

AfDB OS1 and OS4, as well as SECAP 2, mandate transparent water resource consultations.

3.2 Catchment Degradation, Siltation and Dam/Canal Vulnerabilities

Dam siltation, streambank cultivation, veld degradation and gully erosion affect irrigation schemes all five provinces.

Typical cross-province risks include:

Rapid siltation of upstream rivers feeding dams

Trees and shrubs growing on dam embankments

Failure of canals due to erosion or collapsed embankments

Gully expansion threatening headworks and roads

Unregulated land clearing and deforestation

Stakeholder engagement is required to support:

Dam embankment maintenance

Catchment protection committees

Ward-level natural resource management dialogues

Community-based erosion control training

EMA-led environmental awareness sessions

These risks activate SECAP 2 and AfDB OS1 requirements for participatory resource management.

3.3 Deteriorated or Hazardous Irrigation Infrastructure

Across all five provinces, ageing irrigation infrastructure presents multiple risks:

Exposed or undersized electrical cables (e.g., Chippa)

Faulty pump houses lacking secure cages

Vandalism and theft of electrical components and transformers

Dilapidated night storage dams

Mainline leakages (e.g., Mutondwe, Princippe)

Stakeholder engagement must address:

Community awareness of electrical and mechanical hazards

Consultations on placement of protective fencing and cages

Joint surveillance approaches (IMCs, village heads, youth groups)

Reporting of vandalism through the GRM

Compliance is aligned with AfDB OS4 on Community Health, Safety and Security.

3.4 Community Health, Safety and WASH Risks

RACP provinces face:

Dust emissions from construction traffic

Heavy machinery safety concerns on rural roads

Contractor camp health and sanitation risks

Unsafe handling of materials and fuel

Lack of potable water at scheme centres

Sanitation gaps at markets, agro-processing points, VBUs

Health and safety risks are cross-cutting and triggered across all sites once construction and rehabilitation begin.

Stakeholder engagement must:

Disseminate public health information

Coordinate district health offices and EHTs

Inform communities of construction schedules and hazards

Reinforce emergency response and accident reporting mechanisms

These actions address AfDB OS4 and SECAP 6 obligations.

3.5 Agrochemical Risks, Increasing Pesticide Use and IPM Adoption

Introduction of resuscitation of irrigation across all five provinces will typically lead to increased pesticide and herbicide use. Without proper training and monitoring, risks include:

Pesticide poisoning

Water contamination

Misuse of chemicals

Unsafe disposal of containers

Drift affecting homesteads, gardens and livestock

Child exposure during spraying

Engagement is required to:

Promote IPM principles from the Pest Management Plan

Train farmers via AGRITEX

Create awareness of triple-rinsing and safe storage

Set up designated chemical disposal points

Strengthen reporting of pesticide incidents via the GRM

This aligns with SECAP 2, AfDB OS1, and national pesticide safety regulations.

3.6 Gender Inequities, Limited Youth Participation and Vulnerable Group Exclusion

Stakeholder consultations revealed:

Women struggling with heavy irrigation systems

Youth excluded from governance roles

Power imbalances in IMCs

Limited participation of vulnerable groups (elderly, disabled)

Across all provinces, engagement must:

Facilitate women-only and youth-only consultative forums

Adjust training times and methods to accommodate women's workloads

Promote inclusive IMC governance structures

Ensure that women and youth representatives are part of GRM committees

Include the elderly and persons with disabilities in planning and O&M decisions

This is required under AfDB OS10 and IFAD SECAP 1.

3.7 Labour Conditions, Contractor Conduct and SEA/GBV Risks

Labour risks observed in Mashonaland East apply uniformly across other RACP provinces:

Local labour expectations vs contractor hiring plans

Potential child labour

Worker-community conflict

Sexual exploitation and abuse risks

Unsafe work practices

Lack of clarity on rights and obligations

The SEP must support:

Disclosure of contractor labour management plans

Community awareness sessions on SEA/GBV reporting

Integration of labour grievances into the GRM

Engagement with NEC Agriculture and district labour officers

These actions support AfDB OS5, OS4 and SECAP 5.

3.8 Temporary Land Disturbance, Crop Loss and Localised Displacement

Across all provinces, construction works may temporarily affect:

Gardens

Grazing areas

Access roads

Footpaths

Irrigated plots

Informal markets

Affected households must be engaged to understand:

Scope of works

Temporary land use requirements

Agreement mechanisms

Restitution after works

AfDB OS5 requires transparent, well-documented consultation and compensation processes.

3.9 Cultural Heritage and Community Values

The districts of interest are targeting existing irrigation schemes therefore, there are no anticipated cultural heritage risks, similar to sacred groves, ancestral trees, shrines and burial areas that may be affected by construction works.

Engagement with traditional leaders must:

Confirm presence or absence of cultural sites

Support implementation of chance finds procedures

Protect intangible cultural values

Inform the community of excavation plans

This aligns with OS1 and SECAP 1 requirements.

3.10 Cumulative Impacts Across Provinces

Although each province has scheme-specific concerns, several cumulative risks exist across the entire RACP landscape:

Increased pressure on catchments feeding multiple schemes

Combined rise in agrochemical use

Traffic pressure from construction across multiple districts

Increased demand for extension services

Impacts on wetlands and river systems shared across districts

Competition for labour between schemes under simultaneous rehabilitation

District and provincial consultations must therefore address bulk issues such as:

Catchment-level restoration planning

Provincial water allocation strategies

Harmonised monitoring and enforcement

Joint environmental stewardship programmes

PDCs, DDCs, ZINWA catchment councils and EMA provincial offices must lead these engagements.

A summary of RACP risks requiring engagement are listed in Table 40.

Table 40: Summary of RACP Risks Requiring Engagement

Risk Category	Applies In All Provinces?	Scheme/District/Province Level Engagement Required	Key Actors
Water allocation & conflicts	Yes	All 3 levels	ZINWA, IMCs, AGRITEX
Catchment degradation & siltation	Yes	District & province	EMA, RDCs, communities
Infrastructure hazards	Yes	Scheme & district	Irrigation Dept, contractors
Health, safety & WASH	Yes	All 3 levels	Health offices, contractors
Pesticide and chemical risks	Yes	Scheme & district	AGRITEX, health offices
Gender, youth & equity	Yes	All 3 levels	IMCs, women/youth groups
Labour rights, SEA/GBV	Yes	Scheme & district	Contractors, LMP focal persons
Land disturbance	Yes	Scheme	RDC, traditional leaders
Cultural heritage	Yes (location-specific)	Scheme & district	Traditional leadership
Cumulative catchment impacts	Yes	District & province	PDC, ZINWA, EMA

4. STAKEHOLDER IDENTIFICATION AND CATEGORISATION

Stakeholder identification for the RACP is a continuous, iterative process that recognises the diverse actors involved in irrigation management, agricultural productivity, natural resources governance and community development across the five targeted provinces. The engagement pathways reflect the complexity of rural agricultural systems in Zimbabwe and the interlinked roles of community organisations, technical agencies, customary structures, local government and national authorities. Chapter 4 therefore provides a detailed mapping and categorisation of stakeholders, clarifying their interests, influence, expectations and responsibilities in relation to RACP.

Because irrigation schemes operate within social, environmental and governance ecosystems, meaningful participation requires recognising stakeholders at scheme, ward, district, provincial and national level. Consultations conducted across RACP provinces, confirm that stakeholder dynamics are similar across schemes, with minor variations relating to localised institutions or provincial arrangements. For this reason, the SEP adopts a unified stakeholder architecture applicable to all five provinces, while allowing scheme-by-scheme adaptation during field implementation.

4.1 Stakeholder Identification Strategy

Stakeholders were identified using a structured approach based on:

Preliminary scoping under the ESMP processes

Field consultations held with farmers, IMCs and traditional leaders

District-level technical and administrative stakeholder interviews

Provincial-level engagements with sectoral ministries

Analysis of institutional mandates and legal requirements

Review of responsibilities under AfDB ISS OS10 and IFAD SECAP 1

This identification method ensures that all individuals, groups and institutions who may be impacted by, benefit from, influence or have interests related to the project's outcomes are included.

The process follows four principles:

Inclusivity

All affected households, including women, youth, vulnerable groups and people with disabilities, are recognised as primary stakeholders.

Representation

Stakeholders are mapped along existing governance structures such as IMCs, WUAs, AGRITEX, traditional leadership, DDC and RDCs, ensuring representation at appropriate levels.

Contextualisation

Stakeholder lists reflect similarities across provinces but remain sufficiently adaptable to incorporate district-specific actors, for example, wildlife authorities in Matabeleland North or mining-affected communities in Mashonaland West.

Dynamic Updating

Stakeholder identification is not static; new players such as contractors, private input suppliers or emerging value-chain actors are continuously added as the project evolves.

4.2 Stakeholder Categorisation

Stakeholders fall into three broad categories, each requiring different engagement strategies.

4.2.1 Primary Stakeholders (Directly Affected Persons)

These are individuals and groups whose lives, livelihoods, land, water access, health or safety are directly affected by the rehabilitation and operation of irrigation schemes.

They include:

Irrigators and plot holders in every scheme

Non-plot farmers relying on the same water resource

Women farmers engaged in horticulture, marketing and household food production

Youth involved in field operations, maintenance and local labour markets

Elderly farmers affected by physical demands of irrigation system changes

Vulnerable households including the chronically ill, widows, child-headed families or persons with disabilities

Downstream and upstream communities affected by abstraction or construction

Directly affected populations vary by scheme size, but all are considered principal stakeholders under AfDB OS10 and IFAD SECAP 1.

4.2.2 Secondary Stakeholders (Implementing and Supporting Agencies)

These institutions influence project implementation, resource allocation, technical guidance or compliance monitoring.

They include:

IMCs and Water User Associations (WUAs): primary governance and first-tier conflict resolution structures

AGRITEX extension officers at ward, district and provincial levels, responsible for farmer training, PMP implementation and monitoring

Other District Officers under MLAFWRD

District Development Coordinator (DDC): responsible for coordinating multi-sectoral district governance

Rural District Councils (RDCs): planning authorities responsible for development approvals, land use oversight and local environment governance

ZINWA catchment and sub-catchment councils, managing water permits and abstraction allocations

EMA provincial and district officers, overseeing environmental compliance and ecosystem protection

Provincial Departments of AGRITEX, Irrigation, Mechanisation and SACP/RACP Coordination Units

National PMU, responsible for oversight, financial safeguards, national planning and reporting to AfDB and IFAD

These actors shape the project's technical and compliance environment and must be engaged systematically.

4.2.3 External Stakeholders (Partners, Private Sector, Civil Society)

These actors are not directly affected but play important roles in influencing project success, environmental sustainability, value chain performance or community welfare.

They include:

Local input suppliers (seed, fertiliser, agrochemical dealers)

Private sector buyers and off-takers

NGOs and development partners working in agriculture, climate change, GBV, livelihoods or conservation

Community-based organisations, including women’s cooperatives and savings clubs

Financial institutions offering microfinance, revolving funds or matching grants

Local contractors engaged in construction activities

Media outlets (for public disclosure and awareness)

These actors expand project opportunities and enhance sustainability if effectively involved.

4.3 Stakeholder Influence and Interest Analysis

Stakeholders differ in the level of power they hold and the degree to which they are affected.

The influence–interest relationship determines engagement intensity as presented in Table 2.

Table 2: Matrix of Influence vs Interest

Stakeholder Group	Interest in RACP	Influence on Project	Required Engagement Approach
IMCs/WUAs	Very high	High	Continuous engagement; scheme-based decision forums
Irrigators & plot holders	Very high	Medium	Regular meetings, participatory planning
Women groups	Very high	Medium–low	Dedicated consultations; gender-sensitive facilitation
Youth groups	High	Medium–low	Tailored youth dialogues; skill-focused engagement
Traditional leaders	Medium	High	Early involvement; cultural guidance
AGRITEX officers	High	High	Technical coordination and training
ZINWA	High	High	Structured water allocation consultations
District agriculture, irrigation & mechanisation officers	High	High	Joint planning and monitoring
RDCs	Medium	High	Local planning approval and oversight
EMA	Medium	High	Environmental compliance and community training
Contractors	Medium	High	Mandatory briefings, OHS meetings, GRM orientation
NGOs/private sector	Medium–low	Medium	Partnership-based engagement

Scheme-based governance structures (IMCs and plot holders) hold high interest but moderate influence, whereas provincial and district authorities have high influence but moderate direct interest. Thus, stakeholder engagement must bridge these asymmetries to ensure effective participation.

4.4 Vulnerable Groups Assessment

IFAD SECAP 1 and AfDB OS10 require targeted engagement of vulnerable groups to avoid exclusion. Across RACP provinces, vulnerability profiles are consistent and include:

Women-headed households, who frequently lack institutional voice

Youth with limited access to resources or decision-making bodies

Persons with disabilities, facing mobility and inclusion challenges

Elderly irrigators, often unable to operate heavy irrigation equipment

Households affected by chronic illness or HIV/AIDS

Widows with limited labour resources

Vulnerable persons may require:

Adjusted meeting times

Tailored communication methods

Priority participation in training

Dedicated grievance pathways

Non-technical climate risk and water-use explanations

These considerations are integrated into Chapters 5 and 7 of the SEP.

4.5 Stakeholder Validation and Updating

Stakeholder lists will continue to be refined during:

District inception meetings

Scheme-level verification exercises led by IMCs and AGRITEX

Provincial harmonisation meetings

Contractor mobilisation activities

Water permitting discussions with ZINWA

Each scheme will maintain a Stakeholder Register (structured as that presented in Table 41), updated quarterly and coordinated by the District SACP/RACP Agricultural Officer, with oversight from the Provincial PMU.

Table 41: Summary Table of Stakeholders Across All RACP Provinces

Level	Stakeholder	Role/Interest
Scheme Level	Irrigators, IMCs, WUAs	Water allocation, scheme governance, operation and maintenance
	Women groups & youth groups	Production, labour, decision-making, livelihood opportunities
	Traditional leaders	Legitimacy, land governance, social cohesion
Ward Level	Village heads, local committees	Mobilisation, conflict management, cultural issues
District Level	AGRITEX, Irrigation, Mechanisation, District SACP Officer	Technical support, monitoring, extension, IPM training
	DDC	Multi-sectoral coordination and oversight
	RDC	Local approval, land use regulation, environmental governance
	EMA & ZINWA	Environmental compliance and water resource management
	District Health Offices	Public health, WASH, construction health oversight
Provincial Level	Provincial AGRITEX, Irrigation, Mechanisation, PDC	Provincial planning, reporting, environmental and social oversight
	Provincial SACP/RACP Coordination Unit	Programme alignment and quality control
National Level	PMU, MLAFWRD	Policy oversight, financial management, donor compliance
External	NGOs, private sector, input suppliers, media	Partnerships, technical support, value chain integration

5. STAKEHOLDER ENGAGEMENT STRATEGIES

Stakeholder engagement under the Resilience Agriculture Cluster Project (RACP) must be continuous, adaptive, inclusive and responsive to evolving scheme-level, district and provincial realities. The strategies in this chapter are designed to ensure that all stakeholders, especially the most vulnerable are informed, consulted, involved in decision-making, and empowered to participate in the monitoring and grievance processes throughout the project lifecycle. These

strategies apply uniformly across all five RACP provinces, with flexibility for scheme-level adaptation based on local culture, institutional maturity and community dynamics.

The engagement strategies follow the principles outlined in AfDB OS10 on Stakeholder Engagement and Information Disclosure and IFAD SECAP 1 & 10, ensuring that consultations are meaningful, transparent and accessible, and that feedback is systematically incorporated into project design and implementation.

5.1 Information Dissemination

Information dissemination forms the foundation of effective stakeholder engagement. Communities and institutions must receive accurate, timely and understandable information on project activities, timelines, risks, rights, responsibilities and grievance processes. This is particularly important in irrigation rehabilitation programmes where water availability, construction schedules, land use changes, and pesticide use have direct impacts on livelihoods.

Information must therefore be:

Clear and non-technical, avoiding jargon where possible

Delivered in local languages (Shona or Ndebele and other languages depending on province)

Shared through multiple channels to reach diverse groups

Provided in advance of decisions, construction works or environmental impacts

For RACP, primary information dissemination channels include:

Community meetings facilitated by AGRITEX or IMCs

District-level technical briefings involving MLAFWARD officers and the District SACP Officer

Public notices displayed at ward centres, irrigation scheme entrances and market facilities

Local radio broadcasts for provincial-level announcements

Engagement with local councillors, village heads and traditional leadership structures

WhatsApp groups managed by IMCs or AGRITEX where appropriate

Dissemination through local churches, savings groups, youth clusters and women's associations

Information dissemination must also integrate awareness from the GRM Plan, such as where grievances can be submitted, timelines for resolution and SEA/GBV referral pathways, as well as guidance from the Pest Management Plan, particularly around pesticide risks, safe handling and emergency reporting.

5.2 Stakeholder Consultations

Consultations are the core of engagement, providing platforms for stakeholders to express concerns, propose solutions, understand alternatives and participate meaningfully in project decisions. For irrigation rehabilitation, consultations need to be iterative because design choices, construction methods, water distribution rules and O&M structures require community acceptance to be effective.

Stakeholder consultations under RACP take place at multiple levels:

Scheme-Level Consultations

These consultations are the most important, as they engage the primary beneficiaries, the irrigators, IMCs, women farmers, youth, traders and downstream users. Topics typically include:

Scheme design options and layout

Water abstraction points and pumping capacities

Night storage dam configuration and canal alignments

Catchment restoration priorities

O&M responsibilities

Labour requirements and opportunities

Restrictions during construction

Pesticide management and IPM training

Emergency procedures and safety commitments

These meetings must be facilitated by AGRITEX, district irrigation engineers, IMCs and the District SACP/RACP Agricultural Officer.

District-Level Consultations

District-level consultations bring together technical departments and administrative authorities who ensure compliance and coordinate cross-sectoral actions. These engagements include:

District Development Coordinator (DDC)

RDC planning and environmental officers

AGRITEX district teams

Irrigation and Mechanisation officers

EMA district officers

ZINWA catchment representatives

District health offices and EHTs

Matters discussed at this level often relate to:

Water permitting

Environmental compliance

Contractor monitoring

Land-use and access

Catchment-wide management

Labour standards and SEA/GBV prevention

Provincial-Level Consultations

At the provincial level, the focus shifts towards:

Harmonisation of activities across multiple schemes

Provincial water strategies

Shared catchment concerns

Monitoring and oversight

Provincial reporting to PMU

Integrating RACP activities with other development programmes

Provincial consultations must involve Provincial AGRITEX, Irrigation, Mechanisation, EMA, ZINWA and Provincial Development Coordinator (PDC) representatives.

National-Level Consultations

These consultations are led by the PMU and MLAFWRD through:

Policy engagement

Donor reporting

Safeguards compliance

Consolidation of grievances and lessons learned

Alignment with national climate, water and agricultural strategies

National consultations ensure consistency between provinces and capture cross-cutting lessons.

5.3 Capacity Building and Training

Capacity building is a fundamental engagement strategy because the success of irrigation rehabilitation, IPM adoption, scheme governance and environmental management depends on stakeholders' technical competence and institutional capacity.

Training sessions must be practical, hands-on, and tailored to beneficiary realities, with special attention to women, youth and vulnerable groups.

Training priorities include:

For Communities and IMCs

Roles and responsibilities of IMCs and WUAs

Water scheduling, conflict minimisation and equitable distribution

Basic operation and maintenance of infrastructure

Understanding irrigation layouts and command areas

Safe pesticide handling, storage, application and disposal (PMP requirement)

Emergency procedures and reporting

For AGRITEX and District Technical Staff

Enhanced facilitation skills

Environmental and social risk communication

Monitoring and compliance reporting

Gender-sensitive engagement

Climate-smart agriculture and IPM advisory services

For Contractors

Community entry protocols

Labour rights, worker codes of conduct and SEA/GBV prevention

Occupational health and safety

GRM orientation and grievance escalation

Training content must be updated periodically and delivered collaboratively by AGRITEX, EMA, ZINWA, RDCs and the PMU.

5.4 Collaborative Partnerships

RACP implementation benefits from strategic partnerships that strengthen capacity, extend knowledge networks and enhance sustainability. Partnerships should involve:

NGOs providing community facilitation, gender mainstreaming, youth mobilisation or market access development

Private sector actors offering value-chain linkages, processing opportunities or supply chain investments

Environmental institutions such as EMA and Forestry Commission supporting ecosystem restoration

ZINWA for catchment management planning

Health institutions for pesticide poisoning prevention, WASH, and contractor health oversight

Financial institutions providing microcredit or revolving fund services

Such partnerships deepen community engagement, promote co-ownership of interventions and build long-term resilience.

5.5 Participatory Monitoring and Evaluation

Participatory M&E is essential for ensuring that stakeholders remain part of the oversight, quality assurance and learning cycle. AfDB OS1 and IFAD SECAP promote community involvement in monitoring because it builds trust, enhances compliance, and supports adaptive management.

Participatory monitoring will involve:

Community monitoring committees composed of IMCs, women, youth and vulnerable group representatives

Joint field inspections with AGRITEX, Irrigation, RDC and EMA

Monitoring of water flows, abstraction rates and catchment restoration

Feedback sessions during district technical review meetings

Tracking safe pesticide use practices under the PMP

Review of GRM cases and resolutions during scheme meetings

Community-generated data will support adaptive decision-making in the PMU.

5.6 Grievance Redress Mechanism (GRM) Integration

While full procedural details are addressed in the standalone GRM Plan, the SEP emphasises that stakeholder engagement must:

Raise awareness of the GRM

Clarify reporting channels

Promote SEA/GBV-safe reporting

Ensure confidentiality where required

Ensure accessibility to vulnerable groups

Reinforce trust that grievances will be heard and resolved

Engagement activities must dedicate time to explaining:

How to file a complaint?

Who receives the complaint (IMC GRM focal persons, AGRITEX, ward leadership, District GRM Committee)?

Expected timelines

Appeals steps

Special handling of labour disputes

Survivor-centred SEA/GBV mechanisms

Community awareness of the GRM is a mandatory requirement under AfDB OS10 and IFAD SECAP 10.

6. METHODS AND TOOLS FOR ENGAGEMENT

Stakeholder engagement within the RACP requires a deliberate, context-driven approach built upon Zimbabwe's established rural communication traditions, extension systems, customary leadership structures, and local governance arrangements. Because RACP is implemented across five provinces, each with unique social, cultural and agro-ecological conditions whilst having shared similarities, engagement tools must be adaptable, sensitive to community rhythms, and grounded in the day-to-day realities of smallholder farmers. At the same time, these tools must meet the rigorous expectations of the AfDB and the IFAD, which oversee project implementation through periodic missions, reviews and supervision visits.

The engagement methods described below reflect a synthesis of Zimbabwe's practical knowledge systems and the procedural expectations of international safeguards. The objective is to ensure that information flows effectively, decisions are participatory, concerns are heard and addressed, and technical content is communicated in a way that is accessible to the very farmers and community members whose livelihoods depend upon irrigation rehabilitation and agricultural resilience.

6.1 Foundations of the Engagement Approach

Engagement under RACP is anchored in five interlinked principles:

Accessibility

Engagement must reach irrigators, non-plot farmers, downstream users, women, youth and vulnerable groups regardless of literacy level, gender, mobility, or socio-economic constraints. This often means holding meetings in communal spaces, using visual aids, translating technical

concepts, and scheduling discussions at times that do not clash with farming or caregiving responsibilities.

Respect for local governance structures

Traditional leaders, IMCs, WUAs, councillors and AGRITEX extension officers are central figures in rural governance. Engagement methods must operate through, not around, these structures. For example, a contractor cannot enter a community without first reporting to the village head or traditional leadership, even if the formal entry process is coordinated through the PMU.

Iterative Consultations

Engagement is not a single event. It must follow the rhythm of the project: from scoping to design, from construction to operation, and into the long-term sustainability phase. Iteration ensures that new concerns, seasonal changes, and shifting priorities are captured and addressed.

Two-way Dialogue

Engagement must allow communities to shape project outcomes, not merely receive information. Dialogue helps uncover local knowledge on water flows, soil behaviour, cultural considerations, and social vulnerabilities that no technical report alone can capture.

Oversight and Accountability

AfDB and IFAD provide an additional layer of oversight, often reviewing engagement processes during missions, verifying documentation, interacting directly with communities, and ensuring that local voices are reflected in project decisions and corrective actions.

These foundational principles shape every method and tool used under RACP.

6.2 Scheme-Level Engagement Tools: The Heart of RACP Communication

Most meaningful engagement happens at scheme level because that is where irrigation infrastructure exists, where fields are worked, where water is distributed and where community relationships shape governance outcomes. For this reason, scheme-level methods are the most nuanced and human-centred.

6.2.1 Community Meetings (Dare / Public Assemblies)

These meetings are held at the scheme centre, under a tree, by the canal, or within a school or church depending on local norms. They are essential for:

Sharing project updates

Introducing contractors

Reviewing ESMP findings

Discussing water distribution concerns

Presenting designs and layout maps

Introducing labour schedules and OHS expectations

Communicating grievance channels

Because such meetings are modelled around long-standing community communication traditions, community members often feel more comfortable expressing concerns.

During AfDB and IFAD supervision missions, community assemblies are a primary interface for donors to validate whether engagement has been meaningful.

6.2.2 IMC and WUA Technical Sessions

IMCs and WUAs are the custodians of scheme governance. They are responsible for:

Water scheduling

Enforcement of rules

Conflict management

Maintenance planning

Therefore, IMC technical sessions are more detailed, often involving:

Review of pump efficiency

Canal alignment considerations

Water duty calculations

Cross-checking O&M responsibilities

Recording grievances received at IMC level

These sessions often include AGRITEX officers, the District Irrigation Officer, and occasionally EMA or ZINWA representatives for clarifications.

Minutes from these sessions are frequently reviewed during donor missions as part of evidence of governance functionality.

6.2.3 Gender- and Youth-Specific Focus Group Discussions (FGD)

FGDs are crucial for understanding differentiated experiences and concerns:

Women's FGDs explore:

Access challenges (distance to plots, heavy equipment)

Household workloads that influence meeting attendance

Exposure to pesticides during spraying

Safety concerns when working early or late

Representation gaps in IMCs

Youth FGDs explore:

Desire for training in irrigation technology

Inclusion in labour opportunities

Barriers to leadership roles

Interest in climate-smart innovations and value chains

FGDs often uncover deeper concerns that may not emerge in large meetings. IFAD in particular places strong emphasis on these discussions during missions.

6.2.4 Participatory Field Walks and Joint Inspections

These practical tools involve walking with community members through:

Dam embankments

Canals and drainages

Pump houses

Eroded gullies

Areas needing catchment protection

This method:

Builds shared understanding of technical issues

Helps demystify engineering concepts

Allows farmers to show real impacts or risks

Prevents misunderstandings about design decisions

AfDB engineering teams often participate in joint inspections during field missions, validating the physical realities of scheme conditions.

6.2.5 Demonstration Plots and Farmer Field Schools

Used extensively by AGRITEX to demonstrate best practices, these tools:

Demonstrate safe pesticide use (aligned to the PMP)

Showcase improved seed varieties

Demonstrate mulching, drip systems or moisture conservation

Support climate-smart agriculture awareness

Encourage peer-to-peer learning

Farmer Field Schools (FFS) create a space where learning is participatory, experiential, and farmer-led.

6.3 District-Level Engagement Tools: Bridging Technical Oversight and Local Realities

At district level, engagement tools focus on coordination, compliance, and technical integrity.

6.3.1 District Technical Working Groups (DTWGs)

These groups meet monthly or bi-monthly, involving:

AGRITEX district leadership

District Irrigation and Mechanisation Officers

EMA district officers

RDC planning officers

ZINWA sub-catchment representatives

District Health Office

District SACP/RACP Officer

Tools used during DTWGs include:

ESMP progress matrices

Safeguards monitoring templates

Water abstraction analysis reports

Contractor compliance dashboards

Grievance summaries compiled through the GRM

DTWGs are also the venue where AfDB and IFAD mission teams often sit with stakeholders to review technical and safeguards performance.

6.3.2 Written Circulars, Technical Memoranda and Formal Notices

Formal communication tools are vital for:

Approving or modifying abstraction rights

Notifying communities of environmental regulations

Enforcing labour standards

Communicating contractor obligations

Documenting decisions taken in district meetings

These tools reinforce institutional accountability and are part of the documentary evidence reviewed during donor missions.

6.3.3 District Multi-Stakeholder Dialogues

These sessions bring together:

Development partners

NGOs

Farmer unions

Private sector input dealers

Off-takers

Community representatives

They provide a space for discussing cross-cutting issues such as:

Market access

Value chain opportunities

Catchment-wide degradation

Coordination of donor efforts

These dialogues reflect IFAD's emphasis on inclusive rural transformation.

6.4 Provincial-Level Engagement Tools: Harmonising Scheme Realities with Provincial Strategies

6.4.1 Provincial Planning and Review Meetings

Chaired by the Provincial Development Coordinator, these meetings use tools like:

Provincial performance dashboards

Aggregated grievance data

Irrigation rehabilitation progress reports

Catchment restoration maps

Financial and procurement status updates

Provincial meetings allow cross-scheme comparisons, identification of bottlenecks, and harmonisation of environmental and social priorities.

6.4.2 Interdepartmental Technical Briefings

These briefings convene:

Provincial AGRITEX

Provincial Irrigation and Mechanisation

EMA provincial staff

ZINWA

Provincial RACP/SACP coordinators

Tools include:

Hydrological and meteorological summaries

Maps showing dam capacities and canal networks

Land degradation maps

O&M capacity assessments

These briefings are important touchpoints before donor supervision missions.

6.5 National-Level Engagement Tools: Strategic Direction, Compliance and Oversight

6.5.1 National PMU Workshops and Safeguards Clinics

Workshops convened by MLAFWRD and the national PMU focus on:

Safeguards training (AfDB ISS and IFAD SECAP)

Consolidated provincial reporting

GRM effectiveness reviews

Lessons learned across provinces

National climate and water policy alignment

Tools include:

Safeguards manuals

Consolidated monitoring dashboards

Stakeholder engagement logs

Corrective action trackers

6.5.2 Donor Supervision Missions and Backstopping Visits

IFAD and AfDB send multidisciplinary teams to:

Verify stakeholder engagement processes

Meet communities and IMCs

Assess GRM functioning

Review ESMP implementation

Validate environmental and social reporting

Identify emerging risks

These missions use:

Mission aide-mémoire

Field notes

Community feedback records

Photographic evidence

Discussions with district and provincial teams

Their involvement strengthens transparency, builds trust among communities, and provides external accountability.

6.6 Tools for Information Access and Public Communication

Engagement relies on diverse tools such as:

Printed flyers and leaflets in local languages

Visual posters on pesticide safety, water rules, labour rights

Scheme notice boards

SMS alerts and WhatsApp groups where network allows

Community radio announcements

Local church and school noticeboards

Summary brochures of GRM pathways

These tools reinforce verbal communication and provide communities with lasting references.

6.7 Tools for Documentation, Monitoring and Evidence-Based Engagement

Robust documentation is critical for accountability and donor compliance. Tools include:

Attendance registers for all meetings

Minutes with clear action points

Signed resolutions from IMCs and District TWGs

Grievance logs and resolution certificates from the GRM

Pictorial records of meetings, inspections and demonstrations

Maps and diagrams annotated during community sessions

Periodic reporting templates used by AGRITEX and PMU

These tools become the documentary backbone of supervision missions by AfDB and IFAD.

6.8 Tools for Engaging Vulnerable Groups

Specific tools ensure that vulnerable groups are fully included:

Home visits for the elderly or disabled

Small cluster discussions for widows and child-headed households

Women-led facilitation by female AGRITEX officers

Youth-friendly formats such as practical demonstrations, competitions or role-based trainings

Simplified visual materials for low-literacy groups

Confidential feedback boxes linked to the GRM

These tools uphold the principle that no stakeholder is too marginalised, too busy, too shy or too remote to participate meaningfully in RACP.

7. TIMELINE AND FREQUENCY OF ENGAGEMENT

Stakeholder engagement within the RACP follows the natural rhythm of irrigation development, agricultural seasons, community availability and the project's safeguards obligations. Engagement does not happen once and it does not follow a rigid schedule. Instead, it is woven into the day to day functioning of irrigation schemes and provincial agricultural governance. This means that engagement moments must be planned in advance, discussed openly during coordination meetings and adjusted whenever project dynamics shift.

The purpose of setting a clear timeline is to ensure that project information moves from national level to scheme level in a coordinated manner, that communities receive updates before change occurs on the ground and that each phase of implementation carries opportunities for

meaningful dialogue between farmers, extension services, local institutions and the project implementers.

Stakeholder engagement also follows a layered rhythm which reflects the structure of rural governance. Scheme level farmers and IMCs require frequent and practical engagements because their lives are directly affected by construction, water availability, crop cycles and market opportunities. District level stakeholders guide the technical and administrative oversight therefore their engagement occurs regularly but with more structured intervals. Provincial and national engagements take a more strategic focus and therefore follow quarterly and annual cycles.

AfDB and IFAD do not participate in everyday meetings but they do join through supervision missions and backstopping visits at specific points of the year. These interactions serve to verify that engagement is functioning and that communities are genuinely taking part in project decisions. Their involvement creates an accountability loop from village level to national decision making.

The following timeline outlines how the engagement process unfolds across the project cycle.

7.1 Engagement During Planning and Design

The planning and design stage is one of the most important periods for community participation because design choices on canals, pump sizes, storage dams, command areas and road alignments have long term implications for scheme performance.

Engagement activities during this phase therefore include:

Introductory consultations at scheme level to explain the project, expected benefits, possible disruptions and the responsibilities of different actors

Detailed design discussions where IMCs, women and youth groups and vulnerable households provide input on scheme layout and identify areas that require protection

Catchment and water availability consultations involving ZINWA, EMA and AGRITEX to ensure that design proposals align with water permits and environmental obligations

Ward meetings led by traditional leadership and AGRITEX to verify stakeholder lists and ensure that no group is excluded

District technical meetings where Irrigation, Mechanisation, EMA, RDC and AGRITEX teams review engineering proposals

Initial grievance awareness sessions led by IMC GRM focal persons to familiarise communities with reporting channels

Farmer consultations on pest management expectations which directly feed into the PMP or IPMP training calendar

These engagements must occur before any contractor is mobilised and should be spaced over two to three months to allow communities to process information, seek clarification and offer feedback.

7.2 Engagement During Construction

Construction introduces noise, movement of heavy equipment, possible land disturbance and temporary interruptions to irrigation activities. For this reason, construction demands more frequent and structured engagement moments.

Key engagement events during construction include:

Weekly or fortnightly scheme meetings facilitated by AGRITEX and the IMC to update farmers on progress, expected disruptions and safety precautions

Monthly District Technical Working Group sessions where construction progress, safeguards compliance and grievances are reviewed by technical departments

Contractor community entry and regular interface meetings, particularly those addressing labour practices, safety rules and work schedules

Safety briefings delivered by district officers on avoiding hazards near excavated areas, trenches, pumping units or transformer zones

Consultation moments with women and vulnerable groups to identify any safety concerns or barriers created by construction movement

District health and EMA joint outreach sessions whenever land clearing, waste disposal or construction emissions pose public health concerns

Activation of the GRM response mechanism to deal with construction related complaints in real time

Construction related engagement is most effective when information is provided before work begins and when IMCs receive weekly updates that they can pass on to plot holders.

7.3 Engagement During Operation and Handover

Once rehabilitation works are completed, engagement shifts toward preparing farmers and local institutions for operation and maintenance.

Engagement activities at this stage include:

Handover meetings where contractors, district engineers and IMCs review the infrastructure and confirm readiness for use

O and M training sessions for IMCs, WUAs and farmers covering water scheduling, pump operation, routine maintenance and emergency response

PMP or IPMP refresher trainings focused on safe pesticide handling, chemical storage and monitoring of agrochemical risks during production

Monthly scheme governance meetings chaired by IMCs to address water distribution, fee collection, conflict management and maintenance planning

Community feedback meetings facilitated by AGRITEX or the District SACP Officer to identify lessons learned and adjust practices

Ongoing grievance handling sessions where unresolved issues are brought forward to district and provincial committees

Provincial review sessions to assess performance across schemes, examine cumulative impacts and refine support interventions

During operation, the frequency of engagement gradually decreases but continues to be consistent because irrigation requires continual management, coordination and problem solving.

7.4 Engagement During Monitoring, Evaluation and Learning

Monitoring and evaluation rely on periodic engagement moments that allow stakeholders to measure progress, understand challenges and refine approaches.

Engagements during this phase include:

Quarterly district reviews involving AGRITEX, Irrigation, EMA, RDC, ZINWA and scheme representatives

Annual provincial performance reviews where issues such as catchment health, water abstraction patterns, scheme governance, gender inclusion and youth participation are examined

Participatory monitoring visits where scheme committees walk the infrastructure with AGRITEX and district technical staff to identify emerging issues

Annual missions by AfDB and IFAD which include consultations with IMCs, community leadership, district officers and provincial staff

Stakeholder validation workshops at national level where progress reports, grievance trends and compliance findings are discussed

These engagements ensure that learning is continuous and that the project adapts to field realities.

The engagement structure works best when implemented as highlighted in Table 42.

Table 42: Engagement frequency

Project Stage	Engagement Frequency	Primary Actors Involved
Planning and design	Weekly to monthly	IMCs, AGRITEX, Irrigation, ZINWA, EMA, RDC, PDC, PMU
Construction	Weekly for scheme meetings, monthly for district reviews	IMCs, contractors, AGRITEX, EMA, Irrigation, Mechanisation, DDC
Early operation	Biweekly scheme meetings, quarterly district and provincial reviews	IMCs, AGRITEX, District agriculture teams, provincial departments
Full operation	Monthly scheme meetings, quarterly district oversight, annual provincial and national reviews	IMCs, AGRITEX, district technical departments, PMU
Monitoring and evaluation	Quarterly and annual	PMU, provincial officers, district teams, AfDB and IFAD missions

8. MONITORING AND EVALUATION

Monitoring and evaluation within the Stakeholder Engagement Plan is not an administrative exercise. It is a practical and continuous process that helps ensure that communities are informed, that meaningful participation is taking place, and that concerns raised at scheme, district, provincial and national levels are translated into corrective actions. In a complex

project such as RACP, which operates across five provinces and within a mixture of irrigation schemes at different levels of readiness, the M and E system must remain responsive, community centred and firmly anchored in the existing agricultural extension and environmental governance structures.

This chapter outlines how monitoring will occur, who is responsible, how information will be collected and how learnings will feed into improvements in the engagement process. It also clarifies the role of AfDB and IFAD in providing external oversight and validation through supervision missions and backstopping visits.

8.1 Purpose of Monitoring and Evaluation in the SEP

Monitoring and evaluation serve several important purposes.

First, it helps verify that planned engagement activities actually occur and that they are not rushed, skipped or replaced with informal communication that leaves out key groups.

Second, it ensures that the quality of engagement aligns with the standards expected under AfDB ISS OS10 and IFAD SECAP 10.

Third, it creates a transparent system where communities can see how their feedback is being used to adjust project decisions.

Finally, it ensures that district and provincial authorities remain accountable for the engagement processes they coordinate.

Effective M and E therefore strengthens trust, reduces conflict, improves ownership and enhances the long term sustainability of irrigation rehabilitation.

8.2 Key Indicators for Monitoring Stakeholder Engagement

Indicators must be practical, easy to track and meaningful for all stakeholders involved. The monitoring system focuses on four broad categories.

8.2.1 Participation Indicators

These indicators track who attends meetings and who is left out. They include:

Number of community meetings held at scheme level

Attendance rates disaggregated by women, youth and vulnerable persons

Number of IMC meetings with written minutes and action points

Number of district technical meetings and participation of AGRITEX, Irrigation, EMA, RDC and ZINWA

Number of FGDs held with women and youth

Number of engagement sessions held during construction and operation

These indicators help determine whether engagement is inclusive and consistent.

8.2.2 Information Flow Indicators

These track whether information reaches communities in time and in a clear manner. They include:

Number of information materials distributed to farmers

Frequency of updates shared through IMCs and AGRITEX

Time taken to communicate changes in construction schedules

Number of notices displayed on scheme notice boards

Evidence that information was provided before decisions were made

These indicators help assess transparency and the reliability of communication channels.

8.2.3 Grievance Management Indicators

These indicators track functionality of the GRM. They include:

Number of grievances received at scheme, district and provincial level

Type of grievances raised and how quickly they were acknowledged

Proportion of grievances resolved within agreed timelines

Number of referrals made for sensitive cases, such as SEA or GBV complaints

Whether grievance outcomes were communicated back to communities

Quality of grievance documentation

Trends showing recurring issues that require systemic interventions

Grievance indicators show whether communities trust the process and whether the project is responsive.

8.2.4 Behavioural and Performance Indicators

Monitoring must also look at whether engagement changes behaviour. These indicators include:

Increase in women and youth participation in IMCs and scheme activities

Improved adherence to safe pesticide use through PMP training

Reduced conflict related to water distribution

Improved compliance with environmental requirements

Improved coordination between district technical departments

Evidence of scheme committees taking initiative on O and M

These indicators show whether engagement activities are shaping decisions and practices.

8.3 Monitoring Responsibilities Across Stakeholder Levels

Monitoring is not the job of a single institution. It is shared across different levels of government and project management.

8.3.1 Scheme Level Monitoring

IMCs, AGRITEX officers and community focal persons are responsible for:

Keeping attendance registers

Recording discussions and action points

Submitting monthly reports to district level

Tracking grievances and providing updates

Conducting joint scheme inspections together with district officers

Ensuring vulnerable groups are included in meetings

Scheme level monitoring provides the most current picture of engagement.

8.3.2 District Level Monitoring

District AGRITEX, Irrigation, Mechanisation, EMA, RDC and ZINWA officers are responsible for:

Compiling scheme level reports

Reviewing quality of engagement

Checking whether construction related engagement is occurring as planned

Monitoring grievance resolution and response times

Reporting risks to provincial and national levels

Conducting quarterly district reviews with scheme representatives

District officers ensure that engagement is technically accurate and administratively sound.

8.3.3 Provincial Level Monitoring

Provincial departments perform oversight functions and help identify emerging patterns across multiple districts. Their role includes:

Reviewing aggregated monitoring data

Verifying whether all districts are following SEP requirements

Conducting provincial performance reviews

Supporting districts where engagement has weakened

Preparing provincial inputs for national and donor reporting

Provincial oversight ensures uniformity in M and E across all five provinces.

8.3.4 National Level Monitoring

The PMU carries the final responsibility for:

Consolidating all engagement data from provinces

Producing quarterly and annual engagement reports

Ensuring compliance with AfDB and IFAD safeguards

Updating the SEP where engagement patterns show the need for improvement

Sharing feedback to provinces based on donor mission findings

National monitoring confirms whether engagement meets the expectations of financiers and government.

8.3.5 Donor Oversight

AfDB and IFAD conduct supervision missions at least once a year and sometimes twice depending on project dynamics. During these missions they:

Review monitoring reports and grievance logs

Visit selected irrigation schemes

Hold direct consultations with IMCs and farmers

Validate inclusion of women, youth and vulnerable groups

Verify compliance with OS10 and SECAP 10

Identify gaps that require immediate or long term corrective measures

Their oversight strengthens accountability and provides independent assessment of engagement quality.

8.4 Tools for Monitoring Engagement

Monitoring tools must be simple but capable of capturing information accurately. They include:

Attendance sheets with gender and age categories

IMC meeting minutes

District technical meeting minutes

Grievance logbooks and case files

Photographs of community meetings, training sessions and inspections

Monitoring checklists for district and provincial officers

Safeguards compliance templates used by PMU

Engagement summary forms after each major activity

Documentation of FGD outcomes

All tools must be kept at scheme, district and provincial offices for verification during provincial oversight or donor missions.

8.5 Reporting Arrangements

Reporting in the SEP follows a chain that mirrors the structure of agricultural extension and local governance.

Scheme Level Reporting

IMCs submit:

Monthly engagement summaries

Attendance registers

Community concerns

Notes on IPM and pesticide related issues

Updates on water distribution or maintenance discussions

These reports go to AGRITEX and the District SACP or RACP Officer.

District Level Reporting

District teams combine information from IMCs and produce:

Monthly district summaries

Quarterly engagement reports

Updated grievance dashboards

District level recommendations for technical improvements

These reports are sent to provincial departments and the PMU.

Provincial Reporting

Provincial coordination units prepare:

Quarterly provincial reports

Annual provincial stakeholder engagement reviews

Provincial summaries of grievance trends

Recommendations for national level action

These reports help the PMU understand cross regional patterns.

National Reporting

The PMU produces:

Consolidated quarterly and annual SEP implementation reports

Safeguards reports for AfDB and IFAD

Inputs for national agricultural and climate resilience planning

SEP updates based on performance results

These reports inform donors of engagement progress and areas needing support.

8.6 Learning and Adaptive Management

Monitoring alone does not improve engagement. What improves it is the ability to review evidence, discuss lessons with communities and technical departments, and then adjust approaches.

Learning moments occur through:

Quarterly district reviews

Annual provincial reviews

Mid year and annual national reflection workshops

AfDB and IFAD supervision feedback sessions

Community assessment meetings following major construction phases

Sessions with women, youth and vulnerable groups to understand what works and what does not

Cross district learning exchanges where IMCs share experiences

Adaptive management ensures that the SEP remains alive, relevant and grounded in the lived realities of farmers and local institutions.

9. INFORMATION DISCLOSURE

Information disclosure within the RACP is not simply about making documents available. It is a deliberate and structured process that ensures communities, institutions and stakeholders at every level fully understand what the project is doing, why it is doing it, how it affects them

and what rights and responsibilities they hold throughout implementation. Disclosure is therefore both a technical requirement and a relationship building process. When information flows clearly and consistently, conflict decreases, cooperation increases and communities feel respected and involved.

This chapter describes how information will be disclosed, to whom, at what stages and using which channels. It also clarifies the responsibilities at scheme, district, provincial and national levels, ensuring that disclosure is not left to chance but is integrated into normal project operations. The approach balances formal documentation with locally appropriate communication methods that respect language, culture and day to day realities.

9.1 Objectives of Information Disclosure

Effective disclosure seeks to:

Ensure that all stakeholders understand project goals, timelines, risks, benefits and responsibilities in a manner that is accessible and practical

Promote transparency, accountability and trust between communities, technical departments, contractors, PMU and financiers

Support informed participation in decision making during planning, construction and operation

Reduce misinformation and speculation by providing clear and timely updates

Strengthen compliance with AfDB ISS OS1 and OS10 and IFAD SECAP 1 and 2 guidelines

Ensure that farmers and vulnerable people can exercise their rights including the right to raise grievances through the GRM

Provide AfDB and IFAD with evidence that disclosure has reached the intended audience

Disclosure is therefore the backbone of genuine participation.

9.2 What Information Will Be Disclosed

Information that will be disclosed throughout the project includes but is not limited to:

The nature of the RACP, including objectives, financing, target provinces and broad implementation approach

Detailed scheme level rehabilitation plans, including proposed engineering works, changes in layout, pumping configurations and construction schedules

The Environmental and Social Management Plan and relevant safeguards information, clearly explained in non technical language

The Pest Management Plan and guidance on safe pesticide use

The GRM including entry points, responsible persons, timelines for resolution and escalation pathways

Contractor obligations including safety rules, labour requirements, worksite restrictions and community protection measures

Water allocation arrangements agreed with ZINWA and implications for farmers

Roles and responsibilities of IMCs, AGRITEX, district and provincial officers

Any issues raised during consultations and the responses provided

Updates on progress, delays, risks or changes to infrastructure designs

Findings from district and provincial reviews that are relevant to scheme performance

The core intention is to ensure that every farmer, regardless of literacy level or social position, has access to understandable and timely information.

9.3 When Information Will Be Disclosed

Disclosure must follow the project cycle so that information is provided before key decisions, before works begin and before risks materialise. The timing of disclosure is therefore anchored to three major phases.

9.3.1 Planning and Design Stage

During this stage, disclosure focuses on:

Introducing the project to the community

Explaining expected benefits and possible disruptions

Sharing preliminary engineering proposals

Presenting ESMP findings and water availability assessments

Confirming stakeholder lists and mapping vulnerable groups

Briefing communities on the GRM and the PMP

Disclosure during this stage must occur before any contractor mobilisation. This ensures informed consent and meaningful participation.

9.3.2 Construction Stage

During construction, disclosure becomes more frequent and detailed. It includes:

Weekly or fortnightly updates through IMC and AGRITEX channels

Notices on disruptions to water access or movement

Emergency updates when unexpected issues arise on site

Safety instructions and access restrictions

Updates on grievances submitted and actions taken

Clarification of contractor obligations especially when labour or safety concerns are raised

Disclosure must be immediate when risks to safety or livelihoods become evident.

9.3.3 Operation Stage

Once the scheme becomes operational, disclosure shifts towards:

O and M rules

Water schedules

Fee structures

Conflict resolution procedures

Updates from PMP training and monitoring

Annual reviews of scheme performance

Adjustments to rules or seasonal water allocation arrangements

Continual disclosure keeps communities informed long after construction has ended and supports long term sustainability.

9.4 How Information Will Be Disclosed

The method of disclosure must match the realities of rural communication. Communities rely on a mix of oral communication, written notices, traditional channels and radio. The approach

uses multiple channels so that every person has a reasonable chance of receiving the information.

9.4.1 Community Meetings

These remain the primary form of disclosure. Information presented verbally allows farmers to ask questions and receive explanations in real time. Meetings may be facilitated by AGRITEX, IMCs or district officers depending on the topic.

9.4.2 Printed Materials

These include brochures, posters, leaflets and notices. They are useful for:

Displaying key safety instructions

Summarising project components

Showing GRM contact details

Explaining pesticide safety

Informing farmers of meeting dates

Printed materials must be displayed at scheme entrances, schools, clinics, ward centres and markets.

9.4.3 Notice Boards

Every scheme will have a central notice board managed by the IMC. This board will display:

Construction schedules

Meeting announcements

Water distribution rules

GRM information

Public health notices

Notice boards provide a permanent reference point.

9.4.4 Radio Announcements

Where needed, provincial and district offices may use community radio stations to:

Announce major milestones

Inform farmers of public consultations

Share updates on construction progress

Radio is especially useful in remote districts where network coverage is limited.

9.4.5 Digital Platforms

In areas with reliable network access, WhatsApp groups moderated by IMCs or AGRITEX officers will be used for:

Sharing quick updates

Circulating pictures of ongoing works

Notifying community members of emergencies

Disseminating meeting reminders

Digital tools must complement rather than replace face to face disclosure.

9.4.6 Documentation and Public Access

PMU will maintain a repository of all safeguards documents including SEP, ESMP, PMP and GRM. These documents will be shared with:

Provincial offices

District authorities

IMCs for local reference

AfDB and IFAD also host these documents on their public websites as part of their disclosure policy.

9.5 Disclosure Responsibilities

Disclosure responsibilities are clearly allocated to ensure consistency.

IMCs are responsible for:

Posting notices

Informing plot holders of meetings

Sharing construction updates

Relaying farmers' questions to technical teams

AGRITEX plays a central role in:

Facilitating community meetings

Translating technical information into farmer friendly language

Coordinating demonstration sessions and training

Ensuring women and youth understand O and M rules

District Technical Departments, EMA, ZINWA and RDC offices are responsible for:

Reviewing information before it is disclosed

Providing clarifications on technical or regulatory issues

Ensuring that public information reflects accurate engineering and environmental data

Provincial Coordination Units ensure that disclosure practices are consistent across districts and that:

Districts report information dissemination activities

Emerging issues are elevated to national level

Provincial updates are shared during quarterly reviews

PMU ensures that:

National level information is disclosed properly

Key documents are shared publicly

All provinces have access to updated project materials

Lessons from donor missions feed back into disclosure improvements

AfDB and IFAD - The financiers do not manage day to day disclosure but:

Verify that information has been disclosed

Cross check community awareness during missions

Request improvement when disclosure is inadequate

Their oversight ensures that disclosure remains transparent and community oriented.

9.6 Ensuring Disclosure Reaches Vulnerable Groups

Special measures must be taken to ensure that detailed disclosure reaches women, youth, elderly persons, disabled persons and other vulnerable groups. This includes:

Holding dedicated briefings for women and youth

Using smaller group sessions rather than relying only on large public meetings

Engaging female AGRITEX officers or social workers where possible

Conducting household visits for elderly or mobility challenged individuals

Using oral communication methods for low literacy community members

Disclosure that excludes vulnerable groups undermines participation and violates safeguards obligations.

9.7 Feedback After Disclosure

Disclosure does not end when information is shared. It continues through:

Clarification sessions

Follow up meetings

Integration of feedback into designs or workplans

Adjusting information materials based on farmer understanding

Updating communities on how their feedback influenced decisions

Feedback loops give legitimacy to the engagement process and reduce distrust.

10. RESOURCES AND INSTITUTIONAL ARRANGEMENTS

Successful implementation of the Stakeholder Engagement Plan depends on clear institutional roles, consistent coordination and adequate resources that allow engagement to occur in a meaningful and continuous manner. Stakeholder engagement requires time, travel, facilitation skills, documentation tools, training materials and administrative support. These elements must be deliberately planned for because engagement cannot be left to goodwill or assumed to happen on the margins of other project activities.

This chapter outlines the institutional architecture that will support SEP implementation across scheme, district, provincial and national levels and identifies the human, financial and material resources required to sustain an effective engagement system throughout the project lifecycle. The arrangements described below reflect Zimbabwe's long standing agricultural extension and governance structures while also meeting the compliance expectations of AfDB and IFAD.

10.1 Institutional Structure for SEP Implementation

The SEP is implemented through a four level structure that mirrors the normal functioning of agricultural and local governance systems in Zimbabwe. Each level has distinct responsibilities and each plays a critical role in ensuring that stakeholder engagement is timely, responsive and inclusive.

10.1.1 Scheme Level Institutions

Scheme level institutions form the foundation of the SEP because this is where irrigation activities occur and where communities interact most frequently with the project. Key institutions include:

Irrigation Management Committees

IMCs are responsible for organising meetings, updating farmers, managing scheme notice boards, collecting concerns, supporting grievance handling and coordinating with AGRITEX and district officers. IMCs are the first point of contact for any communication between the project and irrigators.

Women's Groups, Youth Groups and Vulnerable Household Representatives

These groups ensure that engagement captures the needs of individuals who may otherwise be overshadowed in mixed meetings.

AGRITEX Ward Officers

Ward based AGRITEX officers translate technical information into farmer friendly guidance, mobilise communities and help document meetings. They support the IMC in day to day communication and ensure that engagement is aligned with agricultural calendars.

10.1.2 District Level Institutions

District structures coordinate technical verification, safeguards oversight and administrative responsibilities. The district is the operational hub that connects scheme realities with provincial and national decision making. Key institutions include:

District AGRITEX Office

Responsible for consolidating scheme level engagement information, facilitating training, supporting contractors with community entry and ensuring that engagement quality meets expected standards.

District Irrigation and Mechanisation Departments

These departments play a technical advisory role, ensuring that information shared with communities is accurate and that design changes or operational considerations are properly communicated.

Environmental Management Agency District Office

EMA ensures that communities understand environmental requirements and that engagement covers issues such as catchment protection, pesticide risks and waste management.

ZINWA Sub Catchment Council

ZINWA plays a key role in communicating water allocation decisions, explaining water permits and managing catchment wide engagement.

Rural District Council

RDC ensures alignment with local plans, permits and by laws. They support disclosure of planning and land use matters that affect irrigation schemes.

District Development Coordinator

The DDC provides administrative authority and convenes district level stakeholder platforms where procedural and accountability issues are discussed.

10.1.3 Provincial Level Institutions

The provincial tier provides strategic oversight, ensures cross district consistency and supports complex engagement processes involving multiple irrigation schemes. Key structures include:

Provincial AGRITEX Directorate

Coordinates technical messaging and harmonises engagement planning across districts.

Provincial Irrigation and Mechanisation Departments

Oversee district level engagement quality and provide backstopping during design review, construction supervision and scheme handover.

EMA and ZINWA Provincial Offices

Provide provincial level environmental and water governance oversight, support awareness campaigns and participate in provincial review forums.

Provincial Development Coordinator's Office

Chairs provincial review meetings and ensures alignment of engagement with broader development priorities.

Provincial RACP or SACP Coordination Unit

This unit ensures that stakeholder engagement, grievance management and safeguards implementation are integrated into annual workplans and reports.

10.1.4 National Level Institutions

The national level provides policy direction, coordination across provinces and compliance oversight. Key institutions include:

Project Management Unit

The PMU is responsible for overall coordination of the SEP. It ensures that provinces receive guidance, resources and templates for engagement. The PMU consolidates reports from provinces, communicates with AfDB and IFAD and ensures that engagement standards are met.

Ministry of Lands, Agriculture, Fisheries, Water and Rural Development

Provides policy guidance, ensures harmonisation across departments and elevates unresolved issues to national platforms.

AfDB and IFAD

The financing partners do not lead the engagement process but provide oversight through supervision missions, document reviews and direct consultations with communities and local

authorities. Their involvement strengthens accountability and ensures that the SEP reflects international best practice.

10.2 SEP Human Resources Requirements

Effective implementation of the SEP requires a dedicated and coordinated set of personnel across all four tiers of the institutional structure. These include:

IMC chairpersons, secretaries, treasurers and committee members

AGRITEX extension officers at ward, district and provincial levels

Safeguards specialists within the PMU

District officers responsible for irrigation, mechanisation, RDC planning and EMA

Water management officers from ZINWA

Social workers or gender focal persons in districts where these exist

Communication officers in the PMU responsible for document production and public information

Contractors' community liaison personnel

Provincial coordination staff who oversee reporting and scheduling

These individuals require continuous support in the form of training, mobility resources and access to information so that engagement occurs without interruption.

10.3 Financial Resources for SEP Implementation

Stakeholder engagement requires a dedicated budget which must be integrated into the annual workplans of the PMU, districts and provinces. Financial resources are required for:

Transport for AGRITEX, district officers and provincial supervisors

Production of printed materials including brochures, posters and notices

Travel and subsistence for scheme level meetings

Facilitation costs for FGDs with women, youth and vulnerable groups

Organisation of district or provincial review meetings

Training materials for IPM, O and M and safeguards

Fuel for joint monitoring visits

Data bundles or communication equipment for digital communication

Allowances for IMC mobilisation activities

Stationery and documentation materials for record keeping

Adequate allocation ensures that engagement does not become irregular or dependent on the goodwill of individuals.

10.4 Material and Logistical Resources

Practical engagement requires simple but essential tools, including:

Notice boards at scheme level

Flip charts, maps and visual aides for explaining engineering designs

Stationery for minute taking, registers and documentation

Bicycles or motorbikes for AGRITEX field mobility where required

Projectors for provincial and national presentations

Smartphones or tablets for documentation and communication

Branded GRM posters showing reporting channels

Printed summaries of scheme level rules and O and M responsibilities

These resources help create a predictable and professional communication system that communities can trust.

10.5 Capacity Building for Institutions Responsible for Engagement

Capacity strengthening is essential for IMCs, extension staff, district officers and provincial teams. Training must cover:

Stakeholder engagement methods

Inclusive facilitation skills

Conflict sensitivity

Gender and youth mainstreaming

Environmental and social safeguards

Requirements of the GRM

Safe pesticide management under the PMP

O and M responsibilities

Record keeping and reporting

This capacity building creates a foundation for consistent and high quality engagement.

10.6 Coordination Arrangements

Coordination ensures that engagement activities are not isolated or contradictory. Coordination mechanisms include:

Monthly IMC meetings supported by AGRITEX

District technical review meetings chaired by the DDC

Quarterly provincial engagement reviews

Bi monthly coordination meetings at national level led by PMU

Joint field inspections involving multiple departments

Information sharing with donors during supervision missions

Clear internal communication pathways between scheme, district, province and national teams

Coordination strengthens the flow of information and ensures that corrective actions are implemented promptly.

10.7 Sustainability of Engagement Structures

Sustainability depends on strengthening the institutions that will continue operating after the project ends. This includes:

Building capacity within IMCs to manage meetings and maintain accurate records

Strengthening AGRITEX as the long term technical support structure

Supporting district and provincial reporting systems so that they can function beyond RACP

Ensuring that the GRM is institutionalised rather than project dependent

Promoting community ownership of disclosure and monitoring tools

Maintaining partnerships with EMA, ZINWA, RDCs and NGOs

Sustained engagement increases the likelihood that irrigation schemes remain functional, conflict free and environmentally sound long after the project has closed.

11. RISK MANAGEMENT FOR SEP IMPLEMENTATION

Effective stakeholder engagement requires more than a plan. It requires proactive management of risks that may interrupt communication, weaken participation, undermine trust or delay project activities. Risk management in the context of the SEP is therefore a continuous process of identifying barriers, anticipating threats and taking early action to prevent engagement failures. These risks reflect the realities of working in rural agricultural settings where climate variability, local politics, social dynamics, logistical constraints and institutional pressures can shift quickly.

This chapter identifies risks that may affect stakeholder engagement across all five provinces and describes measures that will ensure that engagement remains active, transparent and inclusive. The risk management approach follows AfDB ISS OS1 and OS10 and IFAD SECAP 10 expectations, which require Borrowers to anticipate obstacles and establish mitigation measures early.

11.1 Purpose of Risk Management in the SEP

Risk management within the SEP seeks to:

Identify conditions that may prevent effective communication or participation

Ensure that vulnerable groups are not excluded by design or circumstance

Respond to emerging tensions early before they escalate into conflict

Maintain trust between communities and project authorities

Support district and provincial teams with practical measures that keep engagement uninterrupted

Ensure continuity of engagement during construction peaks or unexpected disruptions

Strengthen transparency and accountability which is essential for donor trust

Risk management therefore protects both the integrity of the SEP and the quality of project implementation.

11.2 Key Risks Affecting Stakeholder Engagement

These risks are drawn from RACP field consultations, previous irrigation rehabilitation experiences and the Mash Central ESMP, which reflects patterns across all provinces.

11.2.1 Weak or Overstretched Local Institutions

IMCs, AGRITEX officers, EMA district teams and other frontline institutions may become overloaded due to competing programmes or insufficient staffing. This affects their ability to mobilise communities, document meetings or monitor grievances.

Potential effect:

Reduced quality of engagement, delays in information disclosure and unresolved grievances.

11.2.2 Limited Financial and Mobility Resources

District and provincial officers often face transport shortages and limited operational budgets. This reduces the frequency of scheme visits and weakens oversight.

Potential effect:

Delayed communication, inconsistent follow up and limited monitoring.

11.2.3 Political or Leadership Conflicts

In some schemes, leadership disputes, community politics or differences between traditional and elected authorities may interfere with mobilisation and acceptance of project information.

Potential effect:

Low attendance at meetings, misinformation and community resistance.

11.2.4 Climate Related Disruptions

Floods, storms, drought conditions and seasonal accessibility challenges can interrupt planned engagement activities.

Potential effect:

Delayed meetings, difficulty in reaching remote communities and reduced participation.

11.2.5 Construction Delays and Disruptions

Contractors may fall behind schedule or face logistical challenges. Construction activities may disrupt farming operations which can provoke tension if communication is inadequate.

Potential effect:

Frustration, increased grievances and strained relations between communities and contractors.

11.2.6 Exclusion of Women, Youth and Vulnerable Groups

Without deliberate effort, engagement can become dominated by men or influential individuals. This results in silent exclusion.

Potential effect: Unbalanced participation, failure to identify gender and youth related risks, weakened equity.

11.2.7 Low Literacy Levels and Technical Complexity

Irrigation engineering, safeguards information and water governance concepts are technically demanding. Without simplification, farmers may not fully understand the implications.

Potential effect:

Misunderstanding, misconception and reduced ownership of the project.

11.2.8 Weak Documentation and Reporting

Where minutes are not kept, attendance registers are incomplete or grievance logs are not updated, there is no record of engagement to guide monitoring or donor missions.

Potential effect:

Weak accountability, inability to verify engagement and potential compliance findings.

11.2.9 Poor Handling of Grievances

If grievances are ignored, delayed or poorly documented, community trust is lost and conflict increases.

Potential effect:

Escalation of disputes, disengagement and reputational risk for the project.

11.2.10 Limited Coordination Across Stakeholder Levels

If information is not harmonised between scheme, district, province and national levels, communities may receive inconsistent or conflicting information.

Potential effect:

Confusion and weakening of the engagement system.

11.3 Mitigation Measures for SEP Risks

The following measures help prevent or reduce risks and maintain the integrity of the SEP.

Strengthening Capacity of Scheme Level Structures

Provide refresher training for IMCs on facilitation, record keeping and communication

Support AGRITEX officers with tools for mobilisation including bicycles, airtime or stationery

Encourage rotational leadership or sub committees to reduce work overload

Ensuring Availability of Field Logistics

Allocate specific budgets for district transport and fuel for engagement activities

Promote joint district visits to maximise resources

Encourage use of WhatsApp for quick communication where network allows

Managing Leadership Conflicts Proactively

Engage both traditional and elected leadership early in the project

Maintain neutral facilitation during community meetings

Escalate unresolved tensions to district administrators (DDC)

Use FGDs for sensitive issues that cannot be addressed in public forums

Preparing for Climate Related Disruptions

Develop contingency meeting schedules during rainy seasons

Use cluster based meetings when access to scheme centres is difficult

Facilitate remote communication through AGRITEX where movement is restricted

Improving Communication During Construction

Share weekly updates with IMCs

Adjust schedules based on community needs during planting or harvesting periods

Provide advance notice when construction will affect access to plots

Hold on site safety meetings with farmers

Ensuring Inclusion of Vulnerable Groups

Conduct targeted FGDs for women, youth and vulnerable households

Schedule meetings at times that do not conflict with caregiving or seasonal activities

Use simple language and visual aids in meetings

Assign vulnerability focal persons within IMCs

Simplifying Technical Information

Use diagrams, maps and practical demonstrations

Ask engineers to explain concepts in everyday terms

Translate technical materials into Shona or Ndebele

Strengthening Documentation Systems

Provide templates for meeting minutes, registers and grievance logs

Train IMCs and district officers in documentation techniques

Conduct random provincial audits of engagement documentation

Reinforcing the GRM

Regularly explain the GRM during scheme meetings

Display GRM posters in visible locations

Ensure that feedback on grievances is communicated back to complainants

Escalate sensitive grievances immediately to district or provincial safeguards personnel

Enhancing Coordination Across Levels

Hold monthly coordination meetings across district technical teams

Share engagement calendars between district and provincial offices

Include IMCs in district feedback sessions

Provide consolidated communication from the PMU to avoid contradictory messages

11.4 Continuous Risk Review

Risk management is not a one time event. It must be updated continuously as the project evolves. District and provincial teams must review risks during their technical meetings and raise new issues to the PMU. AfDB and IFAD missions will also identify emerging risks that require immediate corrective measures.

Continuous review ensures that the risks do not accumulate unnoticed and that engagement remains responsive to community realities.

12. ESTIMATED BUDGET FOR SEP IMPLEMENTATION

Implementing the Stakeholder Engagement Plan requires adequate and predictable financial resources. Engagement cannot be effective if scheme level structures, district technical departments or provincial coordination units lack fuel, transport, materials or facilitation allowances. For this reason, the SEP budget must be integrated into the RACP annual workplans at national, provincial and district levels.

The purpose of this budget is to ensure that the engagement processes described in the earlier chapters are fully supported, that communication with farmers remains active throughout the project and that safeguards responsibilities are not undermined by lack of operational resources. This aligns with AfDB ISS OS1 and OS10 and IFAD SECAP 10, both of which require Borrowers to resource engagement adequately.

The budget categories below cover the five RACP provinces and reflect typical Zimbabwean field conditions where travel distances are long, fuel costs are significant and facilitation for meetings must comply with standard subsistence allowances.

12.1 Budget Principles

The budget is based on the following principles:

Inclusivity

Engagement must reach all groups including women, youth and vulnerable persons. Budget lines therefore support FGDs, targeted sessions and accessibility measures.

Decentralisation

Most engagement happens at scheme and district levels. The budget therefore supports local mobility, district coordination and materials needed for on the ground facilitation.

Practicality

Costs reflect actual Zimbabwean rates including fuel, meals, transport and allowances. The national subsistence allowance benchmark (USD 75 per day) is used for planning.

Flexibility

Provinces differ in geography and access. The budget allows for adjustments depending on travel distances, number of schemes and district workload.

Transparency and accountability

Costs are itemised clearly to support donor reviews, PMU audits and provincial reporting.

12.2 Budget Categories and Narrative Explanation

Budget categories are presented to reflect the full scope of stakeholder engagement work required under RACP. The budget for implementing the SEP covers the full spectrum of activities required to ensure continuous, inclusive and well-coordinated engagement across RACP irrigation schemes, districts, provinces and national structures. It supports community consultations such as IMC meetings, disclosure sessions, safety briefings and operational review sessions, including specialised meetings on catchment and water allocation management. Dedicated allocations are made for focus group discussions with women, youth and vulnerable households, ensuring facilitators, materials and transport are available for meaningful participation.

District-level engagement requires resources for DTWG meetings, joint inspections, labour and safety compliance monitoring and coordination led by the DDC, supported by fuel, logistics and documentation needs. Provincial engagement funding enables quarterly provincial reviews, travel, report compilation and venue arrangements, while national-level coordination supports safeguards missions, consolidation of reports and national stakeholder workshops. The budget also covers extensive capacity building for IMCs, AGRITEX officers, district

technical teams, contractors and safeguards staff, including trainer fees, manuals and demonstration materials. Mobility and transport resources are essential for field travel, vehicle hire, maintenance and motorbike support for AGRITEX.

Communication materials such as notice boards, posters, GRM signage, radio announcements and translations are funded to ensure information reaches all stakeholders. Monitoring and reporting activities require production of templates, registers, digital documentation tools and archiving systems. A contingency allocation provides flexibility to address climate disruptions, unplanned consultations, conflict resolution needs and additional donor supervision requirements. A summary of the budget categories and descriptions is given in Table 43.

Table 43: Budget Categories and Descriptions

Budget Category	Description of Activities Covered
Community Consultations and Scheme Meetings	Routine IMC meetings, community assemblies, disclosure sessions, construction safety briefings, operational review sessions, and catchment or water-allocation meetings. Costs cover staff transport, refreshments where appropriate, printing and minor venue support.
Focus Group Discussions and Targeted Engagement	Engagements with women, youth and vulnerable groups in smaller settings. Costs include facilitation materials, transport for facilitators and support to enhance inclusive participation.
District Level Engagement and Coordination	DTWG meetings, technical inspections, labour and safety compliance checks with contractors and DDC-led district coordination. Budget covers fuel, meeting logistics and documentation materials.
Provincial Engagements	Quarterly provincial review meetings, travel of district teams, preparation of provincial reports, meeting venues and printing.
National Level Coordination	PMU consolidation of provincial report

12.3 Indicative Budget Table

Based on studies carried and issues noted an indicative budget was developed as presented in Table 6.

Table 6: Indicative Budget

Budget Category	Estimated Annual Cost (USD)	Description
Community consultations and meetings	120 000	Scheme meetings, disclosures, construction updates
Focus group discussions	45 000	Women, youth and vulnerable group sessions
District engagement and coordination	150 000	DTWG meetings, inspections, district supervision

Provincial review processes	80 000	Quarterly reviews, provincial reporting, travel
National coordination and oversight	60 000	PMU workshops, donor review preparation
Training and capacity building	110 000	IMC training, AGRITEX skills, safeguards sessions
Mobility and transport	200 000	Fuel, vehicle hire, motorbike support
Communication and information materials	40 000	Posters, GRM boards, leaflets, radio
Monitoring and documentation	50 000	Registers, documentation tools, printing
Contingency (10 percent)	85 500	Risk related flexibility
Total Estimated Annual SEP Budget	940 500	Across all five provinces

Note: The exact figures will be refined during the province by province workplanning process.

The table below shows the indicative allocation for five provinces combined.

These figures reflect the scale of activities expected within large rural provinces where travel distances are significant and stakeholder engagement requires continuous presence.

12.4 Budget Responsibility and Flow of Funds

Budget responsibilities are allocated as follows:

PMU manages the central SEP budget and allocates resources to provinces

Provincial Coordination Units receive allocations and distribute funds to districts based on activities and number of schemes

District Teams implement scheme level engagements and manage documentation

IMCs receive minimal support mainly for communication materials and meeting facilitation

Procurement and finance units ensure compliance with financial regulations.

AfDB and IFAD review budget execution during supervision missions to ensure resources match planned activities.

12.5 Sustainability of SEP Financing

To ensure continuity:

SEP costs will be integrated into annual Ministry budgets beyond RACP

IMCs will strengthen their administrative capacity to manage low cost communication tools

AGRITEX will retain materials and training tools for use after project closure

Provincial and district structures will continue to support engagement as part of routine agricultural governance

A well resourced SEP remains functional and credible, ensuring that communities continue benefiting from transparent communication and inclusive participation.

13. CONCLUSION

The Stakeholder Engagement Plan for the Resilience Agriculture Cluster Project represents more than a safeguards requirement. It is a practical and operational guide for ensuring that farmers, communities, traditional leaders, district technical departments, provincial authorities and national institutions work together throughout the life of the project in a manner that is transparent, inclusive and respectful of local realities.

Engagement is essential in an irrigation rehabilitation programme because irrigation systems depend on social cohesion, cooperative management, predictable information flows and shared responsibility. Irrigation cannot work without community ownership and community ownership cannot exist without genuine engagement. The SEP therefore provides a foundation for building trust at scheme level and strengthening coordination between all levels of government and project management.

The plan recognises the diversity of stakeholders involved in rural agricultural systems across the five RACP provinces. It provides structured methods for engaging different groups, from irrigators and IMCs to women, youth and vulnerable households. It outlines realistic timelines and frequencies for consultations, clearly defined roles and responsibilities, communication systems and monitoring tools that remain practical for frontline implementers such as AGRITEX, EMA, ZINWA, RDCs and district irrigation teams.

Throughout the document, the SEP remains faithful to the principles of AfDB ISS OS10 and IFAD SECAP 10. These principles promote informed participation, transparency and respect for community voices. They also emphasise grievance handling, disclosure of information and the need for engagement processes that reach vulnerable and marginalised groups without discrimination. The SEP therefore positions RACP as a community anchored project rather than a top down intervention.

The plan is dynamic and will evolve as the project progresses. Field realities may shift due to climate events, construction demands, evolving community priorities or institutional pressures. New risks may emerge which require updated engagement strategies. The SEP must therefore

be reviewed regularly at district, provincial and national levels and adapted in response to monitoring results, grievance trends and lessons identified during AfDB and IFAD supervision missions.

The successful implementation of this SEP depends on the commitment of the institutions involved. IMCs must remain active and transparent. AGRITEX must continue providing community facilitation and technical guidance. District officers must ensure that scheme level engagement is supported and that grievances are addressed quickly. Provincial coordination units must harmonise cross district engagement. The PMU must ensure accountability, resource allocation and compliance with financiers' expectations.

Above all, success depends on the participation and trust of the communities themselves. The SEP provides them with platforms to interact with the project, raise questions, express concerns, ask for clarification, contribute to design decisions and hold implementing institutions accountable. This mutual engagement ensures that irrigation rehabilitation not only restores infrastructure but also strengthens the social fabric and local institutions that sustain agricultural productivity and rural livelihoods.

Through this plan, RACP commits to an engagement process that is continuous, respectful, inclusive and grounded in the lived experience of farmers and their communities. It strengthens collaboration between local structures and national institutions and ensures that communities remain central to the success of the project throughout construction, operation and beyond.

Appendix 20: Grievance Redress Mechanism

EXECUTIVE SUMMARY

The Resilience Agriculture Cluster Project (RACP) Grievance Redress Mechanism (GRM) is a core component of the project's Environmental and Social Safeguard (ESS) system. It establishes a transparent, predictable, and culturally appropriate mechanism through which individuals, communities, workers, contractors, and other stakeholders can raise concerns or complaints related to project activities, impacts, or behaviours of project actors. The GRM strengthens accountability, supports conflict prevention, and enhances trust between communities and implementing institutions by ensuring that grievances are handled in a timely, fair, and rights-compatible manner.

The RACP is implemented by the Ministry of Lands, Agriculture, Fisheries, Water and Rural Development with support from IFAD, AfDB, and the Government of Zimbabwe. It focuses on climate-smart irrigation rehabilitation, market infrastructure, and value-chain development across rural districts. Given its interface with farmers, communities, contractors, government agencies, and vulnerable groups, the establishment of a structured GRM helps safeguard the rights, livelihoods, and security of affected persons throughout the project lifecycle.

The mechanism aligns with national legislation including the Environmental Management Act [Chapter 20:27], Labour Act [Chapter 28:01], and Traditional Leaders Act [Chapter 29:17], as well as the safeguard policies of IFAD (SECAP 2021) and AfDB (Operational Safeguard 10 on stakeholder engagement). These frameworks emphasise accessibility, non-discrimination, fairness, confidentiality, and timeliness in grievance management.

The GRM builds on lessons from SACP, incorporating proven approaches for early conflict resolution, social inclusion, gender-sensitive communication, and community-based accountability. It also integrates principles of the UN Guiding Principles on Business and Human Rights (UNGP 31) such as legitimacy, accessibility, predictability, equity, transparency, rights-compatibility, and continuous learning. This ensures that all persons, including marginalized groups, have space to be heard and protected.

The mechanism is implemented through a multi-tiered structure. At the community level, local committees receive, document, and aim to resolve grievances through dialogue and mediation. At district and provincial levels, DPIUs and PPIUs manage complex or unresolved cases, coordinate with technical officers, local authorities, and regulatory bodies such as EMA, and

report upward. At the national level, the PMU’s Grievance Redress Committee provides oversight, harmonisation, reporting, and escalation to funding partners.

The GRM addresses a wide range of issues, including environmental impacts, land access disputes, compensation and livelihood restoration concerns, occupational health and safety, labour grievances, social exclusion, corruption, misconduct, and gender-based violence or sexual exploitation and abuse (GBV/SEAH). It incorporates IFAD’s Incident Management Procedures, which mandate immediate reporting of serious incidents such as fatalities, severe environmental damage, and GBV/SEAH cases.

Overall, the RACP GRM goes beyond compliance. It is a governance tool that supports responsive project management, proactive problem-solving, and continuous improvement. It promotes mutual understanding between communities and implementing agencies and ensures that corrective measures are effectively implemented. Through this mechanism, the project reinforces its commitment to ethical practice, environmental sustainability, and social justice, contributing to equitable and resilient agricultural transformation in Zimbabwe.

ABBREVIATIONS

Abbreviation	Full Term
AfDB	African Development Bank
AMA	African Member Association
CGRC	Community Grievance Redress Committee
DPIU	District Project Implementation Unit
EMA	Environmental Management Agency
ESS	Environmental and Social Safeguards
ESMP	Environmental and Social Management Plan
GBV	Gender-Based Violence
GRC	Grievance Redress Committee
GRM	Grievance Redress Mechanism
IFAD	International Fund for Agricultural Development
IRM	Independent Recourse Mechanism
ISS	Integrated Safeguards System
MEL	Monitoring, Evaluation and Learning
M&E	Monitoring and Evaluation
OHS	Occupational Health and Safety
PPIU	Provincial Project Implementation Unit
PMU	Project Management Unit
RACP	Resilience Agriculture Cluster Project
RDC	Rural District Council
SEAH	Sexual Exploitation, Abuse and Harassment
SEP	Stakeholder Engagement Plan
ESSS	Environmental and Social Safeguard Specialist

UNGP	United Nations Guiding Principles on Business and Human Rights
VFU	Victim Friendly Unit

DEFINITIONS

TERM	DEFINITIONS
Affected Parties / Persons (PAPs)	Individuals, groups, or organizations that are directly or indirectly impacted by project activities, positively or negatively. Includes those affected economically, socially, or environmentally.
Anonymous Complaint	A grievance submitted without disclosing the identity of the complainant. The GRM accepts anonymous submissions to encourage reporting, especially for sensitive issues such as GBV/SEAH.
Appeal / Escalation	The formal process of forwarding an unresolved grievance to a higher-level authority within the GRM structure (e.g., from Community to District or Provincial level).
Complainant	Any individual, household, or organization that lodges a complaint or concern related to the project's activities or impacts.
Conflict Resolution	The process of reaching an agreement or mutual understanding through negotiation, mediation, or arbitration when grievances arise.
Confidentiality	The protection of a complainant's personal information from unauthorized disclosure throughout the grievance process, in line with data protection and survivor-centered principles.
Corrective Action	Specific measure or intervention implemented to resolve or mitigate the cause of a grievance and prevent recurrence.
Data Protection	The safeguarding of personal and sensitive information collected through the GRM to ensure privacy, in line with Zimbabwe's Access to Information and Protection of Privacy Act and international standards.
Feedback	Information provided to complainants or stakeholders regarding the progress or outcome of their grievance or concern. Forms a core part of accountability in the GRM.
Gender-Based Violence (GBV)	Any harmful act perpetrated against a person's will that is based on socially ascribed gender differences. Includes physical, sexual, emotional, or economic harm.
Grievance	A concern, complaint, or perceived injustice raised by an individual or group who believes they have been adversely affected by project activities, policies, or conduct. Grievances may relate to environmental impacts, labour issues, land disputes, health and safety, GBV/SEAH, or corruption.
Grievance Register / Log	The official database or ledger maintained at each GRM level (community, district, provincial, national) documenting details of each grievance, actions taken, and final resolution status.
Grievance Redress Mechanism (GRM)	A structured system enabling project-affected persons and stakeholders to lodge concerns, have them investigated, and receive a response or remedy. The RACP GRM operates at multiple levels (community to national) with escalation and feedback loops.
Independent Recourse Mechanism (IRM)	The AfDB's independent accountability office that provides affected people the opportunity to request a compliance review or problem-solving process if grievances are not resolved at project level.

TERM	DEFINITIONS
Mediation	A voluntary and confidential process where a neutral third party assists disputing parties to reach a mutually acceptable agreement. Used frequently in community and district-level grievance resolution.
Non-Retaliation	A principle ensuring that complainants and witnesses are protected from threats, coercion, or adverse treatment for raising grievances.
Redress	The remedy or resolution provided in response to a legitimate grievance, which may include restitution, compensation, policy change, or corrective action.
Resolution	The closure of a grievance following mutual agreement between the complainant and the responsible authority, and completion of agreed corrective actions.
Sensitive Grievance	A complaint that involves private, security, or reputational risk (e.g., GBV/SEAH, corruption, or labour exploitation), requiring confidential handling and restricted access.
Stakeholder	Any person, group, or organization that has an interest in or is affected by the project's activities and outcomes, whether directly or indirectly.
Survivor-Centered Approach	An ethical framework for handling GBV and SEAH cases that prioritizes the rights, dignity, and safety of survivors, ensuring informed consent and confidentiality.
Timeliness	The period within which a grievance must be acknowledged, processed, and resolved, as stipulated in the GRM Standard Operating Procedures.
Transparency	Openness in communicating the GRM process, decisions, and results to stakeholders, while protecting confidentiality.
Vulnerable Groups	Individuals or communities that are more likely to be adversely affected by project impacts or less able to access project benefits. Includes women, youth, persons with disabilities, elderly persons, or those with limited literacy or socio-economic power.

1.0 INTRODUCTION AND BACKGROUND

The Grievance Redress Mechanism (GRM) forms a critical component of the Environmental and Social Safeguard (ESS) instruments for the Resilience Agriculture Cluster Project (RACP). It provides a structured, transparent, and culturally appropriate system through which individuals, communities, and workers can raise concerns, complaints, or suggestions regarding project activities and their impacts on people or the environment. The GRM is designed to enhance accountability, strengthen community trust, and ensure that grievances are addressed promptly and fairly in accordance with Zimbabwean law and the safeguard requirements of the International Fund for Agricultural Development (IFAD) and the African Development Bank (AfDB).

The RACP is a national initiative led by the Ministry of Lands, Agriculture, Fisheries, Water and Rural Development (MLAFWRD) with financial support from IFAD, AfDB, and the

Government of Zimbabwe. It aims to improve agricultural productivity, strengthen rural livelihoods, and build climate resilience through climate-smart irrigation rehabilitation, market infrastructure development, and sustainable natural resource management. As such, the project interfaces directly with rural communities, government institutions, contractors, and private value chain actors, making it essential to have a formal grievance mechanism that ensures inclusiveness, transparency, and continuous engagement throughout the project life cycle.

The establishment of this GRM aligns with national environmental and social governance frameworks including the Environmental Management Act [Chapter 20:27], the Labour Act [Chapter 28:01], the Traditional Leaders Act [Chapter 29:17], and relevant statutory instruments that emphasize citizen participation, environmental stewardship, and fair labour practices. It also adheres to the AfDB Integrated Safeguards System (ISS 2023), particularly Operational Safeguard 10 on Stakeholder Engagement and Information Disclosure, and IFAD's Social, Environmental, and Climate Assessment Procedures (SECAP 2021) which require borrower institutions to establish accessible, equitable, and timely grievance redress mechanisms at project level.

The RACP GRM builds upon lessons from existing frameworks such as the ZAVaCEP and SACP grievance systems, both of which have demonstrated the value of early conflict resolution, social inclusion, and gender-sensitive communication in community-based agricultural programs. It integrates the core principles of the UN Guiding Principles on Business and Human Rights (UNGP 31), legitimacy, accessibility, predictability, equity, transparency, rights-compatibility, and continuous learning — ensuring that all project stakeholders, including marginalized groups, have an avenue to be heard and supported.

This mechanism operates at multiple levels, from community to national oversight, and is embedded within the project's institutional architecture (see Figure 1). At community level, trained grievance committees composed of local leaders, women, youth, and vulnerable group representatives act as the first point of contact. At district and provincial levels, the District Project Implementation Units (DPIUs) and Provincial Project Implementation Units (PPIUs) handle more complex or unresolved grievances, ensuring timely coordination with technical officers, local authorities, and the Environmental Management Agency (EMA). At the national level, the Project Management Unit (PMU) hosts a Grievance Redress Committee (GRC) responsible for oversight, policy guidance, documentation, and reporting to both the Ministry and funding partners.

The GRM covers grievances related to environmental impacts, land access, compensation, occupational health and safety, gender-based violence (GBV), sexual exploitation, social exclusion, pollution, waste management, and livelihood disruption. It is complemented by specific protocols for incident reporting in line with IFAD’s Incident Management Procedures (2023), which require immediate notification of serious events such as fatalities, severe environmental damage, or GBV/SEAH cases.

GRIEVANCE RESOLUTION PROCESS



Figure 1: Grievance Resolution Process

Ultimately, the RACP GRM is not only a compliance instrument but also a governance tool that strengthens accountability and inclusion in the implementation of the project. It supports proactive problem-solving, facilitates mutual understanding between communities and implementers, and ensures that corrective measures are identified and implemented effectively. Through this mechanism, the project reaffirms its commitment to ethical practice, environmental sustainability, and social justice as foundations for resilient and equitable agricultural transformation in Zimbabwe.

2.0 OBJECTIVE AND SCOPE

2.1 Primary Objective

The primary objective of the RACP Grievance Redress Mechanism is to establish an accessible and credible system for receiving, recording, evaluating, and resolving complaints and concerns arising from the implementation of the project.

It ensures that grievances from individuals, groups, and institutions are addressed in a transparent, timely, and fair manner that upholds the principles of equity, accountability, and respect for human dignity. The mechanism also serves as a tool for early conflict prevention, social cohesion, and continuous improvement in project implementation through systematic feedback and adaptive management.

2.2 Specific Objectives

The GRM aims to:

Provide project-affected persons with a reliable platform to express concerns or dissatisfaction regarding environmental, social, health, safety, or labour-related issues associated with RACP activities.

Enhance stakeholder trust and confidence by promoting transparency, accountability, and participation in project decision-making.

Resolve disputes at the lowest appropriate level to minimize escalation, litigation, and project delays.

Identify, document, and address recurrent issues and risks to inform better management responses and safeguard performance.

Ensure compliance with Zimbabwean legislation and international financing partners' safeguard policies, including AfDB's Operational Safeguard 10 and IFAD's SECAP 2021.

Strengthen institutional learning and capacity building for continuous improvement of safeguards implementation.

2.3 Scope

The scope of the GRM covers the entire project lifecycle, from planning and design through construction, operation, monitoring, and closure. It applies to all RACP interventions, including rehabilitation of irrigation schemes, market infrastructure, value chain development,

and associated activities such as civil works, procurement, and service delivery. It is equally applicable to all implementing partners, contractors, consultants, government departments, and community structures involved in the project.

Grievances that can be addressed through the GRM include, but are not limited to:

Environmental concerns such as pollution, water contamination, waste mismanagement, land degradation, or destruction of vegetation.

Social issues including exclusion from benefits, unfair compensation, disruption of livelihoods, or resettlement disputes.

Occupational health and safety issues affecting workers or communities.

Labour-related matters such as delayed wages, unfair dismissal, or unsafe working conditions.

Gender-based violence (GBV), sexual exploitation and abuse (SEA), harassment, and discrimination.

Misconduct, corruption, or misuse of project resources.

Any action or inaction by project staff or partners that adversely affects communities or individuals.

The GRM also recognizes that some grievances may fall outside the project's direct mandate or legal authority. In such cases, complainants are referred to appropriate institutions such as the Environmental Management Agency (EMA), the Labour Court, the Zimbabwe Human Rights Commission, the Gender Commission, or the judiciary. The RACP PMU will maintain coordination with these institutions to ensure complementarity and coherence in redress procedures.

The mechanism adopts a proportional approach consistent with the nature, scale, and risk profile of project interventions. Minor issues, such as temporary access restrictions or minor construction nuisances, can be addressed directly at the community level through informal negotiation and mediation. Complex grievances involving multiple stakeholders or legal implications are escalated to higher levels for formal resolution.

To ensure inclusiveness, the GRM caters for all affected groups, including women, youth, persons with disabilities, and marginalized communities. Dedicated outreach measures, such as translation of materials into local languages, use of pictorial posters, and engagement

through local radio or social networks will be employed to enhance awareness and participation. Confidential channels are provided for sensitive cases, particularly those involving GBV or workplace harassment, to protect complainants and ensure survivor-centered handling.

From an operational standpoint, the RACP GRM links directly with the project's Environmental and Social Management System (ESMS). Data collected through grievance logs contributes to the project's monitoring and evaluation framework and informs corrective action planning. The PMU Safeguards Specialist and Social Development Officer are responsible for ensuring that grievances are systematically tracked, analyzed, and reported in quarterly and annual safeguard performance reviews submitted to IFAD, AfDB, and national authorities.

The ultimate scope of the GRM extends beyond mere dispute resolution — it is a mechanism for strengthening social accountability, reinforcing community ownership, and embedding participatory governance within the RACP's sustainability framework. By institutionalizing transparent feedback loops and responsive management, the project ensures that every voice, particularly from vulnerable and rural communities, contributes to equitable and sustainable development outcomes.

3.0 PRINCIPLES AND STANDARDS

The GRM for the RACP is anchored on a set of fundamental principles and internationally recognized standards that ensure the system is transparent, legitimate, predictable, and responsive to the needs of all stakeholders. These principles draw from the Zimbabwean legal framework, the African Development Bank's Integrated Safeguards System (ISS 2023), the International Fund for Agricultural Development (IFAD) Social, Environmental and Climate Assessment Procedures (SECAP 2021), and the United Nations Guiding Principles on Business and Human Rights (UNGPs, 2011). Together, they form the ethical and procedural foundation upon which grievance handling is conducted, ensuring consistency, fairness, and sustainability.

The GRM does not operate in isolation but as an integral element of the project's overall Environmental and Social Safeguards (ESS) architecture. It reinforces the implementation of Environmental and Social Management Plans (ESMPs), Labour Management Plans (LMPs), Stakeholder Engagement Plans (SEPs), and Integrated Pest Management Plans (IPMPs), ensuring that any adverse issues arising from these instruments are identified and addressed efficiently. The mechanism therefore functions as both a remedial and preventive tool, enabling

continuous learning and improvement in safeguard performance. Thus the GRM relies on a robust accountability and inclusive approach summarised in Figure 2.



Figure 2: Accountability and Inclusivity Matrix

3.1 Legitimacy and Independence

The RACP GRM is structured to maintain legitimacy through clearly defined roles, responsibilities, and oversight mechanisms. Committees at each level, community, district, provincial, and national, these are constituted transparently and include representatives of women, youth, traditional leaders, local government authorities, and implementing agencies. This inclusive composition reinforces public confidence that grievances will be handled without bias. Each committee functions independently of project contractors or entities that could pose a conflict of interest. Oversight by the Project Management Unit (PMU) ensures uniform standards across all provinces while maintaining impartiality.

Legitimacy is also strengthened by continuous monitoring and auditing by independent institutions such as the Environmental Management Agency (EMA), the Gender Commission, and IFAD or AfDB supervision missions. These external bodies provide checks and balances, ensuring adherence to international best practices in grievance handling and reporting.

3.2 Accessibility and Inclusivity

Accessibility is central to the effectiveness of the GRM. Every individual, group, or organization affected by RACP activities must have the opportunity to lodge a grievance without discrimination or cost. Access channels include verbal submissions during community meetings, written letters, complaint boxes, SMS, WhatsApp, email, and toll-free numbers. Information about the GRM is disseminated widely in local languages through meetings, flyers, posters, and radio broadcasts to ensure communities in remote areas are aware of their rights and the procedures to follow.

The mechanism is deliberately inclusive, ensuring that vulnerable groups such as women, youth, persons with disabilities, the elderly, and indigenous populations can participate safely and confidently. Gender-balanced representation on grievance committees is mandatory. In cases of Gender-Based Violence (GBV) or Sexual Exploitation, Abuse and Harassment (SEAH), survivors are provided confidential and survivor-centered channels to report incidents through trained focal persons. These cases are handled discreetly in coordination with local health and law enforcement services and aligned with the IFAD Incident Response Protocols (2023).

3.3 Predictability and Timeliness

A predictable and time-bound process is vital to maintain confidence in the mechanism. The GRM sets clear procedural steps and timelines: acknowledgment of receipt within five working days, assessment and classification within ten days, and resolution of simple grievances within thirty days. Complex grievances involving multiple stakeholders or requiring investigations are resolved within sixty days. If a case remains unresolved, it is escalated to the next level of the hierarchy as indicated in the grievance flowchart.

Predictability also extends to communication. Complainants are informed of progress at each stage through SMS, phone calls, or written notifications. The outcome and agreed corrective actions are documented, and the complainant's satisfaction is confirmed before closure. This disciplined approach eliminates ambiguity and ensures fairness and transparency.

3.4 Fairness, Equity, and Cultural Appropriateness

The RACP GRM is grounded in the principles of fairness and respect for cultural norms. Dispute resolution processes incorporate local customs and traditional authority systems as entry points while maintaining adherence to statutory and safeguard requirements. Community

elders, traditional leaders, and local councils play advisory roles to facilitate mutual understanding and peaceful settlement. Equity ensures that no group or individual is unfairly advantaged or marginalized.

Decisions are based on objective evidence and stakeholder consultation rather than hierarchy or influence. Where needed, mediation is used to find balanced outcomes. The process aims not to assign blame but to restore relationships, rebuild trust, and promote sustainable solutions consistent with community values and environmental protection.

3.5 Confidentiality and Protection from Retaliation

Confidentiality is a non-negotiable principle, particularly in handling sensitive issues such as GBV, SEA, or workplace harassment. Information about complainants and the content of grievances is stored securely and only shared with authorized personnel directly involved in resolution. The system enforces strict data protection protocols to prevent victimization, stigma, or social exclusion.

A non-retaliation policy is in place to protect complainants, witnesses, and committee members from threats, coercion, or adverse repercussions. Awareness sessions are conducted to emphasize the right to voice concerns safely. The PMU is responsible for monitoring compliance and intervening immediately if intimidation or retaliation is reported.

3.6 Transparency and Accountability

Transparency enhances public confidence and deters misuse of the system. All steps of the grievance process are documented in a central database managed by the Safeguards Specialist and Social Development Officer at the PMU. Regular summaries of grievances, resolutions, and lessons learned are published in project newsletters, notice boards, and reports shared with stakeholders. However, personal data and sensitive information are excluded to safeguard privacy.

Accountability is achieved through clear assignment of responsibilities, periodic reviews by the Project Steering Committee, and independent evaluations by external monitors. Each committee level must prepare quarterly reports summarizing grievance trends, status, and challenges encountered. These reports are consolidated and submitted to IFAD, AfDB, and the Ministry for oversight.

3.7 Continuous Learning and Improvement

A key objective of the GRM is to serve as a feedback mechanism for institutional learning. Patterns of grievances such as recurring complaints about contractor performance, irrigation access, or compensation that provide valuable insights for improving project design and implementation. The PMU integrates these findings into quarterly safeguard reviews and adjusts management plans accordingly.

Lessons from grievance data are also shared across provinces to foster peer learning. Capacity-building sessions are organised for grievance committees, contractors, and community representatives to strengthen responsiveness and consistency. Over time, the GRM evolves into a dynamic governance tool that promotes adaptive management and strengthens resilience across project activities.

3.8 Rights Compatibility and Legal Alignment

The mechanism is designed to complement, not replace, existing statutory and judicial processes in Zimbabwe. It is consistent with the Environmental Management Act, the Labour Act, and the Constitution of Zimbabwe (2013), which guarantees the right to administrative justice and participation in decision-making. Complainants retain the right to seek legal recourse in national courts or escalate unresolved cases to IFAD's Enhanced Complaints Mechanism or AfDB's Independent Recourse Mechanism.

Rights compatibility ensures that the GRM decisions respect human rights principles and national law. Any actions recommended through grievance resolution must be consistent with due process, non-discrimination, and fairness.

3.9 Ethical Integrity and Good Faith Engagement

The GRM promotes ethical conduct by requiring all actors, project staff, contractors, community leaders, and beneficiaries to engage in good faith and uphold integrity throughout the process. False reporting or manipulation of complaints for personal or political gain is discouraged through awareness campaigns and transparent procedures. Ethical integrity is reinforced by a code of conduct applicable to all committee members.

3.10 Summary of Core Standards

Table 1 summarises the alignment between GRM principles and the corresponding regulatory or institutional frameworks guiding RACP implementation.

Table 1: GRM Principles

Principle	Guiding Framework	Purpose
Legitimacy	AfDB OS10, IFAD SECAP §1.8	Builds trust and credibility
Accessibility	UNGP 31, Constitution of Zimbabwe Sect 68	Ensures all can participate
Predictability	AfDB ESAP 2023	Establishes clarity and timelines
Fairness	Labour Act, Traditional Leaders Act	Promotes impartial and just outcomes
Confidentiality	IFAD GBV Protocols 2023	Protects complainant identity and dignity
Transparency	EMA Sect 97, IFAD SECAP Sect 2.2	Promotes accountability and learning
Non-Retaliation	UNGP 31, Human Rights Act	Safeguards complainants and witnesses
Continuous Learning	IFAD SECAP Sect 3.6	Encourages adaptive management

4.0 INSTITUTIONAL STRUCTURE, ROLES AND RESPONSIBILITIES

The effectiveness of the Grievance Redress Mechanism (GRM) depends on a clearly defined institutional framework that promotes coordination, accountability, and timely action across all administrative levels. The RACP operates through a decentralized structure that extends from the community to the national level, each tier serving distinct but complementary functions in grievance reception, assessment, and resolution. This section outlines the institutional architecture, roles, and responsibilities of all key actors involved in the management of grievances to ensure consistency with the principles of accessibility, transparency, and equity established under IFAD and AfDB safeguard systems as well as Zimbabwean law.

The GRM is built on a multi-tiered governance model composed of four operational levels: Community Grievance Redress Committees (CGRCs), District Project Implementation Units (DPIUs), Provincial Project Implementation Units (PPIUs), and the National Project Management Unit (PMU). Each level represents an escalation point that ensures grievances are handled efficiently, beginning where the issue arises and moving upward only when necessary.

4.1 Community Grievance Redress Committees (CGRCs)

At the grassroots level, the Community Grievance Redress Committee serves as the first point of contact for project-affected persons. It operates within irrigation schemes, business clusters, and surrounding communities. The CGRC is composed of seven to nine members, selected

through community consultations to ensure balanced representation of gender, youth, farmers, traditional leaders, and vulnerable groups.

The committee's primary role is to receive, document, and attempt early resolution of complaints using participatory dialogue. Its functions include:

Receiving oral or written complaints and recording them in the community grievance register.

Acknowledging receipt of the grievance within three working days.

Conducting initial verification or informal mediation with relevant parties.

Escalating unresolved or complex grievances to the District Project Implementation Unit within ten days.

Maintaining confidentiality, particularly for sensitive issues such as GBV/SEAH, and referring these immediately to the designated GBV focal person or appropriate service providers.

Reporting monthly to the DPIU on the number, nature, and resolution status of grievances.

Members of the CGRC receive periodic training facilitated by the PMU and EMA to strengthen their understanding of environmental management, conflict sensitivity, gender-based violence referral protocols, and human rights protection. The CGRC also coordinates with traditional courts and local authorities to avoid duplication and ensure cultural legitimacy.

4.2 District Project Implementation Units (DPIUs)

The DPIU is the operational backbone of the GRM at the district level. It provides technical oversight and ensures consistency across all community committees within its jurisdiction. It is chaired by the District Agritex Officer or the District Development Coordinator, supported by the District Environmental Officer, Social Development Officer, and Gender Focal Person.

The DPIU is responsible for:

Receiving escalated grievances from CGRCs or those lodged directly at district offices.

Conducting a preliminary review to determine validity, scope, and required level of intervention.

Convening hearings or mediation sessions involving relevant stakeholders.

Coordinating with contractors or service providers to implement corrective actions.

Ensuring that environmental or social grievances requiring technical input are referred to the appropriate specialists (e.g., engineers, environmental officers).

Documenting all actions taken and submitting a detailed monthly report to the PPIU.

For grievances related to occupational health and safety, labour disputes, or contractual breaches, the DPIU liaises with the Ministry of Labour, the EMA, and the Rural District Council (RDC). Cases of alleged corruption or misuse of funds are reported to the Anti-Corruption Commission through established government channels, while GBV/SEAH complaints are managed confidentially with referral to the Zimbabwe Gender Commission or Victim Friendly Units.

4.3 Provincial Project Implementation Units (PPIUs)

The PPIU operates as an intermediary level responsible for policy harmonization, data validation, and escalation management across districts. It ensures uniform grievance-handling standards are maintained and that all district-level actions align with national safeguard and donor requirements.

The PPIU composition typically includes the Provincial Agritex Officer, EMA Provincial Officer, Social and Gender Development Specialist, and representatives from the Ministry of Women Affairs, RDC Associations, and Farmer Unions.

The PPIU functions are to:

Consolidate district grievance reports and monitor resolution trends.

Review complex or multi-district grievances that cannot be resolved at the DPIU level.

Provide technical and legal guidance to districts and communities.

Coordinate provincial training, awareness campaigns, and information dissemination.

Compile quarterly safeguard summaries and forward them to the PMU.

Liaise with EMA and the Provincial Administrator's Office to ensure that grievances with environmental implications are addressed in line with statutory requirements.

The PPIU is also tasked with auditing the effectiveness of community-level committees and facilitating peer learning across districts. It ensures that marginalized groups are adequately represented and that the GRM continues to function inclusively.

4.4 National Project Management Unit (PMU)

The PMU hosts the apex Grievance Redress Committee (GRC) that provides strategic oversight, policy direction, and national coordination. This committee is chaired by the National Project Coordinator and includes the Environmental and Gender Safeguard Specialist, Gender Focal Person, Legal Advisor, and representatives from the Ministry of Lands, Agriculture, Fisheries, Water and Rural Development, EMA, and IFAD's Country Office.

Its key responsibilities include:

Reviewing escalated grievances that remain unresolved at the provincial level.

Ensuring that all grievances are addressed in accordance with national laws and donor safeguard standards.

Conducting periodic field audits to verify the effectiveness of GRM operations at lower levels.

Coordinating communication with the IFAD and AfDB safeguard units on high-risk or systemic grievances.

Overseeing the GRM information management system and ensuring timely data collection, analysis, and reporting.

Providing capacity-building and refresher training across provinces.

Ensuring integration of grievance data into national monitoring, evaluation, and learning systems.

Preparing semi-annual and annual grievance performance reports for submission to the Project Steering Committee and funding partners.

The PMU also plays an instrumental role in strategic communication. Summaries of grievances and actions taken are published in project newsletters, websites, and dissemination bulletins. However, personal details of complainants are withheld to preserve confidentiality.

4.5 Independent and External Oversight

For grievances that remain unresolved after national-level deliberations or where complainants allege non-compliance with AfDB or IFAD safeguard policies, an independent recourse mechanism is available. These include:

IFAD's Enhanced Complaints Procedure which allows affected persons to submit a complaint directly to the Office of Audit and Oversight.

AfDB's Independent Recourse Mechanism (IRM) which investigates compliance failures or unaddressed grievances in Bank-financed projects.

The PMU supports complainants by providing guidance on how to access these mechanisms and by ensuring that all necessary documentation is available. It also collaborates with national watchdogs such as the Zimbabwe Human Rights Commission, the Gender Commission, and EMA for cases requiring impartial review.

4.6 Information Flow and Feedback Mechanisms

To maintain coordination and accountability, all levels of the GRM are connected through a centralized reporting chain. The information flow operates vertically with feedback loops:

Community to District: Monthly reports submitted by CGRCs outlining number of grievances, resolution rate, and emerging concerns.

District to Provincial: Monthly summaries capturing progress, pending cases, and patterns of recurrent issues.

Provincial to National: Quarterly reports consolidating data across districts, including lessons learned and recommendations.

National to Funding Partners: Semi-annual and annual consolidated reports submitted to IFAD and AfDB.

Feedback is returned downward through memos, meetings, and review sessions, ensuring that communities are aware of how their concerns have been addressed and what improvements have been made.

4.7 Capacity Building and Institutional Strengthening

Effective operation of the GRM requires continuous capacity enhancement at all levels. The PMU, in collaboration with EMA, IFAD, and AfDB, organizes training sessions focusing on: Environmental and social safeguard compliance.

Conflict resolution and mediation skills.

Data management and grievance logging.

GBV/SEAH survivor-centered handling.

Communication and confidentiality protocols.

Each committee level must have at least one trained focal person responsible for record-keeping and reporting. Annual review workshops are conducted to evaluate performance, share experiences, and update procedures as needed.

A summary of the roles and accountability lines for GRM is presented in Table 2.

Table 2: Summary of Roles and Accountability Lines

Level	Composition	Core Responsibilities	Accountability To
Community (CGRC)	7–9 community representatives including women, youth, traditional leaders	Receive, record, and resolve minor grievances; escalate unresolved cases	DPIU
District (DPIU)	AGRITEX, EMA, Social Development, Gender Officers	Mediate complex grievances; coordinate contractors and institutions	PPIU
Provincial (PPIU)	Provincial Agritex, EMA, Social/Gender Specialists	Oversee and harmonize district actions; produce quarterly reports	PMU
National (PMU)	National Project Coordinator, Safeguard Specialists, Legal Advisor	Oversight, reporting, training, escalation to IFAD/AfDB	Project Steering Committee & Donors
External	IFAD Complaints Office, AfDB IRM, National Commissions	Independent review of unresolved grievances	Funding Institutions

This visual aids stakeholders in understanding their position within the grievance-handling chain and reinforces the concept of accountability and inclusivity that underpins the RACP safeguard system.

5.0 COMMUNICATION, OUTREACH AND AWARENESS STRATEGY

Effective communication and awareness are the lifeblood of a successful GRM. For the RACP, communication is not simply a procedural step but a deliberate strategy to empower communities, promote transparency, and build confidence in the system. The communication framework ensures that all stakeholders, from smallholder farmers and contractors to local authorities and national agencies, understand their rights, responsibilities, and available channels for redress. It also guarantees that information flows seamlessly between different levels of the GRM, fostering accountability and learning throughout the project.

The communication and outreach strategy is designed to meet five interrelated objectives:

To ensure that all project stakeholders are informed about the GRM's purpose, procedures, and benefits in a language and format they understand.

To promote inclusive participation and ensure marginalized groups, especially women, youth, persons with disabilities, and vulnerable households, ensuring they can access the mechanism without barriers.

To facilitate the prompt submission, acknowledgment, and resolution of grievances through multiple communication channels.

To maintain transparency and feedback loops between complainants, implementers, and oversight bodies.

To enhance institutional reputation by demonstrating accountability, responsiveness, and social responsibility in line with IFAD, AfDB, and Zimbabwean expectations.

The GRM communication approach is summarised by Figure 3.

Grievance Redress Mechanism

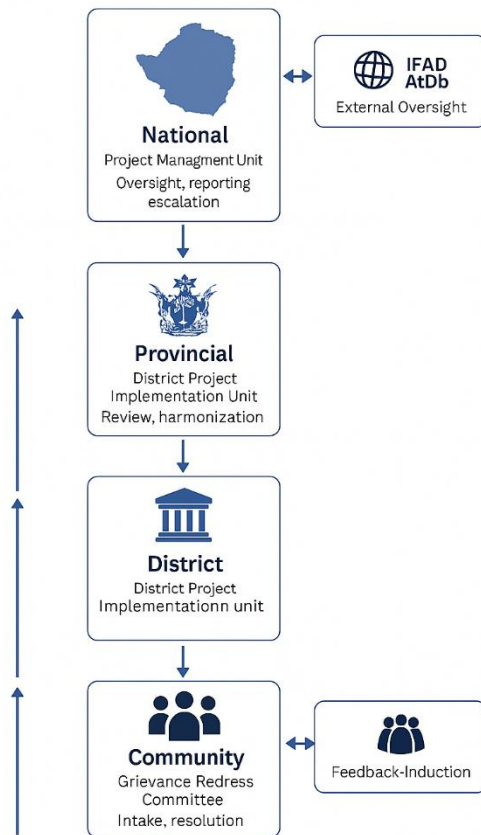


Figure 3: GRM Communication Flow

5.1 Communication Principles

The communication approach adheres to four guiding principles that ensure messages are clear, credible, and culturally appropriate:

Clarity and Simplicity: All information must be concise, easy to understand, and free from bureaucratic language. It should be presented in local languages, using relatable examples from agricultural and rural life.

Cultural Sensitivity: The RACP operates across diverse communities in Zimbabwe where language, tradition, and power dynamics vary. Communication materials respect local customs and utilize acceptable channels such as chiefs, headmen, and ward councillors as conveyors of information while ensuring gender and generational inclusivity.

Two-Way Engagement: Communication is not a one-directional broadcast. It must allow for feedback, dialogue, and mutual learning. Community meetings, participatory monitoring exercises, and field visits offer spaces for open discussion between the project team and stakeholders.

Transparency and Timeliness: Stakeholders are informed of decisions, actions, and progress within agreed timelines. Feedback is given whether a grievance is accepted, under investigation, or resolved.

5.2 Target Audiences

The communication strategy identifies and tailors messaging to different categories of stakeholders, ensuring that information reaches them through the most appropriate means:

Primary Audience: Smallholder farmers, Agricultural Producer Groups (APGs), irrigation scheme members, and local community residents who are directly affected by RACP interventions.

Secondary Audience: Contractors, service providers, labourers, local government officials, extension officers, and non-governmental partners who influence implementation or service delivery.

Tertiary Audience: Provincial and national policy makers, donor representatives (IFAD, AfDB), environmental regulators (EMA), and media institutions that ensure oversight and dissemination of lessons learned.

Each audience receives customized information that matches their level of involvement, capacity, and influence.

5.3 Communication Channels and Tools

Given Zimbabwe's diverse socio-economic and linguistic landscape, the GRM employs multiple communication channels to ensure wide coverage and accessibility. The choice of tools balances formal reporting with informal community-based communication.

Community-Level Channels:

Village and ward meetings facilitated by local leaders and AGRITEX officers.

Poster displays and notice boards at irrigation schemes, business units, and markets.

Information booths during community gatherings, agricultural shows, or training events.

Suggestion boxes at easily accessible public points such as local councils, cooperative offices, or scheme centers.

Use of local FM radio stations (in Shona, Ndebele, Tonga, and Nambia) to broadcast GRM procedures, timelines, and success stories.

Digital and Written Channels:

Hotlines managed at district and PMU level to allow anonymous reporting.

Dedicated email address and WhatsApp line for written submissions.

Monthly SMS reminders to farmers and community representatives on reporting processes and updates.

Simplified brochures and fact sheets distributed through extension officers and contractors.

Visual and Participatory Tools:

Illustrated posters and infographics depicting step-by-step grievance procedures.

Pictorial storyboards and theatre performances in communities with low literacy levels.

Radio dramas and jingles that use humour and storytelling to communicate grievance pathways.

Farmer Field Schools (FFS) discussions and participatory monitoring sessions incorporating grievance awareness modules.

The combination of these channels ensures that every individual regardless of literacy, gender, or access to technology can report a grievance and receive information about its resolution.

5.4 Key Messaging Themes

All communication efforts are built around consistent messages that reflect the values of accountability, inclusion, and fairness. Core messages include:

“The RACP listens — your voice matters.”

“Report any concern safely and confidentially.”

“Every complaint will be acknowledged and resolved within clear timelines.”

“The grievance system protects your rights and supports fair development.”

“You can report through your committee, district, or directly via phone, SMS, or email.”

Messages are repeated through different channels and contextualized to reflect local challenges such as land disputes, irrigation conflicts, or contractor performance issues.

5.5 Feedback and Reporting

Feedback is a vital part of trust-building. Complainants are regularly informed of their case status using the same channel through which they submitted their grievance. A unique case reference number is assigned to every grievance for easy tracking.

At each level of the mechanism, data on grievances received, resolved, and pending are summarized in monthly reports shared with stakeholders. At the community level, quarterly feedback sessions are organized where committees share anonymized summaries of grievances and how they were addressed. Provincial and national levels consolidate this information into semi-annual reports for submission to the Ministry and funding partners.

Where feasible, visual dashboards are developed to display performance indicators such as:

Number of grievances received per quarter.

Percentage resolved within timelines.

Types and frequency of grievances.

Geographic distribution of complaints.

Lessons learned and preventive actions taken.

This information helps the project identify systemic issues for example, recurring land access disputes or contractor negligence and triggers for proactive corrective action.

5.6 Integration with Stakeholder Engagement Plan (SEP)

The communication and awareness strategy for the GRM is fully integrated into the broader SEP. All consultations, meetings, and outreach events under the SEP incorporate a GRM awareness component. Each consultation session begins with a short presentation on how to lodge grievances, confidentiality safeguards, and available support channels. This integration ensures consistency, avoids duplication, and reinforces community ownership of the mechanism.

5.7 Capacity Building in Communication

Capacity building is essential to ensure that all grievance focal persons, field officers, and communication assistants deliver accurate and consistent messages. The PMU, with support from the AfDB and IFAD communication specialists, will conduct regular training workshops covering:

Effective communication and listening skills.

Conflict-sensitive language and de-escalation techniques.

Media engagement and public information management.

Culturally sensitive communication approaches.

Digital literacy for SMS, email, and database management.

Continuous mentoring and refresher sessions will maintain quality and consistency across provinces.

5.8 Communication Performance Monitoring

The effectiveness of communication efforts will be assessed using both quantitative and qualitative indicators. Examples include:

Proportion of stakeholders who are aware of the GRM and can describe its process.

Number of grievances submitted through various channels (indicating accessibility).

Participation rates in GRM awareness meetings by gender and age group.

Response time and satisfaction levels of complainants.

Feedback from independent audits or supervision missions.

Findings are used to refine the communication strategy and improve future outreach activities.

6.0 COMMUNICATION, OUTREACH AND AWARENESS STRATEGY

Effective communication and awareness are the lifeblood of a successful Grievance Redress Mechanism (GRM). For the Resilience Agriculture Cluster Project (RACP), communication is not simply a procedural step but a deliberate strategy to empower communities, promote transparency, and build confidence in the system. The communication framework ensures that all stakeholders, from smallholder farmers and contractors to local authorities and national agencies to understand their rights, responsibilities, and available channels for redress. It also guarantees that information flows seamlessly between different levels of the GRM, fostering accountability and learning throughout the project.

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Feedback from independent audits or supervision missions.

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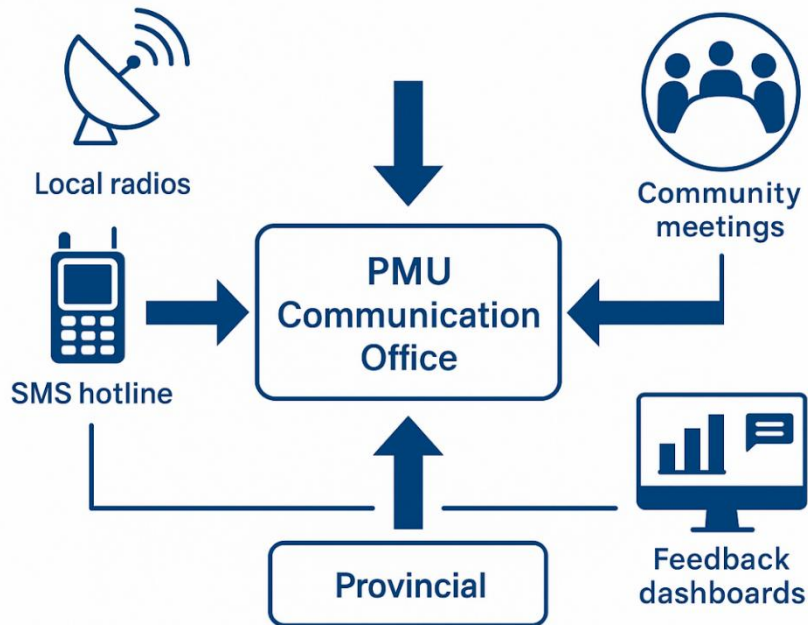


Figure 4: Feedback Architecture

Figure 4 will help stakeholders and field officers quickly understand the communication ecosystem and their roles in maintaining transparency and trust within the RACP grievance process.

7.0 GRIEVANCE HANDLING PROCEDURE

The grievance handling procedure is the operational heart of the RACP Grievance Redress Mechanism. It defines the step-by-step process through which grievances are received, assessed, addressed, and closed. The procedure ensures that each concern raised by stakeholders is handled systematically and fairly, with a focus on problem-solving, transparency, and timely communication. It is designed to build confidence in the system, strengthen institutional accountability, and provide early warning for potential environmental or social risks that could affect project performance.

This procedure is fully aligned with the requirements of IFAD’s SECAP (2021), AfDB’s Integrated Safeguards System (ISS 2023), and Zimbabwe’s Environmental Management Act [Chapter 20:27]. It also reflects the ethical principles of fairness, non-discrimination, and respect for human rights as outlined under the UN Guiding Principles on Business and Human Rights.

7.1 Step-by-Step Grievance Handling Process

The RACP grievance handling process follows an eight-step framework that ensures traceability, predictability, and fairness. Each step is monitored through an electronic and paper-based log to allow accurate reporting and verification (Figure 5).

Step 1: Grievance Uptake

Any person, group, or institution affected by the project can submit a grievance at any stage of project implementation. Grievances may be submitted orally or in writing through any of the following channels:

Community grievance boxes, local offices, or project field officers.

SMS or WhatsApp hotlines.

Direct submission to the District or Provincial Project Implementation Unit.

Email or written letter to the Project Management Unit (PMU).

During community consultation meetings or stakeholder forums.

No fee is charged, and grievances can be submitted anonymously if preferred. Where literacy barriers exist, project staff assist in documenting complaints accurately without altering meaning.

Step 2: Registration and Acknowledgment

Upon receipt, the grievance is entered into the Grievance Register at the level where it was received. Each grievance is assigned a unique reference number and recorded with essential details including the date, complainant (if disclosed), nature of issue, location, and channel of submission.

Acknowledgment is provided to the complainant within five working days, either verbally, by SMS, or in writing. This acknowledgment confirms receipt, provides the reference number, and outlines the next steps including estimated timelines for resolution.

Step 3: Screening and Categorization

The grievance is screened to determine its eligibility, seriousness, and whether it falls within the project's scope. Screening also helps categorize grievances into one of three levels:

Category 1 (Simple) — Minor issues that can be resolved at community level within 15 days.

Category 2 (Moderate) — Issues requiring investigation or coordination with district or provincial authorities within 30 days.

Category 3 (Complex) — Grievances involving legal, contractual, or multi-stakeholder implications, referred to the PMU for resolution within 60–90 days.

This categorization allows efficient allocation of responsibility and ensures that complaints are not delayed due to lack of clarity on authority.

Step 4: Assessment and Investigation

Once categorized, the responsible committee conducts an investigation. This may include interviews with affected persons, site visits, document reviews, and consultations with technical experts (e.g., engineers, environmental officers, or social specialists).

Investigations must be objective, evidence-based, and concluded within ten working days for simple cases and twenty days for complex cases. For sensitive grievances such as GBV or SEA, investigations are handled confidentially through trained focal persons and survivors are referred to appropriate service providers while maintaining anonymity and consent.

Step 5: Resolution and Response

Following investigation, the committee formulates an agreed resolution. This may involve corrective action, compensation, technical remediation, community dialogue, or referral to an external institution. The proposed solution must be discussed with the complainant to ensure understanding and acceptance.

Resolutions are documented in the Grievance Register and endorsed by the responsible officer or committee chair. Written or verbal communication of the decision is made within five working days of resolution.

Step 6: Implementation of Corrective Action

The responsible implementing agency (contractor, service provider, or project officer) executes the agreed corrective action promptly. The Environmental and Social Safeguards Specialist (s) at PMU level tracks implementation and verifies progress to ensure compliance and avoid recurrence of similar issues.

Step 7: Closure and Feedback

A grievance is closed once corrective actions are completed and verified to the satisfaction of the complainant and relevant authorities. The closure is recorded in the system and confirmed through a signed acknowledgment by the complainant or a representative, except for anonymous cases.

If the complainant remains dissatisfied, the case is escalated to the next institutional level;

(District → Provincial → National → IFAD/AfDB independent review).

Closure reports summarize all actions taken, outcomes achieved, and lessons learned.

Step 8: Monitoring, Reporting, and Learning

All grievances are tracked through the central database managed by the PMU. Periodic analyses are conducted to identify patterns, systemic challenges, or emerging risks. Monthly and quarterly reports are shared with stakeholders and integrated into the project's overall monitoring and evaluation framework.

Key performance indicators include:

Percentage of grievances acknowledged within 5 days.

Resolution rate within defined timelines.

Percentage of complainants satisfied with outcomes.

Number of recurring grievances and preventive actions implemented.

This continuous learning approach transforms the GRM into a dynamic management tool that improves project quality and fosters social accountability.

7.2 Escalation Mechanism

The escalation process ensures that grievances beyond the capacity of one level are efficiently transferred to the next authority without loss of information or delay.

Community to District: Issues unresolved within 15 days or involving contractors are forwarded to the District Project Implementation Unit.

District to Provincial: Cases requiring technical or multi-district coordination are referred to the PPIU.

Provincial to National: Grievances with policy, legal, or reputational implications are handled by the PMU National GRC.

National to External: If complainants are dissatisfied with the national-level resolution, they may seek redress from the IFAD Enhanced Complaints Procedure or the AfDB Independent Recourse Mechanism.

Throughout escalation, complainants are informed of progress and expected timeframes. Data is shared electronically using standardized reporting templates.

7.3 Special Handling Procedures for Sensitive Grievances

Certain grievances require special treatment due to their sensitive nature. The GRM recognizes three such categories:

Gender-Based Violence (GBV) and Sexual Exploitation, Abuse, and Harassment (SEAH):

Handled confidentially through a survivor-centered approach. Trained focal persons ensure privacy, informed consent, and safe referrals to health, psychosocial, or legal support services. Cases are never discussed in open meetings or documented with identifiable details.

Labour and Occupational Safety Concerns:

Workers may raise grievances through dedicated labour focal points or site safety committees. Urgent issues, such as unsafe conditions, must be addressed within 24 hours.

Environmental Emergencies and Pollution Events:

Incidents such as chemical spills, water contamination, or major land degradation trigger immediate notification to EMA and the PMU within 48 hours, followed by an investigation and remediation plan.

7.4 Documentation and Information Management

All grievances are recorded in both physical and digital formats using a standardized Grievance Log Templates that captures:

Date of receipt and registration number.

Description of grievance and category.

Responsible level or officer.

Actions taken and timeline.

Outcome and status (open, in progress, closed).

The structure of the documents to be used when receiving the grievances are given in Appendix 1 and upon resolving a grievance Appendix 2 is the close out form.

The record system, managed at the PMU, ensures real-time tracking and easy retrieval for audits, reviews, and reporting. Confidential data is protected, and sensitive cases are coded without personal identifiers.

7.5 Institutional Accountability and Oversight

Each committee level reports upward through a structured accountability chain. The PMU's Safeguards Team verifies data consistency, ensures compliance with timelines, and validates closure of cases. The Project Steering Committee reviews quarterly summaries to assess systemic issues and corrective measures. External evaluations by IFAD and AfDB missions include random checks on grievance records to assess transparency and performance.

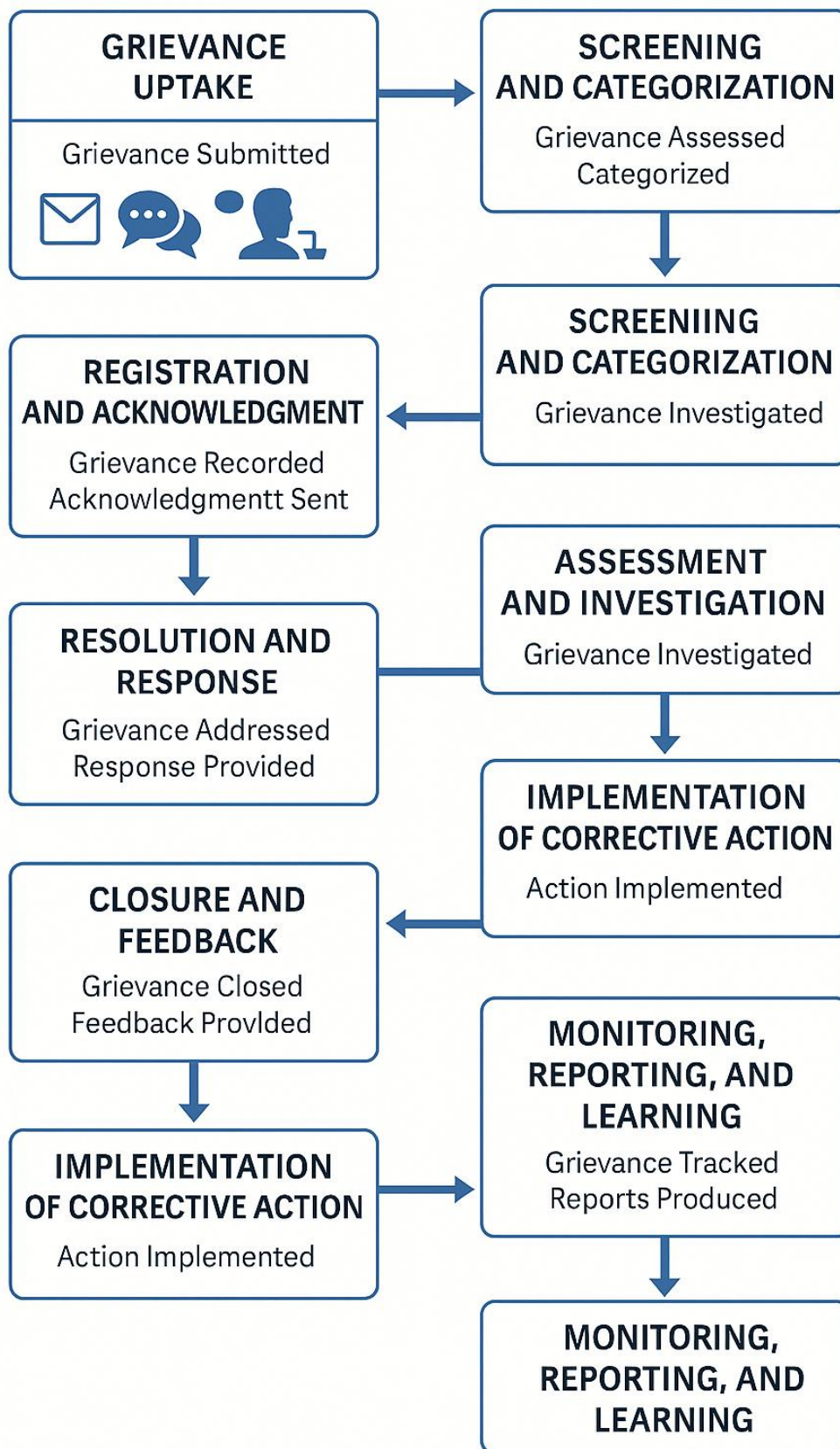


Figure 5: Steps of the grievance handling cycle

8.0 ACCESS CHANNELS

An effective Grievance Redress Mechanisation must provide multiple, low-cost, culturally appropriate, and disability-inclusive channels through which any stakeholder can submit concerns. All access channels must be free, accessible to remote and marginalized communities, and adaptable to varying literacy levels. The channels described here meet the expectations of the AfDB ISS (2023), IFAD SECAP (2021), Zimbabwe's Environmental Management Act, and draw on good practice observed in comparator programmes including the ZAVaCEP GRM.

In-Person Reporting

In-person reporting is the most widely used and culturally familiar engagement method in rural Zimbabwe. Stakeholders can lodge grievances directly with Community Grievance Redress Committees, village heads or local traditional leaders, AGRITEX officers, District Project Implementation Unit Safeguards Officers, or Provincial Safeguards Specialists. This method is ideal for complainants who prefer verbal communication, have limited literacy, or lack mobile devices. Officers receiving complaints must document every submission using standardized GRM Intake Forms.

Community Drop-Boxes

Secure grievance drop-boxes are placed at irrigation scheme pump houses, ward centres, clinics, schools, council offices, and AGRITEX stations. These boxes provide a confidential, anonymous pathway for complainants who may fear stigma, retaliation, or social tension. Drop-boxes are clearly labelled in Shona, Ndebele, and English, and are opened weekly by a designated officer accompanied by a community representative.

Toll-Free Hotline

A national toll-free hotline based at the PMU provides real-time access for urgent grievances such as labour accidents, water contamination, or misconduct by contractors. Hotline attendants are trained to communicate in multiple local languages, including Shona, Ndebele, Tonga, Venda, and English. After-hours messages are recorded with a guaranteed call-back within the next working day. This channel is particularly important for women, youth, and workers who require discreet reporting.

SMS and WhatsApp Messaging

SMS and WhatsApp are widely used across Zimbabwe and offer low-cost, convenient options for rapid reporting. Complainants can submit text messages, photographs, voice notes, or location pins. These channels support anonymous reporting, and they are accessible to persons with disabilities, including those with hearing impairments who may prefer text-based reporting.

Email Submissions

Email reporting is available at district, provincial, and national levels and is suitable for NGOs, contractors, district officials, agribusiness partners, and individuals with internet access. Dedicated GRM email addresses ensure that submissions are received by trained officers who follow the standard operating procedures. Email reporting aligns with national EMA procedures, which accept written or digital submissions as valid complaint pathways.

Web-Based Submission

A user-friendly online GRM form is hosted on the project's website and allows for detailed submissions, including attachments such as photos, audio recordings, and documents. Online submissions feed directly into the central GRM database, triggering automatic acknowledgment. This channel enhances transparency and allows stakeholders to track the status of their submissions when they choose to provide contact information.

Community Focal Points

Each ward and irrigation scheme nominates trained GRM focal persons representing women, youth, leadership structures, persons with disabilities, and AGRITEX extension services. These individuals support complainants in completing forms, capturing verbal grievances, and referring sensitive issues to appropriate authorities. They are essential for ensuring access for people with limited mobility, low literacy, or social vulnerabilities. GBV and SEAH focal points handle sensitive disclosures confidentially and provide safe referrals.

Engagement through Traditional and Customary Structures

Zimbabwe's customary institutions remain important channels for communication and dispute resolution. Village heads, headmen, and chiefs are respected entry points for local grievances. While the GRM does not rely on traditional structures to resolve all issues, it recognizes their legitimacy and integrates them into early-warning systems, community engagement, and non-

sensitive dispute facilitation. Sensitive cases such as GBV or criminal matters are not handled through customary pathways and must be referred to formal institutions.

Special Accessibility Measures

The GRM ensures inclusion of persons with disabilities through sign-language support during district-level reporting, voice-note submission options, large-print materials, and accessible drop-box placement. For persons with low literacy, the mechanism accepts oral submissions, uses visual posters, and relies on focal persons for documentation support. Linguistic inclusion is achieved through translation of materials and hotlines into local languages. Remote communities benefit from mobile GRM outreach activities conducted during agricultural extension visits, VBU meetings, ward assemblies, and irrigation rehabilitation supervision missions.

Zero-Cost Principle

All channels are designed to be free to complainants. Toll-free numbers, free WhatsApp and SMS bundles during awareness drives, and cost-free access to offices remove financial barriers. No complainant pays to lodge, follow up, or receive feedback on a grievance. Meetings convened to address grievances are held in neutral, accessible local venues without cost to participants.

Confidential and Anonymous Reporting

The project guarantees that anyone can report a grievance anonymously via drop-boxes, SMS, WhatsApp, or web forms. Confidential reporting is available for sensitive issues, especially GBV and SEAH. Only designated officers access such cases, and all information is handled following strict confidentiality protocols. No complainant is required to reveal personal identity unless they choose to do so.

9.0 GRIEVANCE TRACKING, MONITORING AND REPORTING SYSTEM

An effective GRM relies not only on sound procedures but also on a robust monitoring and reporting framework that ensures every grievance is tracked, analysed, and used to inform decision-making. For the Resilience Agriculture Cluster Project (RACP), grievance tracking, monitoring, and reporting serve as the backbone of accountability, allowing project

implementers, funders, and communities to evaluate how well the system performs in resolving disputes and preventing recurrence.

This section describes how the RACP will systematically capture, manage, and analyse grievance data from all levels of implementation, community, district, provincial, and national, and how such information will contribute to adaptive management, transparency, and compliance with IFAD, AfDB, and national safeguard frameworks.

9.1 Purpose of the Monitoring and Reporting System

The monitoring and reporting framework ensures that:

All grievances are recorded, tracked, and closed transparently within defined timelines.

Project implementers can identify patterns or recurring issues that require structural corrective actions.

Communities remain informed about how their concerns are addressed, thereby maintaining trust and participation.

IFAD and AfDB are regularly updated on safeguard compliance and effectiveness of redress actions.

Lessons learned are systematically integrated into project planning, risk management, and policy improvement.

9.2 Core Components of the GRM Tracking System

The RACP grievance monitoring system operates through four interlinked components; data collection, data storage, data analysis, and reporting and feedback, all managed under the PMU's Environmental and Social Safeguards Unit.

(a) Data Collection

Each level of the GRM Community Grievance Redress Committees (CGRCs), District Project Implementation Units (DPIUs), Provincial Project Implementation Units (PPIUs), and the PMU, collects data using standardized templates. Data sources include:

Grievance registers (paper-based and digital).

Feedback forms from complainants.

Meeting minutes and field investigation reports.

SMS, hotline, and email submissions.

Monthly progress updates from committees.

Field officers and focal persons are responsible for entering data weekly, ensuring that even remote communities with limited digital access are captured through manual reporting systems.

(b) Data Storage

All grievances are consolidated into a central digital Grievance Management Database housed at the PMU and backed up through cloud storage. This database captures essential fields such as:

Unique grievance reference number.

Complainant demographics (where provided).

Issue category and severity.

Actions taken and status updates.

Date of resolution and responsible officer.

Verification notes and feedback received.

Sensitive or confidential cases (e.g., GBV/SEAH) are coded to restrict access and preserve anonymity.

(c) Data Analysis

Data analysis is carried out monthly and quarterly to identify trends, recurring issues, geographic hotspots, and response times. Analysis includes:

Thematic mapping of grievances by type (environmental, social, labour, gender-based, etc.).

Trend charts showing grievance frequency over time.

Cross-tabulation of resolution rate by level (community, district, provincial).

Identification of systemic issues requiring policy or operational adjustment.

Visual dashboards (see infographic recommendation below) are produced to present this information in an accessible, evidence-based format.

(d) Reporting and Feedback

Reports are generated at four levels; monthly (community and district), quarterly (provincial), and semi-annually (national). The PMU consolidates all data into comprehensive safeguard reports submitted to IFAD, AfDB, and the Project Steering Committee. Summaries of grievances and their resolution outcomes are also shared with stakeholders through community notice boards, radio updates, and stakeholder review meetings.

9.3 Performance Indicators for GRM Monitoring

To measure the effectiveness of grievance management, the following key performance indicators (KPIs) as shown in Table 3 are applied across all levels.

Table 49: Performance Indicators

Indicator	Description	Frequency	Target/Benchmark
Timeliness of acknowledgment	% of grievances acknowledged within 5 working days	Monthly	≥ 90%
Timeliness of resolution	% of grievances resolved within prescribed timeframe	Monthly	≥ 80%
Complainant satisfaction	% of complainants satisfied with the resolution outcome	Quarterly	≥ 75%
Grievance recurrence	% of grievances recurring within 6 months	Quarterly	≤ 10%
Gender and vulnerability inclusion	% of grievances lodged by women/youth/vulnerable groups	Quarterly	≥ 40%
GBV/SEAH case confidentiality	% of sensitive cases handled with full confidentiality and referral	Quarterly	100%
Transparency in reporting	Frequency of public disclosure of grievance summaries	Semi-annual	Twice yearly

These indicators will be reviewed annually and adjusted based on emerging risks or lessons learned.

9.4 Roles and Responsibilities in Monitoring

Community Grievance Redress Committees (CGRCs): Collect data at the grassroots level, maintain registers, and submit monthly summaries to the DPIU.

District Project Implementation Units (DPIUs): Verify community data, ensure completeness, and prepare district-level monthly summaries for the PPIU.

Provincial Project Implementation Units (PPIUs): Consolidate district data, conduct data quality assessments, and submit quarterly summaries to the PMU.

Project Management Unit (PMU): Manage the centralized database, perform trend analysis, and produce semi-annual and annual reports for IFAD, AfDB, and the Ministry.

Environmental Management Agency (EMA): Provide external validation of environmental grievance responses and verify field remediation actions.

Funding Partners (IFAD/AfDB): Review consolidated reports, provide oversight, and recommend strategic improvements.

9.5 Data Quality Assurance and Verification

To maintain integrity and reliability of grievance data, a three-tier quality assurance system is implemented:

First-Level Verification: Conducted at district level by safeguards focal persons before data submission.

Second-Level Verification: Provincial safeguards specialists check consistency, completeness, and timeliness of records.

Third-Level Verification: PMU reviews data for anomalies, cross-verifies with field observations, and validates with complainants where necessary.

Independent audits and supervision missions by IFAD and AfDB may also review a sample of grievances to verify accuracy and fairness in reporting.

9.6 Reporting Formats and Frequency

Each level of the mechanism uses standardized templates to ensure uniformity in reporting.

Monthly Reports: Prepared by CGRCs and DPIUs summarizing grievance numbers, resolutions, and pending cases.

Quarterly Reports: Prepared by PPIUs consolidating district-level data, highlighting trends and challenges.

Semi-Annual Reports: Compiled by PMU for submission to funding partners, incorporating analytical dashboards and corrective actions.

Annual Reports: Integrate GRM findings into the project’s Environmental and Social Performance Report and include recommendations for systemic improvements.

Summaries are presented both numerically and visually, enabling stakeholders to assess progress at a glance as shown in Figure 6.

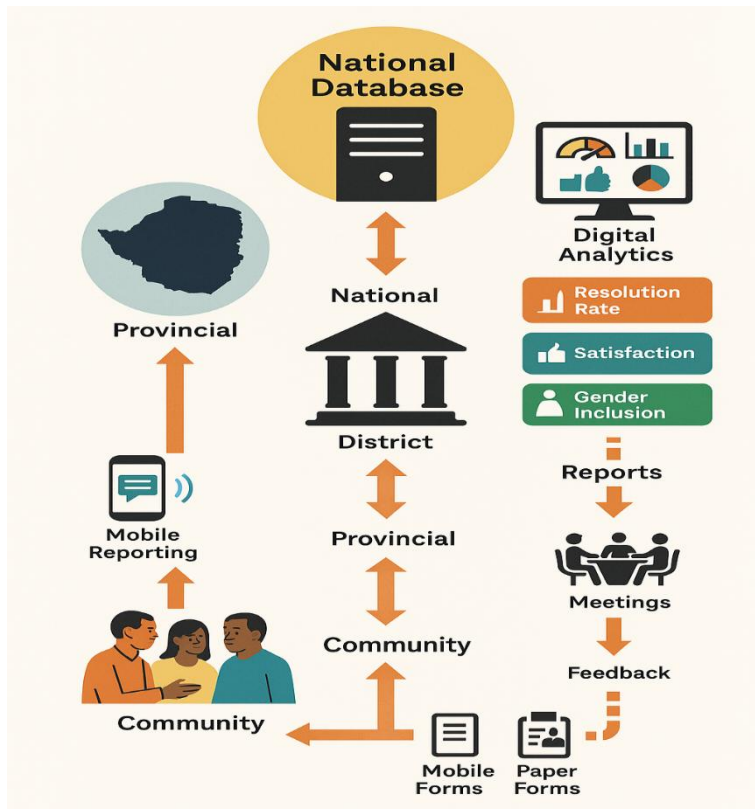


Figure 6: GRM Reporting Paths

9.7 Feedback and Learning Mechanisms

The RACP GRM promotes learning by systematically feeding grievance data back into management decisions. This is achieved through:

Quarterly Reflection Meetings: Held at provincial level to discuss patterns and identify policy-level solutions.

Annual Safeguard Review Workshops: Bringing together all implementing partners to review grievance performance and share best practices.

Community Feedback Forums: Conducted biannually to close the loop by informing communities about how their feedback has influenced project improvements.

Adaptive Management Integration: Lessons from grievance monitoring are integrated into ESMP revisions, contractor performance evaluations, and future safeguard planning.

9.8 Transparency and Public Disclosure

The project commits to full transparency in reporting grievance outcomes. Public disclosure takes place through:

Community notice boards displaying non-confidential summaries.

Project newsletters and websites with anonymized data.

Provincial review meetings with key stakeholders.

Annual disclosure to IFAD, AfDB, and the Ministry of Lands, Agriculture, Fisheries, Water and Rural Development.

This ensures communities are not only informed but also empowered to hold the project accountable.

10. REPORTING AND DISCLOSURE

A well-functioning GRM depends on systematic, transparent, and accountable reporting practices. Reporting is both an internal management tool and an external accountability obligation to communities, stakeholders, and development partners. The RACP GRM adopts robust mechanisms for internal reporting, public disclosure, and feedback to ensure that information flows efficiently across all levels of implementation and that stakeholders remain informed of grievance outcomes and system improvements. These systems adhere to AfDB and IFAD requirements on transparency, accessibility, and meaningful stakeholder participation.

Internal Reporting

Internal reporting is structured to provide timely insights into grievance trends, response efficiency, and emerging risks. Reporting begins at community level and flows upward through district and provincial structures to the national Project Management Unit.

Monthly reporting

Community Grievance Redress Committees and District Safeguards Officers compile monthly summaries capturing the number of grievances received, categorization by type, status of

investigations, corrective actions taken, and unresolved cases. These are submitted to the Provincial Project Implementation Unit Safeguards Specialists for consolidation.

Quarterly reporting

Provincial Safeguards Teams prepare quarterly analytical reports synthesizing trends across districts, resolution times, recurring hotspots, sensitive cases, system gaps, and good practices. These reports are shared with the PMU and feed into RACP's quarterly implementation review meetings, risk assessments, and safeguard performance dashboards.

Semi-annual and annual reporting

The PMU produces semi-annual and annual consolidated GRM performance reports for decision-making at Steering Committee level. These reports inform contractor performance assessments, ESMP compliance audits, supervision missions, and annual work plan and budget (AWPB) adjustments. The annual report includes a detailed learning and improvement section describing system adjustments, capacity strengthening, and changes in grievance patterns.

Reporting templates are standardized across all levels to ensure consistency in formats, definitions, and data fields, enabling seamless aggregation and comparative analysis across provinces.

External Reporting

External reporting promotes transparency, reinforces trust in the mechanism, and ensures compliance with international safeguard obligations. Information disclosed publicly is always aggregated to protect privacy and confidentiality.

Public disclosure to communities

Summaries of grievances received, status of resolutions, and improvements made are shared with communities during ward meetings, irrigation scheme assemblies, VBU gatherings, and project sensitization events. These summaries avoid identifying individuals and focus on categories, trends, and lessons.

Disclosure through project communication platforms

The PMU publishes quarterly grievance summaries on the project's digital platforms, including the official website and noticeboards at district and provincial offices. The summaries include

the number of grievances received, resolved, pending, and referred to external institutions, alongside key actions taken.

Reporting to development partners

IFAD and AfDB receive consolidated safeguard and GRM reports semi-annually and annually. These reports detail compliance with ISS and SECAP standards, analysis of persistent risks, actions taken to address systemic issues, and cases escalated to national regulators or donor accountability mechanisms. Sensitive grievances, especially GBV/SEAH, are reported in coded form in line with survivor-centered standards.

Regulator and local authority reporting

Where complaints relate to environmental or labour violations, summaries of actions taken are shared with EMA, Labour Inspectorate, Rural District Councils, and other statutory bodies as part of interagency coordination and legal compliance.

Feedback Loop

The feedback loop is central to the legitimacy and credibility of the GRM. It ensures that complainants and their communities receive timely, respectful, and accurate information about the status and outcome of grievances. It also strengthens accountability by demonstrating that project management is responsive to concerns raised.

Feedback to complainants

All complainants receive acknowledgment within the established timeline through their preferred communication channel. Updates on progress are provided throughout the resolution process. When a grievance is resolved, the outcome is communicated clearly, including any corrective actions taken and the expected timeline for implementation. Complainants are encouraged to provide a satisfaction assessment before closure.

Feedback to communities and local structures

Communities receive periodic updates summarizing grievances, thematic issues, completed corrective actions, and system improvements. These updates are provided during public meetings and through noticeboard postings, radio announcements, and local information channels. Visual summaries and infographics are used to aid understanding for low-literacy groups.

Institutional feedback into project improvement

Grievance patterns and findings feed directly into adjustments to ESMP implementation, contractor oversight, environmental monitoring, and stakeholder engagement activities. Lessons identified through monthly and quarterly reports are integrated into training sessions, policy updates, and community outreach activities. This ensures that the GRM acts not only as a problem-solving tool but as a catalyst for continuous improvement.

Verification and follow-through

After corrective actions are completed, the PMU and district safeguards teams verify implementation on the ground. Follow-up visits or calls are made to respondents and community members to confirm the effectiveness of the resolution. This final verification closes the accountability loop and strengthens public trust.

11 CAPACITY BUILDING

The success of the GRM for the RACP depends heavily on the competence, awareness, and coordination capacity of all stakeholders involved in grievance management. This section outlines the structured approach to capacity building and continuous improvement aimed at ensuring that grievance handling is professional, consistent, and responsive at all levels, from community committees to the PMU.

Capacity building under the GRM is not a one-time activity but a continuous process integrated into the broader Environmental and Social Safeguards (ESS) strengthening agenda of the RACP. It aligns with the AfDB's Integrated Safeguards System (ISS 2023), IFAD's SECAP (2021) provisions on institutional capacity enhancement, and Zimbabwe's National Environmental Education and Communication Strategy (2017–2030).

Purpose and Objectives of Capacity Building

The overarching purpose of this capacity-building framework is to institutionalise effective grievance handling by equipping project personnel, local authorities, contractors, and community representatives with the necessary knowledge, skills, and attitudes. The specific objectives are:

To strengthen understanding of GRM principles, procedures, and institutional responsibilities at all implementation levels.

To enhance the ability of committees and focal persons to manage grievances in line with IFAD, AfDB, and national standards.

To promote a culture of accountability, transparency, and rights-based communication among project stakeholders.

To build technical capacity for managing sensitive cases such as GBV/SEAH, labour grievances, and environmental incidents.

To create mechanisms for peer learning, reflection, and continuous improvement through knowledge exchange.

11.1 Capacity Needs Assessment

Prior to the roll-out of training programmes, a structured capacity needs assessment (CNA) will be conducted in all provinces covered by the RACP. This assessment will identify:

Existing knowledge gaps on grievance redress and safeguards.

Level of awareness among communities, contractors, and district officers.

Resource needs, such as communication materials, digital tools, or transport.

Institutional coordination gaps that hinder timely grievance resolution.

The findings from the CNA will guide the design of tailored training modules and inform annual safeguard work plans.

11.2 Target Groups and Training Tiers

The training programme will be tiered to ensure that each stakeholder group receives content relevant to their functions (Table 4).

Table 4: Training Groups

Target Group	Training Focus Areas	Facilitator/Lead Institution
Community Grievance Redress Committees (CGRCs)	Grievance recording, mediation, confidentiality, communication skills, GBV referral	District Safeguards Team (ToT)
District Project Implementation Units (DPIUs)	Case management, investigation techniques, coordination with contractors, data logging	Provincial Safeguards Specialists
Provincial Project Implementation Units (PPIUs)	Monitoring, data quality control, reporting formats, escalation protocols	PMU Safeguards Specialists

Target Group	Training Focus Areas	Facilitator/Lead Institution
Project Management Unit (PMU) Staff	Oversight, data analytics, performance evaluation, adaptive management	IFAD/AfDB Safeguards Experts
Contractors and Service Providers	Labour grievance handling, OHS, community engagement, incident response	All Safeguard teams at various levels
Traditional Leaders and Local Councils	Community sensitisation, dispute mediation, social inclusion	RDCs, Ministry of Local Government, All Safeguard teams at various levels
Women, Youth, and Vulnerable Groups	Rights awareness, safe reporting channels, participation in GRM structures	PMU Gender and Social Inclusion Unit

11.3 Training Modules and Methodology

Training will be delivered through a blend of participatory and practical methods to ensure deep understanding and retention. The modules will cover:

Introduction to the GRM: Objectives, guiding principles, and institutional arrangements.

Grievance Handling Procedures: Step-by-step process from receipt to closure.

Data Management and Reporting: Use of grievance logs, forms, and the digital database.

Communication and Awareness Techniques: How to communicate grievance information clearly and inclusively.

Conflict Resolution and Mediation: Techniques for negotiation and peacebuilding in community settings.

Gender-Based Violence (GBV) and SEAH Handling: Survivor-centered approaches, confidentiality, and referral mechanisms.

Environmental and Labour Grievances: Technical response procedures, safety standards, and coordination with EMA.

Monitoring and Learning: Use of performance indicators to assess effectiveness.

Training will combine classroom sessions, case study discussions, role plays, field demonstrations, and simulations of grievance resolution meetings. Materials will be translated into Shona, Ndebele, and Tonga for regional applicability.

11.4 Frequency and Duration of Capacity Building Activities

The training programme will follow a structured schedule embedded in the project's annual work plan:

Induction Training: Conducted at project inception for all focal persons and committee members.

Refresher Workshops: To address emerging challenges and policy updates.

Annual Review and Learning Conferences: National-level events to share results, innovations, and lessons across provinces.

On-the-Job Coaching and Mentorship: Continuous mentorship by the PMU safeguards team through field visits.

Training frequency is guided by issues arising post induction critical to project phases such as irrigation construction or rehabilitation periods when grievances are most likely to arise.

11.5 Knowledge Management and Institutional Partnerships

The RACP promotes a culture of peer learning and knowledge exchange. Mechanisms include:

Experience-Sharing Forums: Bringing together representatives from different provinces to share best practices and challenges.

Digital Knowledge Hub: Hosting tools, templates, and success stories accessible to all project staff.

Learning Briefs and Newsletters: Publications highlighting grievance trends, innovations, and human-interest stories.

South–South Exchange: Collaboration with other IFAD- and AfDB-supported programmes in the region to learn from regional GRM models.

The project will collaborate with specialised institutions to deliver high-quality training and technical support, including:

Environmental Management Agency (EMA): Technical training on environmental grievance response and reporting.

Ministry of Public Service, Labour and Social Welfare and NSSA: Guidance on labour grievance and OHS compliance.

Zimbabwe Gender Commission and Victim Friendly Units: Support for GBV/SEAH case management and survivor protection.

Universities: Integration of environmental and social grievance case studies into local training curricula.

UN Agencies and Development Partners (UNDP, ILO, FAO): Provision of technical inputs and resource materials on grievance redress best practices.

11.6 Frameworks and Indicators

Continuous improvement: It is built into the RACP GRM to ensure relevance, effectiveness, and alignment with evolving national and international standards. The following measures support this adaptive management approach:

Annual Performance Reviews: Assess GRM indicators, training effectiveness, and stakeholder feedback.

Periodic Revision of Manuals: Update operational guidelines and templates to reflect lessons learned.

Integration with Safeguards Monitoring: Use grievance data to inform broader environmental and social management improvements.

Feedback Loops: Encourage communities to evaluate the effectiveness of the GRM during review sessions.

External Evaluations: Commissioned midterm and endline evaluations by independent experts to assess performance and recommend refinements.

Monitoring: The Safeguards Specialists at the PMU works closely with the M&E Unit to ensure:

Harmonised data collection and reporting templates.

Consistent timeframes for quarterly and annual reporting.

Integration of grievance indicators into the project's Results Framework.

Automated data exchange between the GRM database and the M&E dashboard.

This integration ensures that grievance-related insights inform overall project management, resource allocation, and stakeholder engagement strategies. Table 5 presents a simplified monitoring table for key performance areas (KPA).

Table 5: Monitoring Indicators

KPA	Monitoring Focus	Indicators	Verification
Accessibility	Extent to which stakeholders can access the GRM	% of project areas with functional grievance points; # of communication materials distributed	Field reports, awareness campaign logs
Efficiency	Timeliness and completeness of grievance handling	% of grievances acknowledged and resolved within timeline; average days to resolution	GRM database reports, case files
Fairness & Equity	Level of impartiality and inclusiveness	% of grievances resolved through dialogue or mediation; representation of women and youth in committees	Meeting minutes, committee membership lists
Accountability	Level of transparency and reporting	Frequency of grievance summaries shared publicly; number of quarterly reports submitted	Project bulletins, published reports
Learning & Adaptation	Extent of institutional learning and improvement	Number of lessons integrated into project design; revisions to GRM procedures	Annual safeguard review reports

Data Collection and Flow

The Monitoring, Evaluation, and Learning (MEL) process follows a bottom-up data collection approach, ensuring accuracy and ownership at every stage:

Community Level: CGRCs record grievances in local registers and compile monthly summaries.

District Level: DPIUs review and verify data for completeness and consistency.

Provincial Level: PPIUs consolidate district summaries and analyse trends quarterly.

National Level: The PMU aggregates all data into the central GRM database, generating dashboards and reports.

Data verification occurs at each stage to prevent duplication or underreporting. The system integrates both quantitative metrics (e.g., number of cases resolved) and qualitative insights (e.g., satisfaction levels, case narratives).

Digital tools may be employed for efficient data capture and visualisation, supported by periodic manual updates from field officers in low-connectivity areas.

Evaluation Mechanisms

Evaluation of the GRM is undertaken at two levels:

(a) Internal Evaluation – Conducted by the PMU’s Safeguards and M&E teams quarterly and annually. The focus is on:

Assessing compliance with timelines and procedures.

Measuring performance against KPIs.

Evaluating the consistency of grievance resolutions across provinces.

Identifying emerging risk patterns (e.g., land conflicts, contractor grievances).

(b) External Evaluation – Commissioned at mid-term and project completion stages. Independent experts or partner institutions (such as EMA or a local university) conduct impartial reviews to:

Evaluate effectiveness and fairness.

Verify community perceptions of the GRM’s legitimacy.

Provide recommendations for policy or procedural reforms.

Findings from both internal and external evaluations are discussed in the Project Steering Committee and incorporated into management decisions.

Learning and Adaptation Processes

Learning under the GRM MEL framework is cyclical and participatory. It moves beyond reporting to ensure that data drives tangible improvements.

Reflection Sessions: Review meetings held at provincial and national levels bring together Safeguards Specialists, M&E Officers, and committee representatives to reflect on trends and share solutions.

Learning Notes and Case Studies: Documenting specific grievance cases that led to positive change (e.g., improved irrigation water scheduling, equitable compensation models).

Feedback to Communities: Biannual community feedback sessions report on how grievances influenced project decisions and resource allocation.

Adaptive Management: Revision of ESMPs, contractor contracts, and operational guidelines based on grievance trends.

Knowledge Exchange: Sharing insights with other IFAD- and AfDB-funded projects in Zimbabwe to promote harmonized safeguard practices.

Roles and Responsibilities in GRM MEL Implementation

Community Committees (CGRCs): Collect and submit primary grievance data; track resolution outcomes.

DPIUs: Validate and analyse data at district level; ensure timely upward reporting.

PPIUs: Synthesize district data, identify trends, and coordinate quarterly review sessions.

PMU Safeguards and M&E Unit: Maintain database, conduct performance analyses, and generate consolidated reports.

Project Steering Committee: Review evaluation findings and guide policy reform.

Funding Partners (IFAD, AfDB): Provide technical oversight and review semi-annual safeguard performance reports.

Independent Evaluators: Conduct mid-term and terminal assessments.

Each institution has defined reporting obligations to avoid overlaps and ensure accountability.

A summary of the reporting setup for GRM is presented in Table 6.

Table 6: Reporting Framework and Frequency

Report Type	Prepared By	Frequency	Content	Recipient
Monthly Summary	CGRC / DPIU	Monthly	Number of grievances, status, resolutions	PPIU
Quarterly Performance Report	PPIU	Quarterly	Trends, corrective actions, stakeholder feedback	PMU
Semi-Annual Safeguard Report	PMU	Bi-Annual	Consolidated grievance performance, lessons learned	IFAD / AfDB

Report Type	Prepared By	Frequency	Content	Recipient
Annual Review Report	PMU / Steering Committee	Annual	Impact evaluation, adaptive management updates	Government & Donors
Midterm & Endline Evaluation	Independent Experts	Once per project phase	Effectiveness, equity, and sustainability review	Steering Committee, IFAD, AfDB

All reports must include disaggregated data (by gender, age, location) and highlight cases that influenced project redesign or policy reforms.

Performance Review and Accountability Mechanisms

Performance dashboards are developed using visual analytics tools that summarise key grievance indicators at national and provincial levels. These dashboards support:

Transparent discussion in stakeholder meetings.

Real-time tracking of grievance handling speed.

Early identification of provinces or contractors with recurring issues.

Accountability is reinforced through performance-linked feedback: provinces or contractors with exemplary grievance management practices are recognized during annual review workshops, while underperforming units receive targeted technical support and supervision.

Continuous Improvement and Institutional Learning Pathway

The RACP GRM operates under a philosophy of *learning by doing*. Continuous improvement is institutionalised through the following processes:

Integration of grievance analysis into annual planning and budgeting cycles.

Systematic updating of operational manuals to reflect emerging issues.

Joint IFAD–AfDB–Government supervision missions that review performance metrics and recommend improvements.

Annual “Safeguards Innovation Awards” recognising local committees or officers who demonstrate outstanding responsiveness.

Development of a Live GRM Toolkit, that is a digital and printed compendium of updated forms, case studies, and guidelines accessible to all implementing agencies.

12.0 INTEGRATION WITH NATIONAL SYSTEMS AND EXTERNAL RECOURSE

The RACP GRM operates alongside and in support of Zimbabwe’s statutory systems. It complements rather than replaces legal, administrative, or customary routes. This integration ensures that complainants retain the right to seek justice through national institutions and, when appropriate, through development partner recourse mechanisms.

The mechanism recognises and works with the EMA for environmental offences, the Ministry of Public Service Labour and Social Welfare, and NSSA for labour grievances, the Zimbabwe Gender Commission and Victim Friendly Units for GBV and SEAH cases, Rural District Councils and District Development Coordinator (DDC) for local administration matters, and the civil courts for judicial resolution. The Project Management Unit maintains a directory of focal contacts within these institutions to streamline referrals and follow-up. Each referral is logged in the project database with a tracking number, expected turnaround time, and the official responsible for liaison.

Escalation to external development partner mechanisms is preserved. Complainants may approach the IFAD Enhanced Complaints Procedure or the AfDB Independent Recourse Mechanism where allegations involve non-compliance with safeguard policies. The Project Management Unit provides information and non-legal guidance to any complainant who requests assistance to access these mechanisms.

To improve coherence the RACP conducts semi-annual coordination meetings with regulators and justice sector representatives. These meetings review anonymised case summaries, identify bottlenecks, and agree on corrective actions that strengthen service delivery and respect for rights. Table 7 summarises the linkages of the GRM to national and external mechanisms.

Table 7: National and External Mechanisms Interfaced by the GRM

Mechanism	Mandate for GRM Interface	Typical Triggers	Expected Output	PMU Liaison	Service Standard
Environmental Management Agency	Enforcement of environmental law and permits	Pollution, waste, effluent, land degradation	Inspection record, compliance order, fine or remediation plan	Environmental Safeguards Specialist	Initial action within 5 working days

Mechanism	Mandate for GRM Interface	Typical Triggers	Expected Output	PMU Liaison	Service Standard
Labour Inspectorate	Labour rights and OHS compliance	Wage arrears, unfair dismissal, unsafe conditions	Inspection report, compliance directive	Social Safeguards Specialist	Inspection within 10 working days
Zimbabwe Gender Commission and VFU	GBV and SEAH case management	Any GBV or SEAH allegation	Survivor-centered referral and case handling	GBV/SEAH Focal Person	Immediate referral within 24 hours
Rural District Council	Local permits and by-laws	Access, nuisances, local disputes	Council resolution or directive	DPIU Coordinator	Hearing within 15 working days
Civil Courts	Judicial remedy	Contractual or civil disputes	Court order or judgment	PMU Legal Advisor	As per court schedule
IFAD Enhanced Complaints Procedure	Alleged non-compliance with SECAP	Policy or process non-compliance	Assessment, problem-solving, independent review	PMU Coordinator	As per IFAD procedures
AfDB IRM	Alleged non-compliance with ISS	Policy or process non-compliance	Compliance review or problem solving	PMU Coordinator	As per IRM procedures

13.0 DATA PROTECTION, CONFIDENTIALITY AND NON-RETALIATION

The RACP GRM protects personal information and ensures safe reporting. All records are stored in a restricted database with role-based access. Sensitive cases such as GBV and SEAH are coded and stripped of identifiers. Only designated focal persons can access the full record for survivor support and lawful reporting.

Confidentiality is preserved from intake to closure. Communications with complainants use their preferred channel. Documents are watermarked and version controlled. Printed registers are kept in locked cabinets at district and provincial offices. Data retention follows a minimum of five years after project closure unless national law requires a longer period.

Non-retaliation is mandatory. Any intimidation, threats, or harm against complainants, witnesses, or committee members triggers immediate incident reporting, protective measures,

and referral to authorities. The Project Management Unit monitors retaliation risks, conducts unannounced check-ins with complainants where appropriate, and records actions taken to secure their safety.

A simplified data control approach is presented in Table 8.

Table 8: Data Handling Controls

Control Area	Measure	Responsible Officer	Evidence
Access control	Role-based credentials and two-factor authentication	PMU Administrator	IT Access logs
Confidential cases	Code name, redacted fields, separate vault	GBV/SEAH Focal Person	Encrypted case file
Data in transit	Encrypted email attachments, password-protected documents	All reporting units	Transmission record
Physical security	Locked cabinets, visitor logbook	DPIU and PPIU Admins	Cabinet inventory, visitor register
Retention and disposal	Retention schedule and secure shredding	PMU Officer	Records Disposal certificate

14.0 GENDER, GBV/SEAH AND VULNERABILITY-SENSITIVE PROTOCOLS

The mechanism guarantees equal access for women, youth, persons with disabilities, and other vulnerable groups. Outreach materials use clear language and are translated into Shona, Ndebele, and relevant local languages. Community meetings are scheduled at convenient times and locations, and childcare support is encouraged during consultation sessions where feasible.

GBV and SEAH complaints follow a survivor-centered pathway. Reporting is voluntary and guided by informed consent. No details are discussed in public forums. Trained focal persons provide safe referrals to health services, psychosocial support, legal aid, and police Victim Friendly Units. Case handling respects confidentiality and the do no harm principle. The grievance database logs only coded metadata for such cases.

Workers have safe and confidential channels through site-level focal persons and labour committees. Urgent safety concerns are treated as incidents that require immediate corrective action and same-day communication to the responsible manager and district officer. The steps to be followed for survivor centred case handled are itemised in Table 9.

Table 9: Survivor-Centered Handling Steps

Step	Purpose	Time Standard	Responsible
Safe intake by trained focal person	Create a confidential and supportive environment	Immediate	GBV/SEAH Focal Person
Informed consent and options	Provide information and respect choices	Immediate	Focal Person
Referral to services	Access health, psychosocial, legal support	Within 24 hours	Focal Person and District Social Worker
Security and protection planning	Reduce risk of retaliation	Within 48 hours	Focal Person with VFU
Case follow-up and wellbeing check	Support recovery and satisfaction	Weekly until stable	Focal Person

15.0 RISK MANAGEMENT AND CONTINGENCY ARRANGEMENTS

The GRM anticipates operating risks and establishes clear responses. Risks include low awareness in remote communities, fear of retaliation, data loss, delayed contractor action, high caseloads during peak construction, and institutional turnover. The contingency framework combines prevention, preparedness, response, and recovery (see Table 10).

Table 10: GRM Risk Register and Controls

Risk	Early Warning Signal	Preventive Control	Contingency Action	Owner
Low awareness or access	Few submissions from remote wards	Quarterly radio segments and mobile clinics	Deploy outreach surge team and community champions	PPIU Communications
Retaliation against complainants	Reports of threats or avoidance of meetings	Clear non-retaliation messaging and confidential channels	Immediate protection and referral and incident escalation	PMU Social Safeguards
Delayed contractor response	Repeated follow-ups in log	Contract clauses with penalties and performance triggers	Issue non-compliance and suspend payment milestones	DPIU and Engineer
Data breach or loss	Unusual access logs or missing files	Role-based access and backups	Isolate system, incident report, restore from backup	PMU IT

Risk	Early Warning Signal	Preventive Control	Contingency Action	Owner
Surge in grievances during works	Spike in weekly intake	Temporary staffing and mediation support	Extend hotline and deploy roving mediation team	PMU Coordinator
GBV or SEAH underreporting	Anecdotal reports without formal cases	Survivor-centered awareness and discreet focal points	Independent audit and targeted safe-space outreach	GBV/SEAH Focal Person
Turnover of committee members	Meeting gaps and late reports	Succession lists and routine training	Emergency induction packs and mentorship	PPIU Safeguards

A short incident command sheet describes who does what during emergencies and their contacts. The sheet is printed and posted at district offices and irrigation scheme notice boards.

16.0 RESOURCING, BUDGET AND IMPLEMENTATION PLAN

The Grievance Redress Mechanism requires predictable resources for staffing, outreach, training, and information systems. The budget below (Table 11) is indicative for a three-year period and will be refined annually with the work plan. Costs reflect national implementation across multiple provinces and districts with intensive irrigation rehabilitation.

Table 11: Project GRM Indicative Budget (USD)

Cost Category	Cost	Notes
Staffing and stipends for focal persons	85,000	Community, district, provincial
Capacity building and refresher training	55,000	Induction, GBV/SEAH, mediation
Communication and outreach	40,000	Radio, posters, meetings, translations
Hotline and ICT systems	35,000	Toll-free line, database, maintenance
Transport and field verification	50,000	Site visits, inspections
Monitoring, external audits and evaluations	25,000	Midterm and terminal reviews
Contingency and small remediation fund	20,000	For rapid corrective actions
Total	310,000	To be aligned with annual AWPB

The implementation plan staggers investments. Systems and training are front-loaded in year one. Field verification and continuous improvement receive stable allocations in following

years. The contingency fund supports small-scale remedial works or emergency communications, subject to PMU approval and transparent accounting.

17.0 IMPLEMENTATION AND EXIT STRATEGY

The implementation roadmap organises the mechanism into phases that build capacity, deliver services, and then consolidate learning for sustainability. It ensures regular review and a clear transition to long-term institutional ownership.

Phase 1: Set-up and Induction

Establish national, provincial, and district committees. Configure the database and hotline. Train focal persons. Publish communication materials. Align referral pathways with national institutions.

Phase 2: Roll-out and Stabilisation

Begin full operation at community level. Track performance against timelines. Conduct quarterly reviews and targeted refresher training. Implement contractor consequence management for delays.

Phase 3: Optimization and Scale

Introduce analytics dashboards and targeted outreach to low-reporting wards. Strengthen mediation capacity and peer learning. Integrate lessons into revised ESMPs and contracts.

Phase 4: Consolidation and Handover

Complete independent evaluation. Finalise the living toolkit. Embed the database and hotline in ministerial structures. Agree on budget lines for post-project continuity and assign permanent custodianship.

Exit Strategy

Sustainability requires a clear transfer of responsibilities. The hotline and database shift to the Ministry's permanent structures with budgeted lines. Provincial and district committees are integrated into existing development coordination platforms. A compact sustainability plan lists custodians, funding sources, and service standards to be maintained after project closure.

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RACP GRIEVANCE INTAKE FORM

(To be completed by the receiving officer at Community, District or Provincial Level)

Section	Field / Description	Input / Notes
1. Case Identification	Case Reference Number	(Auto-generated or assigned sequentially)
	Date of Receipt	(DD/MM/YYYY)
	Location of Grievance	Ward, Village, Scheme, District, GPS (if available)
2. Complainant Information	Complainant Name	(Leave blank if anonymous)
	Gender	Male / Female / Other
	Age Group	<18, 18–35, 36–60, >60
	Contact Information	Phone number / WhatsApp / Address
	Preferred Communication Method	SMS / Call / WhatsApp / In-person / Email
	Representation (if any)	Name of representative (Traditional Leader, VDC, Family Member, NGO, etc.)
3. Grievance Details	Vulnerability Category	Woman / Youth / Elderly / Disability / Other (specify)
	Type of Grievance	Environmental / Social / Labour / Land / Contractor performance / Water access / GBV / SEAH / Corruption / Other
	Brief Description of the Grievance	(Capture in complainant's own words. Attach extra sheet if needed.)
	Date Issue Occurred	(DD/MM/YYYY or Approximate)
	Frequency of Occurrence	One-time / Recurring / Ongoing
	Immediate Risks	Safety risk / Environmental hazard / Risk of retaliation / None
	Supporting Documents or Evidence	Photos, letters, screenshots, witness names (not mandatory)
4. Nature of Resolution Expected (Optional)	Complainant's Expected Outcome	(What solution the complainant prefers. This does not determine the final decision.)
5. Initial Screening by Receiving Officer	Category of Grievance (Screening)	Level 1: Minor and quick to resolve; Level 2: Requires investigation; Level 3: Sensitive/GBV-SEAH; Level 4: Requires referral
	Referral Needed?	Yes / No. If yes, specify agency (EMA, Labour, VFU, RDC, PMU, etc.)
	Urgency Level	Normal / High / Critical
6. Receiving Officer Details	Name of Receiving Officer	
	Position / Institution	CGRC / DPIU / PPIU / PMU
	Signature	
	Date	

7. Acknowledgment to Complainant	Acknowledgment Provided	Yes / No
	Method	SMS / Call / Written slip / WhatsApp / In-person
	Date of Acknowledgment	
8. Official Use (Tracking)	Entered into GRM Database By	Name and signature
	Date Entered	
	Case File Opened	Yes / No

GRIEVANCE RESOLUTION / CLOSE-OUT FORM

Field Category	Database Field / Column Name	Description
1. Case Identification	Case Reference Number (CRN)	Auto-generated sequential number; unique for each grievance.
	Date Received	DD/MM/YYYY of initial grievance intake.
	Receiving Level	Community / District / Provincial / PMU.
	Location Details	Ward, Village, Scheme, District; GPS coordinates if available.
2. Complainant Information	Complainant Name	“Anonymous” if complainant chooses not to disclose.
	Gender	Male / Female / Other / Prefer not to say.
	Age Group	<18 / 18–35 / 36–60 / >60.
	Vulnerability Category	Woman / Youth / Disability / Elderly / Indigenous / Other.
	Contact Information	Phone number, WhatsApp, or address.
	Preferred Communication Channel	SMS / Phone call / WhatsApp / Email / In-person.
3. Grievance Description	Grievance Category	Environmental / Social / Labour / Land / Water / GBV / SEAH / Contractor Performance / Corruption / Other.
	Detailed Description	Narrative summary of the grievance in complainant’s words.
	Date of Occurrence	DD/MM/YYYY or approximate date.
	Frequency	One-time / Recurring / Ongoing.
	Immediate Risk Flag	Safety / Environmental hazard / Retaliation risk / None.
	Supporting Evidence	Photos, documents, witness names, etc.
4. Screening and Classification	Screening Category	Level 1 (Simple), Level 2 (Moderate), Level 3 (Complex), Level 4 (Sensitive/GBV/SEAH).
	Referral Required	Yes / No. If yes, specify agency (EMA, VFU, Labour Inspector, RDC, etc.).
	Assigned Officer / Unit	Name, unit, or committee responsible.
	Date of Screening	DD/MM/YYYY.
5. Investigation	Investigation Required	Yes / No.
	Date Investigation Started	DD/MM/YYYY.
	Date Investigation Completed	DD/MM/YYYY.
	Investigation Findings Summary	Key issues, facts established, verification notes.
	Documents Attached	Investigation forms, site visit notes, photos.
6. Resolution Process	Proposed Resolution	Corrective action agreed upon by complainant and committee.
	Date Resolution Proposed	DD/MM/YYYY.
	Resolution Accepted by Complainant?	Yes / No / Partially.
	Responsible Party for Action	Contractor / PMU / DPIU / PPIU / EMA / Labour.

	Deadline for Corrective Action	DD/MM/YYYY.
7. Corrective Action Tracking	Status of Corrective Action	Not started / In progress / Completed / Pending external actor.
	Date Completed	DD/MM/YYYY.
	Verification by Safeguards Specialist	Name and signature; verification notes.
8. Closure	Date Case Closed	DD/MM/YYYY.
	Complainant Satisfaction Status	Satisfied / Not satisfied / Partially satisfied.
	Closure Confirmation Method	SMS / Call / Written confirmation / Verbal acknowledgement.
	Comments	Additional notes or follow-up requirements.
9. Escalation (if applicable)	Escalated to Next Level	Yes / No. Specify where.
	Date of Escalation	DD/MM/YYYY.
	Reason for Escalation	Delay / Disagreement / Complexity / Legal requirement.
10. Administrative Tracking	Logged By	Officer who entered the case in database.
	Date Entered in Database	DD/MM/YYYY.
	Last Updated On	DD/MM/YYYY.
	Remarks	Internal notes for PMU or auditors.

Appendix 21: Integrated Pest Management Plan

EXECUTIVE SUMMARY

This Integrated Pest Management Plan (IPMP) provides a comprehensive and safeguards-compliant strategy for managing crop and livestock pests within irrigation schemes across the project's operational districts. The Plan is designed to strengthen productivity, reduce pest-related losses, minimise environmental contamination, and protect farmers and consumers from pesticide-related risks. It is fully aligned with the African Development Bank's Operational Safeguard 3 and IFAD's Social, Environmental and Climate Assessment Procedures (SECAP), as well as Zimbabwe's national legislation governing pesticide use, hazardous substances management and agricultural production systems.

The IPMP recognises the unique challenges and opportunities presented by irrigated agriculture production. These systems support continuous cropping and create favourable conditions for pests such as *Spodoptera frugiperda* (fall armyworm), *Tuta absoluta*, aphids, whiteflies (*Bemisia tabaci*), fruit flies (*Bactrocera dorsalis*), stemborers, cutworms, and red spider mites. Effective management of these pests requires a balanced and integrated approach.

The Plan promotes preventive and ecological strategies as the first line of defence. These include crop rotation, intercropping, field sanitation, synchronised planting, destruction of residues, use of resistant varieties, good water management, and habitat conservation to support natural predators. Mechanical and physical methods such as traps, hand-picking, pruning and soil solarisation are promoted to reduce pest pressure without reliance on chemicals. Biological options, including *Bacillus thuringiensis*, *Beauveria bassiana* and neem-based products, provide environmentally friendly alternatives that are safe for beneficial organisms.

Chemical pesticides are recommended only as a last resort when pest populations exceed economic thresholds. The IPMP outlines strict criteria for pesticide selection, including compliance with the Fertilizers, Farm Feeds and Remedies Act, exclusion of Highly Hazardous Pesticides, avoidance of persistent organic pollutants and adherence to recommended application, storage and disposal procedures. Safe pesticide life-cycle management (procurement, handling, use, triple-rinsing, disposal and record-keeping) is emphasised throughout the Plan.

Strong institutional arrangements underpin implementation. Farmers, Irrigation Management Committees are responsible for day-to-day Integrated Pest Management practices, supported by AGRITEX extension officers who provide technical guidance, scouting support and

monthly field verification. DRSS plant protection specialists offer diagnostic support and update approved pesticide lists, while EMA ensures compliance with hazardous substance and environmental regulations. District and provincial project teams provide oversight, data consolidation and monitoring, while the Project Management Unit ensures adequate resource allocation and safeguard compliance.

A detailed Monitoring and Evaluation framework guides weekly scouting, monthly verification, quarterly multisectoral inspections, seasonal assessments and annual reviews. This system ensures early detection of outbreaks, strengthens compliance monitoring and enables adaptive management as pest dynamics shift under climate variability.

Capacity building forms a central pillar of the IPMP. Training programmes target farmers, youth, women, agro dealers, extension officers, irrigation scheme committees and regulatory stakeholders. The programme emphasises practical, field-based learning, including pest identification, biological control, sprayer calibration, safe pesticide use, storage and disposal, record-keeping and emergency response. Demonstration plots and farmer field schools support hands-on learning.

The budget framework provides realistic Zimbabwe-specific cost estimates, incorporating subsistence rates (USD 75/day), fuel costs (USD 1.55 per litre), PPE, traps, training materials, demonstration costs, storage facilities, disposal pits and multi-sectoral inspection requirements. An estimated USD 31,372 is required annually to fully implement the IPMP, with multi-year budgeting recommended to sustain adoption and compliance.

The IPMP concludes with recommendations aimed at strengthening institutional coordination, increasing promotion of biological and preventive methods, ensuring safer pesticide use, improving monitoring and enforcement, supporting climate-smart pest management, enhancing sustainability through local ownership and securing adequate resources for long-term implementation.

In summary, this Integrated Pest Management Plan provides a practical, scientifically grounded and socially responsible framework that will enable irrigation schemes to manage pests effectively while safeguarding human health, protecting the environment and ensuring compliance with AfDB and IFAD standards. It lays a strong foundation for climate-resilient, productive and sustainable agricultural systems across the targeted districts.

ABBREVIATIONS

Full Meaning
African Development Bank
Agricultural Technical and Extension Services
Department of Research and Specialist Services
Environmental Management Agency
Environmental and Social Management Plan
Environmental and Social Impact Assessment
Grievance Redress Mechanism
Highly Hazardous Pesticide
Integrated Pest Management
Integrated Pest Management Plan / Pest Management Plan
International Fund for Agricultural Development
Irrigation Management Committee
Ministry of Lands, Agriculture, Fisheries, Water and Rural Development
Personal Protective Equipment
Persistent Organic Pollutant
Village Business Unit
World Health Organization

KEY TERMS AND DEFINITIONS

Term	Definition
Integrated Pest Management (IPM)	A sustainable approach to controlling pests that prioritises prevention, monitoring, biological control and safe, regulated pesticide use.
Highly Hazardous Pesticides (HHPs)	Pesticides classified by WHO or international conventions as posing high risks to human health or the environment and prohibited under the project.
Economic Threshold	The pest population level at which control measures must be taken to prevent economic loss.
Biological Control	Use of natural enemies such as predators, parasites or pathogens to suppress pest populations.
Spray Drift	Movement of pesticide droplets away from the target area during application, posing risks to people, water bodies and non-target crops.
Triple Rinsing	Method of cleaning used pesticide containers three times before puncturing and disposal.
Safeguards Compliance	Meeting requirements of AfDB, IFAD and national environmental regulations when conducting project activities.
Pesticide Storage Room	A secure, ventilated facility for safe pesticide storage and inventory control in irrigation schemes.
Grievance	Any concern, complaint or report related to pesticide use, environmental impact, safety issues or mismanagement requiring formal attention.
Beneficial Organisms	Natural predators or biological agents that help control pests, such as ladybirds, lacewings and parasitoids.

1.0 INTRODUCTION AND BACKGROUND

Agriculture is central to rural livelihoods across the project districts. Farmers depend on irrigated and rainfed production systems to secure food, support incomes and strengthen resilience against climate variability. The introduction or rehabilitation of irrigation schemes and village business units increases the capacity for year round production, but it also intensifies the risk of pests, diseases and weeds that can undermine productivity if not effectively controlled.

An Integrated Pest Management Plan is therefore required to guide responsible and sustainable pest management within the project area. The plan is designed to support climate smart agriculture, safeguard human health, protect water and soil quality and ensure compliance with national and international standards for pest and pesticide management. It promotes early detection, ecological approaches and safer pest management options before resorting to chemical pesticides.

The Integrated Pest Management Plan aligns fully with the requirements of AfDB Operational Safeguard 3 and the IFAD Social Environmental and Climate Assessment Procedures. These frameworks emphasise resource efficiency, pollution prevention, integrated pest and vector management, the avoidance of Highly Hazardous Pesticides and safe handling practices throughout the pesticide life cycle.

This chapter provides the context and justification for the Integrated Pest Management Plan and presents the key assumptions that shape its development and application within the project districts.

1.1 Overview of Agriculture in the Project Area

Agriculture in the target districts is characterised by smallholder production systems that combine irrigation, dryland cropping and livestock rearing. Farmers cultivate staple food crops, horticultural crops and engage in livestock activities depending on the local agro ecological conditions and market opportunities.

Key features of agriculture in the project area include:

Reliance on irrigation to stabilise crop production across seasons

Expansion of high value crops such as tomatoes, leafy vegetables, beans and maize

Increased livestock keeping especially cattle, goats and poultry

Dependence on agrochemical use for crop and livestock health

Limited access to reliable pest surveillance and advisory services

High vulnerability to climate related shocks that intensify pest outbreaks

The intensification of agricultural activities in rehabilitated irrigation schemes and village business units increases the likelihood of pest build up. Continuous cropping, increased humidity and year round vegetation cover create favourable conditions for pests and diseases to thrive. This highlights the need for a systematic and integrated approach to pest management.

1.2 Project Background

The project seeks to revitalise smallholder agriculture through improved irrigation infrastructure, strengthened value chains, enhanced farmer organisation and expanded climate smart agricultural practices. These interventions create a more productive and commercially oriented farming environment, but they also introduce new pest management requirements within irrigation schemes and surrounding communities.

Key project activities that influence pest dynamics include:

Rehabilitation and construction of irrigation schemes

Strengthening of village business units and market linkages

Improved livestock production systems and veterinary support

Introduction of conservation agriculture and soil health practices

As farmers adopt intensified production systems, the need for effective pest identification, monitoring and management becomes more critical. Without an Integrated Pest Management Plan, farmers may apply pesticides indiscriminately which increases environmental and social risks.

1.3 Integrated Pest Management Overview

Integrated Pest Management is a systematic approach that combines multiple complementary pest control practices to maintain pest populations at levels that do not cause economic damage. Integrated Pest Management promotes ecological balance, reduces reliance on chemical pesticides and strengthens long term farm resilience. The approach prioritises prevention and early intervention rather than reactive and chemical based control.

Core elements of Integrated Pest Management include:

Understanding the biology and ecology of pests

Regular monitoring and early detection

Use of resistant varieties and clean planting material

Cultural practices such as crop rotation and intercropping

Mechanical and physical control such as traps and hand picking

Biological control using natural enemies

Responsible and minimal use of pesticides only when necessary

Integrated Pest Management is recognised globally as a climate smart and environmentally sound approach because it protects beneficial organisms, reduces input costs and avoids negative impacts on human health and natural ecosystems.

1.4 Rationale for the Integrated Pest Management Plan

The Integrated Pest Management Plan is required to respond to the increased pest pressures expected from intensified production within irrigation schemes and village business units. It also addresses social and environmental risks associated with pesticide use including farmer exposure, water contamination and biodiversity loss.

The rationale for the plan is based on the following factors:

Intensification of crop production increases pest and disease risks

Farmers often lack the knowledge to apply pesticides safely and responsibly

Women and youth are particularly exposed to risks due to their roles in agriculture

Over reliance on chemical pesticides can lead to resistance and higher costs

Protection of water bodies and soils is essential for irrigation scheme sustainability

Compliance with national legislation and international safeguards is mandatory

Integrated Pest Management supports climate smart agriculture and resilience

The plan therefore promotes an approach that reduces chemical dependency and enables farmers to use safer and more sustainable pest management practices.

1.5 Objectives of the Integrated Pest Management Plan

The Integrated Pest Management Plan has the following overarching objective:

To promote safe, environmentally sound and economically viable pest management practices within the project area.

The specific objectives are:

To identify common crop pests within the target districts

To assess current pest management practices and associated risks

To promote preventive and ecological pest management approaches

To ensure that pesticides are used only when necessary and in a safe manner

To build the capacity of farmers, extension workers and agro dealers

To strengthen surveillance, monitoring and reporting of pest outbreaks

To ensure compliance with AfDB Operational Safeguard 3 and IFAD SECAP

To protect vulnerable groups and minimise social and environmental risks

2.0 APPROACH AND METHODOLOGY

The development of the IPMP follows a practical, evidence based and farmer centred process. The approach integrates agronomic science, pest management principles and environmental and social safeguards to ensure that the final plan is realistic, compliant and fully aligned to conditions in the targeted irrigation schemes and village business units. The methodology combines desk study, field based assessments, expert analysis and stakeholder engagement to generate reliable information for identifying risks and proposing sustainable solutions.

2.1 Approach

The approach taken recognises that effective pest management depends on understanding local production systems, existing practices, farmer knowledge and the ecological conditions that influence pest behaviour. The goal is to support a climate smart and ecologically balanced pest management framework.

The approach is guided by the following principles:

Use of science based Integrated Pest Management foundations

Inclusion of farmer knowledge and extension experience

Alignment with national legislation and international safeguards

Focus on prevention, early detection and ecological balance

Use of practical solutions that farmers can adopt without creating new risks

Emphasis on training, behaviour change and institutional support

This approach ensures that the plan is not theoretical but grounded in what farmers, extension officers and district institutions can realistically implement.

2.2 Methodology

The methodology applied to generate the Integrated Pest Management Plan consists of sequential steps that build an evidence based understanding of pest risks, current practices and management gaps.

The methodology includes the following components.

Desk Review

A comprehensive desk review was conducted to understand the legal, institutional and policy environment for pest and pesticide management. This included a review of national legislation such as the Fertilizers Farm Feeds and Remedies Act and the Environmental Management Act. Relevant Statutory Instruments, pesticide regulations, sectoral guidelines and national pest management strategies were also reviewed.

Project documents such as the Project Implementation Manual, feasibility assessments and environmental and social instruments were analysed to identify anticipated pest related risks within irrigation schemes and village business units.

The desk review allowed the project team to clarify safeguard requirements under AfDB Operational Safeguard 3 and IFAD SECAP as well as identify international commitments that influence pesticide selection and handling.

Field Observations

Field visits were undertaken in targeted irrigation schemes and surrounding production areas. These visits allowed the team to observe crop and livestock production systems, common pests,

farming practices, pest control behaviour, pesticide storage and disposal, and potential exposure pathways.

Field observations also covered environmental conditions such as proximity to water bodies, buffer zones, vegetation patterns and soil conditions that influence pest dynamics. This information was essential in understanding the environmental and social implications of pest management decisions.

Stakeholder Consultations

Consultations were held with district agricultural extension officers, irrigation management committees, livestock specialists, agro dealers, farmer groups and local leadership. The purpose was to gather their experiences and insights on pest challenges, pesticide access, knowledge gaps and existing coping practices.

The consultations ensured that local voices and indigenous knowledge systems inform the final pest management strategy. This strengthens ownership of the Integrated Pest Management Plan and enhances its likelihood of adoption.

Pest Identification and Risk Analysis

Information gathered from the desk review, field observations and consultations was used to identify major crop, livestock and invasive pests that threaten productivity in the target districts. For each pest category, the likelihood of occurrence, potential damage and environmental or social risk pathways were assessed.

The analysis also considered climatic trends and management practices such as continuous cropping, irrigation cycles and livestock movement patterns that influence pest populations.

Assessment of Current Pest Management Practices

Existing pest control methods used by farmers were evaluated to determine their effectiveness, environmental impact and alignment with Integrated Pest Management principles. The assessment examined the use of cultural, mechanical, biological and chemical methods, including the safety and appropriateness of pesticides in use.

This step identified areas requiring improvement, especially in safe handling, storage, disposal and adherence to recommended doses and pre harvest intervals.

Synthesis and Development of the Integrated Pest Management Plan

Findings from all steps were synthesised into a complete Integrated Pest Management framework tailored to the project context. The synthesis emphasised practical solutions, farmer training needs, institutional responsibilities, monitoring requirements and safe pesticide life cycle management.

The resulting plan forms a clear and workable guide for sustainable pest management across irrigation schemes and village business units.

3.0 CURRENT PEST MANAGEMENT PRACTICES IN THE PROJECT AREA

Current pest management practices in the targeted districts reflect a mix of traditional knowledge, farmer improvisation, partial adoption of Integrated Pest Management principles and significant reliance on chemical pesticides. These practices differ between irrigated schemes, rainfed fields and livestock production systems but share common challenges linked to limited training, inadequate advisory support and poor access to safer pest management technologies.

The introduction of intensified production in irrigation schemes increases the likelihood of pest outbreaks due to continuous cropping, higher humidity and the presence of multiple host plants throughout the year. Understanding current practices provides the foundation for designing a more sustainable and climate smart Integrated Pest Management Plan.

3.1 Pesticide Use in Horticulture and Crop Production

Smallholder farmers in the project districts rely heavily on pesticides to control common pests such as fall armyworm, aphids, stemborers, whiteflies, *Tuta absoluta*, cutworms and leafminers. This pattern mirrors national observations where pesticide use has become the default response to pest pressure in high value vegetable and maize production (DR&SS, 2020).

Key characteristics of current pesticide use include:

Use of broad spectrum insecticides purchased from agro dealers

Over application of pesticides due to fear of crop loss

Mixing of multiple pesticides without technical guidance

Limited understanding of pre-harvest intervals and residue risks

Minimal use of protective clothing during application

Poor calibration of knapsack sprayers leading to over dosing

Discarding pesticide containers in open fields or water channels

Pesticide residues such as organophosphates and pyrethroids are often detected in horticultural produce, indicating challenges in safe use and adherence to recommended practices (Muzhinji and Ncube, 2021). These risks increase in irrigation schemes where farmers produce vegetables weekly for local markets.

3.2 Description of Current Pest Management Practices

Pest management across the project districts is dominated by chemical control while ecological and low cost measures are used inconsistently. Farmers combine methods but often lack a structured Integrated Pest Management framework that emphasises prevention and responsible use.

Current practices include the following categories.

Cultural Practices

These techniques remain widely used because they are familiar and low cost.

Examples include:

Early planting to avoid peak pest pressure

Crop rotation to disrupt pest cycles

Intercropping maize with legumes to reduce stemborers

Field sanitation and removal of infested residues

Use of resistant varieties when available

Studies have shown that cultural practices can reduce pest damage by up to fifty per cent in smallholder systems when consistently applied (Prasad et al, 2017).

Mechanical and Physical Methods

Farmers use several physical control methods particularly for vegetable pests.

These include:

Hand picking of caterpillars

Use of homemade traps for fruit flies

Application of ash, soapy water or sand on young crops

Netting for brassicas in some schemes

While effective at a small scale, these methods require labour and are not applied throughout the field.

Biological and Botanical Measures

Biological control is emerging but still limited.

Commonly observed practices include:

Use of neem extracts where neem trees are available

Encouraging natural predators by reducing early spraying

Occasional use of commercially available biopesticides in horticulture

Biopesticide adoption remains low due to cost and limited awareness despite evidence that they are safer and effective against pests like *Tuta absoluta* and whiteflies (Lacey et al, 2015).

Chemical Control

Chemical pesticides remain the dominant method of pest control.

Factors driving heavy reliance include:

Immediate visible action on pests

Limited extension advice on alternative methods

Market pressure to maintain blemish free produce

Availability of cheaper generics in rural shops

However, misuse of pesticides leads to several risks including environmental contamination, food safety concerns, pest resistance and increased farmer exposure. AfDB and IFAD both emphasise in their safeguards that chemical pesticides should be used only after other approaches fail and must be applied in full compliance with safety requirements (AfDB, 2023; IFAD, 2021).

Post Harvest Pest Control

Farmers apply protectant grain insecticides to maize, sorghum and cowpeas stored in household granaries.

Challenges include:

Incorrect dosage

Mixing pesticides with grain without protective measures

Use of banned fumigants purchased informally (see Appendix 2)

Limited knowledge of hermetic storage technologies

Improper fumigation poses serious health risks especially to children and women who access storage areas frequently.

3.3 Major Gaps in Current Pest Management Practices

The assessment identified several systemic weaknesses:

Limited knowledge of Integrated Pest Management principles

Over dependence on chemical pesticides

Use of unregistered or expired products

Absence of record keeping for pesticide use

Weak enforcement of national pesticide regulations

Inadequate personal protective equipment

Poor pesticide storage and container disposal practices

Lack of trained agro dealers in remote areas

Limited pest surveillance and early warning systems

These gaps justify the need for a structured and well supported Integrated Pest Management Plan.

4.0 POLICY, REGULATORY AND INSTITUTIONAL FRAMEWORK

Effective pest management must operate within a clear policy and regulatory environment that protects farmers, consumers and ecosystems. Zimbabwe has established legislative instruments that govern pesticide registration, distribution, use, storage and disposal. These laws work alongside international conventions and development partner safeguard standards which emphasise safe and sustainable pest management practices. The Integrated Pest Management Plan therefore aligns with national requirements and ensures compliance with AfDB and IFAD environmental and social safeguards.

4.1 National Legislative Framework

Zimbabwe has two principal legal instruments that regulate pest and pesticide management. These are detailed in the SACP Integrated Pest Management Plan document and remain the basis upon which pest control activities must be conducted.

4.1.1 The Fertilizers Farm Feeds and Remedies Act [Chapter 18 12]

This Act regulates the manufacture, importation, sale and use of fertilisers, farm feeds and agricultural remedies including pesticides. Key provisions include:

Registration of all pesticides before sale

Specification of labelling and packaging requirements

Quality control to protect farmers from substandard products

Licensing of suppliers and distributors

The Act is implemented through Statutory Instrument 144 of 2012 which governs pesticide regulations, and Statutory Instrument 162 of 2014 which covers farm feeds and remedies. These regulations directly influence which pesticides may be used within the project area and prohibit the handling of unregistered or counterfeit products.

This Act is a cornerstone of pesticide management in Zimbabwe and is referenced directly in the SACP IPMP document.

4.1.2 Environmental Management Act [Chapter 20 27]

The Environmental Management Act provides the overarching legal framework for environmental protection in Zimbabwe. The Act is administered by the Environmental

Management Agency (EMA) and contains provisions directly relevant to pest and pesticide management. These include:

Regulation of hazardous substances including pesticides

Licensing for storage, transportation and disposal of hazardous materials

Control of pollution of air, soil and water bodies

Requirement for environmental safeguards in project implementation

Relevant statutory instruments under this Act include the Environmental Management Hazardous Substances Regulations which guide safe handling, transport, and disposal of pesticides and empty containers. This aligns with the Integrated Pest Management Plan's focus on safe pesticide life cycle management.

4.1.3 Public Health Act

The Public Health Act governs matters related to human health including exposure to hazardous chemicals. Improper pesticide use, food contamination and environmental pollution fall under its mandate. District health offices have authority to intervene where unsafe pesticide practices affect community health.

4.1.4 Plant Pests and Diseases Act

Although largely focused on plant quarantine and movement of plant materials, this Act empowers authorities to prevent the introduction and spread of pests of economic importance. It supports surveillance and early warning measures which are essential for Integrated Pest Management.

4.1.5 Occupational Safety and Health Regulations

Workers handling pesticides fall under occupational safety requirements which include provision of personal protective equipment, safe storage and appropriate training. These regulations are aligned with the IPMP's emphasis on protecting farmers, extension workers and agro dealers.

4.2 International Conventions and Treaties

Zimbabwe is party to several conventions that shape national pesticide policies. These conventions influence what chemicals can be procured or used in development projects.

4.2.1 Rotterdam Convention on Prior Informed Consent

The Rotterdam Convention requires the exchange of information between countries on hazardous chemicals and pesticides that are banned or severely restricted (see Appendix 2). Zimbabwe's compliance ensures that pesticides imported into the country meet safety requirements and are registered.

4.2.2 Stockholm Convention on Persistent Organic Pollutants

This convention bans or restricts persistent organic pollutants such as DDT and lindane. Zimbabwe is obligated to avoid use of listed chemicals and promote safer alternatives. This directly informs the pesticide selection criteria under the Integrated Pest Management Plan.

4.2.3 Basel Convention on Transboundary Movement of Hazardous Waste

The Basel Convention regulates movement and disposal of hazardous waste including obsolete pesticides and contaminated containers. This supports the Integrated Pest Management Plan's requirements for safe disposal through approved facilities.

4.3 Alignment with AfDB and IFAD Safeguard Standards

Both AfDB and IFAD require the adoption of Integrated Pest Management and the reduction of risks associated with pesticide use. These requirements are mandatory for all project supported activities.

4.3.1 AfDB Integrated Safeguards System Operational Safeguard 3

Operational Safeguard 3 on Resource Efficiency and Pollution Prevention emphasises:

Preference for Integrated Pest Management and Integrated Vector Management

Avoidance of Highly Hazardous Pesticides

Safe procurement, storage and disposal of pesticides

Training of farmers and project staff

Use of pesticides only when justified by pest thresholds

The uploaded Malawi PMP document also reflects these requirements and reinforces the same obligations under AfDB supported projects.

4.3.2 IFAD Social Environmental and Climate Assessment Procedures

IFAD SECAP guidelines requires:

Promotion of Integrated Pest Management

Development of a Pest and Pesticide Management Plan where pesticides are likely to be used

Screening out of Highly Hazardous Pesticides

Ensuring that all pesticide use complies with FAO and WHO guidelines

Strengthening capacity for safe handling and disposal

These requirements guide the design of the Integrated Pest Management Plan and ensure consistency with IFAD funded SACP interventions.

4.4 Institutional Framework

Implementation of the Integrated Pest Management Plan relies on several institutions with defined roles.

Ministry of Lands Agriculture Fisheries Water and Rural Development

Responsible for agricultural policy, extension services and regulation of pesticides through DR and SS.

Environmental Management Agency

Oversees hazardous substances, licensing, environmental protection and safe waste disposal.

Department of Research and Specialist Services

Responsible for pesticide registration, laboratory testing and technical oversight of pest management options.

Agricultural Extension Services

Provide frontline support to farmers on pest identification, Integrated Pest Management and good agricultural practices.

Local Authorities and Rural District Councils

Support enforcement of environmental and public health standards at community level.

Agro Dealers and Veterinary Suppliers

Required to sell only registered pesticides and provide accurate advice to farmers.

Farmer Organisations and Irrigation Management Committees

Facilitate Integrated Pest Management adoption, record keeping, monitoring and collective action within irrigation schemes.

5.0 PEST IDENTIFICATION AND RISK ASSESSMENT

Understanding the major pests that affect crops and livestock in the project districts is essential for designing a strong and responsive Integrated Pest Management Plan. The pests present in the project area vary according to crop type, season, ecological conditions, irrigation intensity and farming practices. Risk assessment further identifies the likelihood of pest outbreaks, potential damage levels and environmental and social implications, allowing preventive and corrective measures to be properly targeted.

The information in this chapter draws from field observations, district extension reports, farmer consultations and verified national pest distribution records from the Department of Research and Specialist Services (DRSS). The chapter also aligns with AfDB Operational Safeguard 3 which requires identification of pest risks and safe management responses, as well as IFAD SECAP which emphasises early warning, Integrated Pest Management and avoidance of Highly Hazardous Pesticides.

5.1 Major Crop Pests in the Project Area

The project districts experience recurring pest outbreaks affecting both staple crops and high value horticultural commodities. These pests are aggravated by climate variability, prolonged warm seasons and intensified irrigation production. These pests are also listed in Appendix 1.

Key crop pests include:

Fall armyworm - Affects maize at vegetative and reproductive stages. Damage is significant under continuous mono cropping and delayed response. Widely reported across Zimbabwe during warm wet seasons.

African stemborer and pink stemborer - Cause dead hearts, tunnelling and reduced grain formation. Present in maize and sorghum fields, especially where stover is left unburned or unincorporated.

Aphids - Affect vegetables, beans and maize. They transmit viral diseases and multiply quickly under warm irrigated environments.

Whiteflies - Severely damage tomatoes, beans and leafy vegetables in irrigation schemes. They transmit viral diseases such as Tomato chlorosis virus.

Tuta absoluta - A highly destructive tomato pest that mines leaves, stems and fruit. Frequently recorded in horticultural clusters across Zimbabwe.

Leaf miners - Affect vegetables including tomatoes, cabbages, cucumbers and beans. They thrive under high moisture and temperature conditions in green crops.

Cutworms - Damage emerging seedlings especially in irrigated lands prepared early in the season.

Red spider mites - Occur mainly during hot dry conditions, particularly in tomato and bean crops. They are commonly associated with overuse of broad spectrum insecticides.

Fruit flies - Affect mangoes and several vegetable fruiting crops. High levels are observed where sanitation is inconsistent.

Storage pests - Including maize weevils and larger grain borers which cause severe post harvest losses.

These pests reduce yields, increase production costs and lead to heavy reliance on chemical pesticides when not managed through early detection and preventive Integrated Pest Management measures.

5.2 Factors Driving Pest Proliferation in the Project Area

Several ecological and management factors contribute to recurring pest problems. These include:

Continuous cropping under irrigation which maintains host plants year round

High humidity and warm temperatures created by irrigation water

Limited use of resistant crop varieties

Inadequate crop rotation and intercropping

Poor field sanitation and residue management

Lack of effective surveillance and early warning

Overdependence on chemical pesticides that disrupt natural predator populations

Movement of livestock across communities increasing spread of ticks

Understanding these drivers is critical for strengthening preventive Integrated Pest Management interventions.

5.3 Environmental and Social Risks Associated with Pests and Pesticide Use

Pest outbreaks, if unmanaged, lead to significant losses, but the uncontrolled use of pesticides introduces several environmental and social risks.

Environmental risks include:

Contamination of surface and groundwater sources from pesticide runoff

Reduction of beneficial insects including bees and natural predators

Soil degradation from repeated use of persistent chemicals

Accumulation of pesticide residues in vegetables and grains

Development of pesticide resistance in key pest populations

Social risks include:

Exposure of farmers to hazardous chemicals especially women and youths who perform mixing, spraying and harvesting

Respiratory problems, skin irritations and long term chronic health conditions

Food safety risks for consumers from pesticide residues

Increased financial burden due to repeated spraying and purchase of multiple products

Greater vulnerability of children due to presence of chemicals near homes

AfDB Operational Safeguard 3 and IFAD SECAP emphasise the need to minimise these risks through safe pesticide handling, training, Integrated Pest Management adoption and strong oversight systems.

5.4 Pest Risk Categorisation and Implications

Based on likelihood of occurrence, potential damage and management difficulty, pests in the project area can be categorised as:

High risk:

Fall armyworm, *Tuta absoluta*, aphids, whiteflies, ticks

Medium risk

Stem borers, fruit flies, red spider mites, leaf miners

Low to emerging risk

Cutworms, mealybugs, and storage pests

This categorisation guides prioritisation of resources, early warning systems and training interventions. The pest profile and associated risks highlight the need for:

Strong early detection and monitoring systems

Farmer training in Integrated Pest Management practices

Promotion of biological and botanical control options

Reduction of over dependence on chemical pesticides

Strengthened pesticide regulation, inspection and advisory services

Safe handling, storage and disposal of pesticides

Creation of community based reporting and rapid response mechanisms

6.0 INTEGRATED PEST MANAGEMENT STRATEGY

The Integrated Pest Management Strategy defines how the project will prevent, detect and control pests in a manner that protects farmers, consumers, the environment and irrigation infrastructure. Because the project focuses on irrigation schemes and Village Business Units, the strategy prioritises ecological approaches that reduce pest pressure in intensive production systems where crops are grown year round, humidity is high and pest cycles are continuous.

The strategy aligns with AfDB Operational Safeguard 3 which requires the use of Integrated Pest Management over chemical based control, and with IFAD SECAP which promotes sustainable, climate smart and socially responsible pest management.

6.1 Principles Governing the Integrated Pest Management Strategy

The strategy is guided by the following principles:

Prevention is the most effective form of pest management

Multiple complementary techniques are preferred over reliance on a single method

Chemical pesticides are used only when absolutely necessary and after thresholds are reached

Natural enemies and ecosystem services must be preserved

Monitoring and early detection guide management decisions

Pesticide use must comply with national regulations and international safeguards

Farmers, especially women and youths in irrigation schemes, require continuous training

Safe pesticide life cycle management applies from procurement to disposal

These principles ensure that pest management is practical for farmers while protecting health and environmental integrity.

6.2 Integrated Pest Management in Irrigation Schemes

Irrigation schemes create stable conditions for pests due to continuous moisture, green biomass and presence of multiple host plants. The strategy therefore places strong emphasis on prevention and regulation of production practices within these schemes.

Key measures include:

Use of resistant and early maturing varieties to escape heavy pest pressure

Proper land preparation and residue management to reduce harbouring of pests

Enforcement of synchronised planting to minimise staggered fields that attract pests

Intercropping and crop rotation to disrupt pest cycles

Regular scouting of fields including borders, canals and drainage areas

Field sanitation such as removal of infested plant materials, rotten fruits and volunteer plants

Regulation of fertiliser use, avoiding excessive nitrogen which attracts sap sucking pests

Introduction of biological control in protected horticulture blocks

Encouraging habitat for natural predators around scheme boundaries

Irrigation canals, drains and waterlogged zones can also promote mosquito breeding and snail proliferation. These are addressed through routine clearing, improved water flow and integrated vector management approaches consistent with OS3 requirements.

6.3 Preventive Integrated Pest Management Measures

Preventive measures reduce pest establishment and are the backbone of the strategy. These measures are environmentally sound, low cost and well suited for irrigation schemes.

Preventive measures include:

Crop rotation with legumes and non-host crops

Use of certified seed and clean planting materials

Planting dates aligned to avoid peak pest seasons

Removal and safe destruction of infested residues

Maintenance of recommended plant spacing to reduce humidity

Use of mulching and soil health practices that strengthen plant vigour

Weed management to remove alternate hosts such as black jack, milkweed and jimson weed

Use of raised seedbeds and protected nurseries in horticulture

Installation of insect proof netting in nurseries and greenhouse edges

Encouraging birds and predatory insects by conserving hedgerows

The preventive approach is consistent with FAO Integrated Pest Management guidance and reduces the need for chemical interventions.

6.5 Mechanical and Physical Control Measures

This measure applies where labour availability is relatively high and pests can be physically removed or obstructed.

Examples include:

Hand picking of caterpillars and egg masses

Yellow sticky traps for aphids and whiteflies

Light traps for moths in horticultural blocks

Fruit fly baiting and trapping systems

Destruction of infested fruits and leaves

Soil solarisation in horticultural nurseries

Use of sand, ash or lime around seedling bases to deter cutworms

These methods are low cost, safe and effective when applied consistently across blocks.

6.6 Biological and Botanical Control Measures

Biological control strengthens natural ecological processes and reduces chemical pesticide use.

Options applicable to the project include:

Conservation of natural enemies such as ladybird beetles, lacewings, spiders and parasitoids

Use of biopesticides based on *Bacillus thuringiensis* and *Beauveria bassiana* for caterpillars and whiteflies

Neem extracts prepared locally for sap sucking pests

Application of entomopathogenic fungi in protected cropping

Encouraging flowering plants around to support pollinators and beneficial insects

Biological control is essential for long term sustainability and aligns with global best practice in horticulture and irrigated farming.

6.7 Chemical Control as a Last Resort

Chemical pesticides are used only when preventive, biological and mechanical measures fail, and only when pest populations exceed economic injury thresholds. This follows AfDB OS3 requirements for safe and justified pesticide use.

Key considerations include:

Use of only registered pesticides listed under [Chapter 18 12] and approved by DRSS

Avoidance of Highly Hazardous Pesticides in line with IFAD SECAP

Strict adherence to label instructions including dilution rates and pre harvest intervals

Rotation of pesticide active ingredient groups to delay resistance

Use of calibrated knapsack sprayers to reduce overdosing

Provision of full personal protective equipment to applicators

Prevention of spraying near water bodies and canals

Safe disposal of empty containers through triple rinsing and secure burial pits

Chemical control is reserved for confirmed outbreaks and documented through irrigation scheme record keeping.

6.8 Surveillance and Early Warning in Irrigation Schemes

Monitoring and surveillance are central to Integrated Pest Management success.

The strategy includes:

Weekly scouting in irrigation blocks

Designation of trained lead scouts in each scheme

Use of pest incidence recording forms consistent with DRSS standards

Communication of alerts through WhatsApp groups or extension officers

Linking district plant protection specialists to irrigation scheme committees

Rapid response to pests before they spread across blocks

Surveillance reduces unnecessary spraying and shifts pest management towards informed and timely responses.

6.9 Safe Pesticide Life Cycle Management

The safe handling, storage, use and disposal of pesticides follow national regulations and international safeguards. The strategy promotes the following:

Procurement from registered suppliers only

Centralised pesticide storage at scheme depots with lockable rooms

Use of proper shelves, ventilation and hazard signage

Triple rinsing of containers

Secure disposal pits lined and located away from water channels

No reuse of pesticide containers for food or water

Training of farmers in emergency response for spills and exposure incidents

These measures reduce health and environmental risks, particularly for women and youths who dominate labour in irrigation schemes.

6.10 Integration of Climate Smart Pest Management

Climate change increases pest survival rates, accelerates pest population cycles and shifts pest distribution.

The Integrated Pest Management strategy incorporates climate adaptation through:

Promotion of drought and heat tolerant crop varieties

Encouraging water management practices that reduce waterlogging and snail or mosquito proliferation

Use of shade nets to reduce heat stress on crops

Monitoring of seasonal weather forecasts from the Meteorological Services Department

Adjustment of planting calendars based on climate advisories

These measures support resilience and reduce vulnerability to emerging pest threats.

6.11 Institutional Support for Integrated Pest Management Implementation

Sustainable implementation requires coordinated roles from:

District Extension Officers

DRSS Plant Protection Specialists

Irrigation Management Committees

Agro dealers and veterinary suppliers

EMA environmental inspectors

Each actor contributes to monitoring, training, enforcement and feedback systems that strengthen Integrated Pest Management across the districts.

7.0 INTEGRATED PEST MANAGEMENT PLAN

The Integrated Pest Management Plan provides the operational guidance required to manage pests in a sustainable, safe and economically viable manner across irrigation schemes and Village Business Units. The plan builds on the principles in Chapter 6 and translates them into clear actions, responsibilities and recommended practices. The focus is on prevention, judicious use of chemical pesticides, preservation of natural enemies and protection of farmers, consumers and the environment.

This chapter aligns with AfDB Operational Safeguard 3 and IFAD SECAP provisions which require environmentally sound pest management, avoidance of Highly Hazardous Pesticides and full compliance with national pesticide regulations.

7.1 Recommended IPM Measures for Major Crop Pests

The recommended measures are grouped by pest type and adapted for intensified irrigated production systems.

Fall armyworm (*Spodoptera frugiperda*)

Synchronised planting within irrigation blocks

Destruction of crop residues after harvest

Weekly scouting for egg masses and early instars

Encouraging natural enemies such as *Cotesia spp*

Application of *Bacillus thuringiensis* based biopesticides when small larvae are detected

Chemical control only when infestation exceeds threshold and using registered insecticides

African and pink stemborers (*Busseola fusca* and *Sesamia calamistis*)

Avoiding late planting

Field sanitation including removal of stalks and volunteer maize

Intercropping maize with legumes such as cowpea

Use of tolerant maize varieties

Application of selective biopesticides at early crop stages if required

Aphids (*Aphis* spp)

Avoid excessive nitrogen fertiliser

Use of reflective mulch in horticulture blocks

Promotion of natural predators such as ladybirds

Neem extract application in nurseries and early crop stages

Targeted chemical control if heavy infestation persists

Whiteflies (*Bemisia tabaci*)

Removal of alternate hosts such as *Solanum* spp

Installation of yellow sticky traps in nurseries and tunnels

Use of insect proof netting in protected structures

Application of *Beauveria bassiana* based biopesticides

Chemical use only when thresholds are exceeded

Tuta absoluta

Use of insect proof netting in tomato seedling production

Field sanitation including destruction of infested fruits

Use of pheromone traps for early detection

Application of *Bacillus thuringiensis* or other approved biopesticides

Rotation of insecticide modes of action when spraying becomes necessary

Leaf miners (*Liriomyza* spp)

Destroy affected leaves and plant residues

Avoid early heavy spraying which kills parasitoids

Use of selective products or biopesticides when required.

Cutworms (*Agrotis spp*)

Deep ploughing before planting

Clean field borders and remove weeds

Use of ash or lime around seedlings

Soil drenching with recommended products when necessary

Red spider mites (*Tetranychus urticae*)

Maintain good irrigation scheduling to reduce heat stress

Avoid early and repeated pyrethroid use which flares mite populations

Application of *Beauveria bassiana* or approved miticides only when required

Fruit flies (*Bactrocera dorsalis*)

Collection and destruction of fallen fruits

Use of bait stations and fruit fly traps

Bagging of fruit for horticultural crops

Sanitation in mango orchards and vegetable plots

Stored grain pests (*Sitophilus zeamais*, *Prostephanus truncatus*)

Promotion of hermetic storage technologies

Cleaning and disinfecting granaries before loading

Avoid use of banned fumigants

Use of registered grain protectants only when needed

7.2 Pesticide Selection Criteria

Pesticide selection follows national legislation and international safeguards to ensure human and environmental safety.

The criteria include:

Product must be registered under the Fertilizers Farm Feeds and Remedies Act

Product must not appear on the FAO WHO Highly Hazardous Pesticides list

Only products approved by DRSS shall be used

Preference given to selective pesticides that spare beneficial organisms

Use of WHO Class U and Class III pesticides as first option where effective

Avoidance of persistent organic pollutants banned under the Stockholm Convention

Clear labelling, packaging and expiry dates must be verified before purchase

Approved lists from DRSS and EMA will be incorporated in the annex of the final plan.

7.3 Safer Use, Handling and Storage Requirements

Safe pesticide management applies throughout the pesticide life cycle.

All irrigation schemes shall:

Source pesticides only from registered suppliers

Maintain lockable pesticide storage rooms with ventilation

Store pesticides separately from seeds, feeds or food items

Maintain up to date pesticide use and stock records

Ensure availability of PPE including gloves, masks, boots and overalls

Use calibrated sprayers to avoid overdosing

Restrict pesticide preparation and mixing to designated areas

Maintain emergency washing facilities or clean water at spray sites

7.4 Container Management and Disposal

Empty pesticide containers must never be reused for food or water.

Irrigation schemes shall:

Triple rinse containers immediately after emptying

Puncture containers to prevent reuse

Store temporarily in a marked waste area

Dispose through a lined burial pit located away from water channels

Collaborate with EMA for bulk disposal where feasible

7.5 Communication and Reporting Protocols

A structured communication system enhances early detection and coordinated response.

Key elements include:

Lead scouts in each block reporting pest levels weekly

WhatsApp groups linking farmers with extension officers

Rapid mobilisation of schemes when thresholds are reached

Reporting suspected pesticide poisoning cases to health facilities

Immediate reporting of Highly Hazardous Pesticides found in circulation

7.6 Integration of IPM into Irrigation Scheme Governance

Effective governance ensures discipline and collective action.

Integrated Pest Management responsibilities include:

Scheme committees enforcing synchronised planting

Managing pesticide stores, records and disposal pits

Extension officers conducting routine training and verification

District specialists supporting diagnosis and recommendation

Collective decisions on spraying to avoid uneven field conditions

7.7 Summary IPM Action Framework

The Integrated Pest Management Action Plan includes:

Preventive cultural and agronomic measures applied season long

Biological and botanical solutions applied early

Mechanical and physical controls based on labour availability

Chemical control only as last resort and with strict compliance

Continuous monitoring and farmer training

Safe pesticide life cycle management

Coordination across irrigation blocks

This forms the operational backbone of pest management for the project.

8.0 MONITORING AND EVALUATION FRAMEWORK

The Monitoring and Evaluation framework ensures that implementation of the Integrated Pest Management Plan is systematic, traceable and aligned with both environmental and social safeguards. Because irrigation schemes and Village Business Units operate under intensified production cycles, monitoring must be frequent, structured and practical. This chapter therefore outlines what will be monitored, who is responsible, how often activities will be carried out and how information will be reported and used to strengthen decision making.

The framework is designed to support early detection of pests, enforcement of safe pesticide practices, improvement of Integrated Pest Management adoption and continuous learning within scheme communities.

8.1 Key Monitoring Indicators

To evaluate Integrated Pest Management performance, the project tracks specific, measurable indicators. These indicators focus on pest levels, behaviour change, environmental protection and compliance with safe pesticide use requirements.

Table 1 below presents the core indicators to be monitored.

Table 1: Integrated Pest Management Monitoring Indicators

Indicator Category	Indicator	Purpose
Pest pressure	Pest incidence and severity for major pests including <i>Spodoptera frugiperda</i> , <i>Tuta absoluta</i> , aphids and ticks	Early detection, timely response
IPM adoption	Use of cultural, mechanical, biological and botanical controls	Measure shift away from chemical dependence
Pesticide use	Frequency, correctness and justification for chemical application	Ensure pesticides are last resort
Safety	Proportion of farmers using PPE during spraying	Reduce exposure risks
Storage and disposal	Condition of pesticide storage rooms and disposal pits	Prevent environmental contamination
Training	Number of farmers and agro dealers trained in Integrated Pest Management	Strengthen capacity and behaviour change
Environmental risks	Incidents of contamination of canals, drains or water bodies	Protect ecosystems within irrigation areas

Health and social risks	Reported pesticide poisoning or exposure incidents	Protect vulnerable groups
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These indicators create a reliable foundation for tracking improvements and identifying emerging challenges.

8.2 Monitoring Responsibilities

Integrated Pest Management monitoring requires collaboration among farmers, committees, extension officers and regulatory authorities. The roles are clearly divided to ensure accountability at every stage as presented in Table 2.

Table 2: Roles and Responsibilities in Integrated Pest Management Monitoring

Actor	Monitoring Responsibilities
Farmers	Daily scouting, reporting pest outbreaks, following Integrated Pest Management practices, safe pesticide handling
Irrigation Management Committees	Enforce synchronised planting, supervise pesticide storage and disposal, ensure weekly pest checks
Extension officers	Conduct monthly field assessments, verify Integrated Pest Management adoption, support diagnosis
DRSS plant protection specialists	Provide diagnostic support, confirm invasive pests, update thresholds
EMA officers	Inspect hazardous substance storage, verify safe disposal
District and provincial project teams	Consolidate reports, track trends, coordinate capacity building

This distribution of responsibilities ensures that pest monitoring is continuous and grounded in local structures.

8.3 Monitoring Schedule

Monitoring occurs at several levels and frequencies. Routine activities allow for day to day observations while structured assessments ensure periodic compliance verification as recommended in Table 3.

Table 3: Monitoring Schedule

Frequency	Monitoring Activity	Led by
Weekly	Field scouting in irrigation blocks	Farmers and block scouts
Bi weekly	Review of pesticide stocks and disposal areas	Scheme committees
Monthly	Field verification of Integrated Pest Management adoption and pesticide safety	Extension officers

Quarterly	Multisectoral compliance inspections	Integrated	Pest Management	DRSS, EMA, veterinary, extension
Seasonal	Pre planting and post harvest Management review	Integrated	Pest	District teams
Annually	Project wide performance evaluation	Integrated	Pest Management	Provincial team

This schedule captures both immediate pest pressures and longer term compliance issues.

8.4 Reporting and Data Management

Monitoring is only useful when findings are communicated clearly and promptly. The reporting system ensures that information moves efficiently from farmers to district teams. Monitoring data are organised and shared through structured reporting channels. This allows the project to detect trends, initiate corrective action and maintain accurate records of pesticide use and Integrated Pest Management adoption.

Key reporting requirements include:

Weekly scouting forms submitted to extension officers

Monthly Integrated Pest Management reports compiled by extension officers

Storage of pesticide inventory records at scheme depots

District consolidation of Integrated Pest Management reports into quarterly summaries

Use of WhatsApp groups for rapid alerts on new pest outbreaks

Integration of findings into annual project performance reviews

These reporting pathways provide real time situational awareness and allow rapid mobilisation when pest levels rise unexpectedly.

8.5 Evaluation Mechanisms

Evaluation goes beyond routine monitoring and involves assessing whether Integrated Pest Management is achieving its intended environmental, agronomic and social outcomes. These evaluations guide strategic improvements and resource allocation.

Evaluation will focus on:

Reduction in frequency and volume of pesticide use

Increased use of preventive and biological control methods

Reduction in pest related crop losses in irrigation schemes

Adoption of safe pesticide practices including PPE use

Effectiveness of capacity building activities

Compliance with national legislation and safeguard requirements

Evaluations form an essential feedback loop for improving Integrated Pest Management implementation.

8.6 Feedback and Adaptive Management

Integrated Pest Management must remain dynamic because pest behaviour changes with climate variation, cropping patterns and irrigation water management. For this reason, the project uses adaptive management to refine strategies as new information becomes available.

Adaptive management will be guided by:

Weekly analysis of scouting reports

Adjustments to thresholds based on observed pest trends

Introduction of new resistant varieties or biopesticides in response to pest shifts

Revision of pesticide selection lists when regulations change

Updating training modules to address gaps identified during monitoring

Strengthening enforcement when unsafe practices are repeatedly observed

This approach maintains relevance and ensures the Integrated Pest Management Plan remains effective under evolving conditions.

8.7 Budget Requirements for Monitoring and Evaluation

Implementation of the monitoring system requires targeted resources. These costs enable training, field verification, and proper storage and disposal of pesticides.

The budget will cover:

Training and refresher courses for farmers and block scouts

Printing of field forms, record sheets and monitoring tools

Protective clothing for field inspections

Transport costs for district and provincial verification visits

Maintenance of pesticide stores, signage and disposal pits

Annual review meetings and documentation

A detailed costed budget will be prepared at district and provincial levels based on the scale of irrigation schemes.

9.0 IMPLEMENTATION ARRANGEMENTS

Effective implementation of the Integrated Pest Management Plan requires clear roles, reliable coordination mechanisms, strong institutional backing and continuous engagement with farmers. Because the project operates primarily in irrigation schemes and Village Business Units, implementation must be practical, decentralised and closely integrated with existing agricultural support systems. This chapter outlines the institutional arrangements that will guide Integrated Pest Management execution at community, district, provincial and national levels.

The arrangement follows a cascading structure that begins with farmers and local committees and extends upward to regulatory agencies and project management units. This ensures that all activities, from pest scouting to pesticide regulation, are coordinated and consistent across all supported schemes.

9.1 Institutional Roles and Responsibilities

Integrated Pest Management implementation depends on a well defined distribution of responsibilities. Each institution plays a distinctive role that contributes to safe, effective and sustainable pest management.

Below is a structured description of roles, followed by a summary table for quick reference.

Farmers

Farmers are the primary implementers of Integrated Pest Management practices. Their responsibilities include:

Applying preventive, biological and mechanical Integrated Pest Management measures

Conducting regular scouting in fields and reporting pest outbreaks

Using pesticides responsibly and only as a last resort

Wearing personal protective equipment during application

Participating in training sessions and adopting recommended practices

Managing disposal of containers through approved scheme disposal pits

Irrigation Management Committees

These committees maintain order and collective discipline within irrigation schemes. Their roles include:

Enforcing synchronised planting and good agronomic practices

Managing pesticide storage rooms and issuance records

Coordinating block level scouting and reporting

Facilitating awareness sessions with extension officers

Ensuring proper maintenance of disposal pits

Agricultural Extension Officers

Extension officers are the technical backbone of Integrated Pest Management implementation.

They are responsible for:

Providing continuous advisory services on pest identification and control

Conducting monthly monitoring visits to irrigation schemes

Supporting synchronised planting, crop rotation planning and sanitation campaigns

Recording and reporting Integrated Pest Management performance to district offices

Liaising with DRSS specialists for diagnosis and threshold guidance

DRSS Plant Protection Specialists

These specialists provide scientific and technical support for pest management. Their responsibilities include:

Confirming diagnoses of major and emerging pests

Advising on resistant varieties, biological control agents and thresholds

Supporting training of extension officers and scheme leaders

Updating approved pesticide lists based on national data

Leading surveillance of invasive pests

Environmental Management Agency

EMA ensures environmental protection in relation to pesticide handling. Its responsibilities include:

Inspecting pesticide storage facilities at scheme level

Checking compliance with hazardous substance regulations

Monitoring disposal of pesticide containers and obsolete stocks

Advising on environmental safeguards linked to Integrated Pest Management

District and Provincial Project Teams

These teams provide coordination and oversight for Integrated Pest Management across all supported areas. Their responsibilities include:

Consolidating monitoring data from extension officers

Ensuring that all districts comply with AfDB OS3 and IFAD SECAP standards

Producing quarterly Integrated Pest Management performance reports

Planning annual Integrated Pest Management review meetings

Facilitating procurement of trainings, tools and PPE

Project Management Unit (PMU)

At the highest level, the PMU ensures strategic oversight, resource allocation and compliance with safeguard requirements. PMU responsibilities include:

Integrating Integrated Pest Management requirements into project work plans

Ensuring adequate budget allocation for Integrated Pest Management

Coordinating with national regulatory bodies such as DRSS and EMA

Reviewing provincial Integrated Pest Management reports and approving action plans

Leading periodic safeguard compliance audits

A summary of the responsibilities each actor carries is presented in Table 4.

Table 4: Summary of Implementation Responsibilities

Actor	Key Responsibilities
Farmers members	Scouting, preventive Integrated Pest Management, safe pesticide use, reporting
Irrigation Management Committees	Synchronised planting, storage management, disposal oversight
Extension Officers	Technical support, monthly monitoring, reporting
DRSS Specialists	Diagnostics, thresholds, technical backstopping
EMA	Compliance inspections, disposal regulation
District and Provincial Teams	Oversight, data consolidation, planning
PMU	Strategic oversight, budgeting, safeguards compliance

9.2 Coordination Mechanisms

Good Integrated Pest Management implementation depends on communication and joint planning, particularly because pests spread quickly across irrigated blocks. Coordination ensures that decisions made in one part of the scheme do not undermine efforts elsewhere.

Coordination mechanisms include:

Monthly coordination meetings between extension officers and scheme committees

Use of shared communication platforms such as WhatsApp for early warnings

Quarterly multisectoral inspections involving DRSS, EMA and veterinary officers

Joint training programmes that bring together farmers from irrigation schemes

Development of integrated seasonal calendars combining agronomy, Integrated Pest Management and climate advisories

These mechanisms ensure that knowledge, decisions and actions are harmonised across all levels.

9.3 Resources and Inputs Required for Integrated Pest Management Implementation

Integrated Pest Management implementation requires specific resources related to training, monitoring, safe pesticide handling and storage. These must be budgeted for at district and provincial levels.

Key resource needs include:

Personal protective equipment for farmers and pesticide handlers

Pesticide storage structures or secure rooms at scheme level

Scouting kits including hand lenses, pheromone traps and record books

Disposal pits for containers

Biopesticides and botanical alternatives for demonstration plots

Transport allowances for field monitoring staff

Training materials and demonstration site preparation costs

Ensuring the availability of these inputs strengthens the credibility and practicality of Integrated Pest Management interventions.

9.4 Integration of Integrated Pest Management into Routine Agricultural Support

To ensure sustainability beyond the project period, Integrated Pest Management must be embedded into routine extension, farmer support and local governance systems.

This integration includes:

Incorporating Integrated Pest Management into all farmer field days and trainings

Embedding Integrated Pest Management messages in irrigation scheme by-laws

Linking Integrated Pest Management surveillance to DRSS national pest monitoring systems

Including Integrated Pest Management indicators in district agricultural reports

Encouraging agro dealers to promote safer alternatives and provide correct advice

This mainstreaming approach ensures that Integrated Pest Management remains a continuous practice rather than a one-off project activity.

9.5 Risk Management and Corrective Actions

Implementation risks may arise from farmer reluctance, pesticide misuse, weak enforcement or rapid pest outbreaks. The plan includes early detection and corrective mechanisms to address these risks.

Corrective actions include:

Immediate retraining of farmers where unsafe practices are repeatedly observed

Temporary suspension of pesticide use where Highly Hazardous Pesticides are found

Mobilisation of emergency extension support during severe pest outbreaks

Strengthening of storage facilities if structural weaknesses are observed

Targeted environmental inspections where contamination risks are suspected

Provision of PPE to high risk groups when exposure incidents occur

These responses ensure that risks are reduced before they escalate into larger environmental or social impacts.

9.6 Sustainability Considerations

For long term sustainability, the Integrated Pest Management implementation arrangements promote:

Behaviour change through continuous training

Ownership by farmers and committees

Strong collaboration with government regulatory bodies

Use of low cost preventive and biological control options

Integration with climate smart agriculture practices

Continued knowledge sharing through irrigation structures

These factors ensure that Integrated Pest Management becomes a permanent feature of farming systems in the project districts.

10.0 TRAINING AND CAPACITY BUILDING PROGRAMME

Effective Integrated Pest Management depends on the knowledge, skills and confidence of farmers, extension officers, and scheme committee leaders. Because the project operates in intensified production environments, where pests can spread rapidly and where pesticides are often the default control measure, capacity building becomes central to achieving safe, sustainable and environmentally responsible pest management. This chapter outlines the training priorities, delivery approaches and target groups required to strengthen Integrated Pest Management implementation across irrigation schemes.

The programme emphasises practical learning, behaviour change and farmer centred methods that translate directly into improved agronomy, safer pesticide practices and reduced environmental risks.

10.1 Objectives of the Capacity Building Programme

The training programme aims to ensure that all actors understand Integrated Pest Management principles, apply the recommended practices and manage pesticides safely throughout their life cycle.

To achieve this, the capacity building programme focuses on the following objectives:

Strengthen farmer understanding of preventive Integrated Pest Management practices

Improve pest identification skills, including recognition of beneficial organisms

Promote biological and botanical alternatives to reduce reliance on chemicals

Build competence in safe pesticide handling, storage and disposal

Ensure correct calibration and use of knapsack sprayers

Enhance ability to make threshold based decisions before spraying

Equip irrigation committees with management and record keeping skills

Strengthen extension officers' capacity to support monitoring and adaptive management

These objectives ensure that capacity building directly supports safer, more effective and more sustainable pest management.

10.2 Target Groups for Training

Different groups within irrigation schemes require different levels of training based on their roles and responsibilities.

The programme targets the following groups:

Farmers including women and youth who conduct most field activities

Irrigation Management Committees overseeing scheme governance

Extension officers who provide technical backstopping

Agro dealers supplying pesticides and advisory services

DRSS and EMA local officers involved in compliance and diagnostics

Targeting each group ensures that all components of the Integrated Pest Management system are strengthened.

10.3 Key Training Themes

Training themes are selected to address the most critical knowledge gaps observed during field assessments and consultations. The content also aligns with national pesticide regulations and international safeguard requirements.

The key training themes include the following areas.

Integrated Pest Management principles and practices

Participants will learn the foundations of Integrated Pest Management, how pests develop, how environmental conditions influence outbreaks and how the Integrated Pest Management hierarchy guides decision making.

Pest identification and early detection

Training includes practical identification of major pests such as *Spodoptera frugiperda*, *Tuta absoluta*, and *Bemisia tabaci*, as well as recognition of symptoms, damage patterns and early infestation signs.

Beneficial organisms and biological control.

Participants will learn to identify natural enemies such as ladybird beetles, lacewings, and spiders, and to use *Bacillus thuringiensis*, *Beauveria bassiana* and neem based biopesticides appropriately.

Cultural and mechanical Integrated Pest Management methods

Farmers will practice crop rotation planning, intercropping, sanitation, residue destruction and use of traps and physical barriers.

Safe and responsible pesticide use

Training will cover proper mixing, dilution, application, adherence to pre harvest intervals, protective equipment use, and understanding pesticide labels and toxicity classes.

Calibration and maintenance of sprayers

Hands on demonstrations will teach participants how to calibrate knapsack sprayers to ensure correct dosage and avoid overuse of chemicals.

Storage and disposal of pesticides and containers

Participants will learn correct storage room layout, labelling, ventilation, record keeping and safe triple rinsing and disposal of containers.

Record keeping and reporting

Training will guide irrigations scheme on maintaining pesticide registers, tracking usage patterns and reporting pest alerts.

These themes are designed to be modular, allowing training sessions to be tailored to the needs of each district or production system.

10.4 Training Delivery Approaches

Because farmer learning is most effective when training is practical, the programme prioritises hands on, field based and participatory methods.

The following approaches will guide training delivery.

Farmer field schools within irrigation schemes to demonstrate Integrated Pest Management practices over seasons

Demonstration plots showcasing crop rotation, biological controls and trap systems

Practical sessions on sprayer calibration and safe mixing

Group walkthroughs of pesticide storage areas to evaluate compliance

Use of visual tools such as picture based pest identification charts

In season scouting exercises led by extension officers

Peer learning where high performing farmers mentor others

WhatsApp groups used for pest alerts and sharing observations

These methods ensure that learning remains relevant, vivid and closely tied to real field conditions.

10.5 Training Frequency and Scheduling

Training must be aligned with cropping seasons, irrigation schedules production cycles.

To ensure effectiveness, the programme will follow the schedule below:

Pre season training at the start of each planting cycle focusing on preventive Integrated Pest Management

In season refresher sessions aligned with pest emergence periods

Monthly practical sessions on safe pesticide use and sprayer calibration

Quarterly Integrated Pest Management review meetings at scheme level

Annual district level training for extension officers and agro dealers

These sessions maintain continuity and reinforce behaviour change throughout the agricultural cycle.

10.6 Training Materials and Tools

To support effective learning, the following materials will be prepared and distributed across project areas:

Integrated Pest Management training manuals adapted for irrigation schemes

Pest identification guides with images of pests and beneficial organisms

Step by step pictorial guides on safe pesticide handling

Posters on storage room layout and hazard signage

Calibration charts for knapsack sprayers

Data collection books for scouts and IMC

Demonstration inputs such as pheromone traps, biopesticides and resistant varieties

These tools help ensure consistent messaging across districts.

10.7 Capacity Building for Institutional Actors

Institutional actors must be equipped with specialised knowledge to provide consistent support and regulatory oversight.

Training for institutions will include:

Advanced Integrated Pest Management modules for extension officers

Laboratory diagnostic support and pest threshold training for DRSS specialists

Environmental safeguards training for EMA inspectors on pesticide waste and storage

Safeguard implementation workshops for district and provincial project teams

Strengthening these institutions ensures long-term sustainability of Integrated Pest Management services.

10.8 Expected Outcomes of the Capacity Building Programme

The training and capacity building activities are expected to produce observable improvements in the way pests are managed within irrigation schemes.

Expected outcomes include:

Increased adoption of cultural, biological and mechanical Integrated Pest Management practices

Improved ability of farmers to identify pests early and respond appropriately

Reduction in inappropriate pesticide use and associated risks

Strengthened compliance with national laws and safeguard requirements

Improved monitoring and reporting capacity at scheme levels

Enhanced environmental protection including better container disposal and reduced contamination risks

These outcomes reinforce the overall objectives of the IPMP and contribute to safer, more resilient and more productive agricultural systems.

11.0 ENVIRONMENTAL AND SOCIAL SAFEGUARDS INTEGRATION

The success of the IPMP depends not only on controlling pests but also on ensuring that pest management practices do not cause unintended harm to people, water systems, soils, biodiversity or the broader environment. In irrigation schemes, where production intensity is high and pesticide use is more frequent, environmental and social safeguards become central to maintaining safety, compliance and sustainability. This chapter demonstrates how Integrated Pest Management practices are harmonised with AfDB Operational Safeguard 3 and IFAD SECAP requirements, and how risk prevention is embedded into day to day agricultural activities.

The integration of safeguards focuses on reducing exposure, preventing contamination, avoiding Highly Hazardous Pesticides, coordinating with regulatory bodies and ensuring that vulnerable groups such as women, youths and children are adequately protected.

11.1 Alignment with AfDB and IFAD Safeguard Standards

Integrated Pest Management implementation must respect the standards and obligations set by the financing institutions. The project is required to adopt a preventive and integrated approach to pest management that minimises chemical use and protects both the environment and communities.

AfDB Operational Safeguard 3

Operational Safeguard 3 emphasises:

Pollution prevention and control

Integrated Pest Management instead of chemical dependence

Avoidance of Highly Hazardous Pesticides

Safe storage, application and disposal of pesticides

Protection of water bodies, soils and biodiversity within project areas

By embedding Integrated Pest Management within irrigation schemes, the project directly addresses these requirements and promotes safer alternatives such as biological and botanical controls.

IFAD SECAP Requirements

IFAD's Social Environmental and Climate Assessment Procedures require:

Promotion of Integrated Pest Management in all agricultural value chains

Implementation of a Pest and Pesticide Management Plan where chemicals are used

Screening out of prohibited chemicals including persistent organic pollutants

Strengthening capacity for safe handling, storage and disposal

Robust monitoring and reporting systems for pesticide risks

Chapter 7 and Chapter 8 of this document provided the specific actions that operationalise these requirements.

11.2 Environmental Safeguards Integration

Integrated Pest Management implementation must protect the physical environment of irrigation schemes. These areas often include canals, drains, rivers, wetlands and shared grazing lands where contamination risks are high.

Safeguard measures that protect environmental integrity include the following.

Protection of Water Resources

Irrigation systems create direct pathways for contamination through runoff, spillages and drift.

Environmental safeguards therefore emphasise:

Buffer zones between fields and canals

Avoidance of pesticide mixing and washing near water channels

Immediate containment of spillages

Storage rooms located away from boreholes and waterways

Monitoring of water quality in canals during peak spraying periods

These measures reduce the risk of pesticides entering surface or groundwater systems.

Soil Health and Biodiversity Conservation

Healthy soils and diverse ecosystems are central to long term pest suppression. Safeguard integration therefore promotes:

Reduced use of broad spectrum pesticides that harm beneficial insects

Use of mulching, compost and soil improving practices to strengthen plant resilience

Conservation of hedgerows and vegetation that support predators and pollinators

Avoidance of soil contamination through incorrect disposal of leftover pesticide mixtures

These practices enhance ecological balance in production landscapes.

Climate Resilience Integration

Climate change intensifies pest cycles. To address this, safeguards promote climate resilient approaches such as:

Adoption of resistant and tolerant varieties

Use of weather based advisories for pest forecasting

Improved irrigation scheduling to avoid excess moisture that favours pests

Integration of shade nets and microclimate controls where applicable.

This ensures that pest management remains effective under shifting climatic conditions.

11.3 Social Safeguards Integration

Social safeguards ensure that pest management does not put farmers or nearby communities at risk. Irrigation schemes involve a diverse group of participants including women, youths, elderly people and casual labourers. Protecting all these groups from exposure is essential.

Key social safeguard considerations include the following.

Protection of Farmers and Sprayers

Farmers who handle pesticides face the highest exposure risks. Safeguard measures therefore include:

Mandatory use of personal protective equipment during spraying

Training on proper mixing, dilution and handling

Prohibition of children and pregnant women from mixing or applying pesticides

Ensuring that emergency washing points are available

Encouraging immediate medical attention in case of poisoning symptoms

These measures significantly reduce occupational health risks.

Protection of Consumers

Consumers must be protected from pesticide residues on horticultural produce and cereals.

Safeguards promote:

Respect of pre-harvest intervals

Use of selective and less persistent pesticides

Adoption of biological controls in leafy vegetables and tomatoes

Regular inspection of fields that pack and supply fresh produce.

This ensures food safety and consumer confidence.

Protection of Vulnerable Groups

Women and youths often perform tasks such as washing pesticide containers, harvesting recently sprayed crops and weeding. Safeguards ensure:

Their roles are considered in risk assessments

Training is adapted for different literacy levels

Chemical handling roles are limited to trained adults

Disposal sites are fenced and marked to prevent accidental access

Addressing gender and age vulnerabilities strengthens equity and safety.

11.4 Grievance Redress Mechanism for Pesticide Related Issues

A functioning grievance system ensures that any concerns raised by community members regarding pesticide use, exposure, contamination or unsafe practices are promptly addressed.

Grievances may relate to:

Spray drift affecting nearby households

Water contamination in canals or boreholes

Misuse of pesticides

Health effects experienced by workers or community members

Use of unregistered or dangerous chemicals

The mechanism will follow the project's established grievance procedure which includes:

Receipt of complaints at scheme

Documentation and acknowledgement of grievances

Investigation and corrective action by extension officers or relevant authorities

Escalation to district or provincial teams if unresolved

Feedback to the complainant on actions taken.

This system ensures transparency, trust and early correction of unsafe practices.

11.5 Emergency Preparedness and Response

Although Integrated Pest Management reduces risks, emergency situations may still arise. These can include pesticide spillages, poisoning incidents, chemical fires or sudden invasive pest outbreaks.

Safeguards therefore require the following preparedness actions:

Availability of first aid kits and clean water at mixing areas

Training farmers on recognising early symptoms of pesticide poisoning

Emergency contact lists for health facilities, EMA and DRSS

Clear instructions on stabilising victims before medical attention

Spill response procedures including containment and reporting

Rapid mobilisation of technical teams during severe pest outbreaks

These actions ensure timely and safe responses during emergencies.

11.6 Compliance and Enforcement Mechanisms

To maintain safety standards, compliance must be monitored regularly and corrective actions enforced where necessary. The project integrates compliance checks into routine monitoring activities described in Chapter 8.

Compliance checks include:

Verification that only registered pesticides are used

Inspection of pesticide storage rooms and container disposal sites

Observation of PPE use during monthly inspections

Reviews of pesticide purchase records

Environmental inspections of irrigation canals and drains

Checking for banned or Highly Hazardous Pesticides in local markets

Non-compliance triggers corrective actions ranging from immediate retraining to reporting to DRSS, EMA or local authorities.

11.7 Long Term Sustainability of Safeguards

Safeguard integration must continue beyond the life of the project. Sustainability will be achieved through:

Continuous training and behaviour change among farmers

Strong partnerships with EMA, DRSS, and extension departments

Embedding Integrated Pest Management and safety rules into irrigation scheme by laws

Strengthening scheme structures to enforce safe practices

Promoting low-cost biological controls that persist beyond the project period

Handing over surveillance and reporting systems to district agricultural structures

This ensures that environmental and social protections remain in place even after project exit.

12.0 BUDGET AND RESOURCE REQUIREMENTS

Successful implementation of the IPMP requires adequate and predictable resources to support training, monitoring, safe pesticide handling, storage infrastructure, protective equipment and extension support. Because irrigation schemes and Village Business Units operate throughout the year, the budget must also reflect the recurring nature of scouting, field inspections and capacity building. This chapter outlines the estimated costs needed at community, district and provincial levels to ensure full execution of the Integrated Pest Management Plan.

The budget is based on standard national cost structures, subsistence allowances applicable across Zimbabwe and prevailing market prices for fuel, stationery, protective clothing and demonstration materials. All figures are presented in United States Dollars.

Budget Assumptions

The cost estimates are based on the following assumptions:

Daily subsistence allowance per officer per day is USD 75 (Breakfast 10, Lunch 20, Supper 15, Accommodation 30).

Fuel price is USD 1.55 per litre and an average district field visit consumes 25 litres.

Monthly monitoring visits involve one extension officer plus one district specialist per targeted scheme.

Quarterly multisectoral inspections involve three officers (DRSS, EMA, AGRITEX) for two days.

Training of farmers requires venue, refreshments, stationery, PPE demonstration items and trainer costs.

Storage facilities, disposal pits and demonstration plots require once-off capital investments.

These assumptions reflect real planning conditions commonly used by government departments and development projects across Zimbabwe.

Estimated Annual Integrated Pest Management Budget

Table 5 below provides an annualised estimate supporting irrigation schemes

Table 5: Annual Integrated Pest Management Budget Estimate

Budget Item	Description	Unit Cost (USD)	Quantity per Year	Total (USD)
Fuel for routine monitoring	25 litres per visit × 1.55	39 per visit	48 visits	1,872
Subsistence for monitoring	75 per officer per visit × 2 officers	150 per visit	48 visits	7,200
Quarterly multisectoral inspections	3 officers × 2 days × 75	450 per quarter	4 quarters	1,800
Training of farmers	50 farmers per session, venue, refreshments, materials	600 per training	6 trainings	3,600
Training of extension officers & committees	District level technical sessions	1,200 per session	2 sessions	2,400
PPE for farmers (gloves, masks, aprons)	15 USD per set	200 farmers	3,000	
Sprayer calibration kits	Measuring cylinders, buckets, markers	150 per scheme	6 schemes	900
Pest scouting kits	Hand lenses, forms, stationery, traps	80 per kit	30 kits	2,400
Pheromone and sticky traps	For <i>Tuta absoluta</i> , whiteflies, fruit flies	300 per year	1	300
Demonstration plots	Seeds, biopesticides, markers	200 per plot	6 plots	1,200
Construction of pesticide storage rooms	Repair or upgrade	1,000 per room	2 rooms	2,000
Construction of lined disposal pits	500 per pit	6 pits	3,000	
Printing of Integrated Pest Management materials	Manuals, posters, scouting forms	1,200	Lump sum	1,200
Annual Integrated Pest Management review meeting	District level meeting	1,500	1	1,500

Estimated Annual District Total: USD 31,372

Budget Efficiency and Cost Saving Measures

Several measures can improve cost efficiency without compromising effectiveness.

These include:

Combining monitoring visits with other district extension activities to reduce fuel usage

Establishing shared pesticide stores for multiple sites

Using community labour for construction of disposal pits under supervision

Bulk purchasing of PPE and training materials

Integrating Integrated Pest Management topics into existing district agriculture training cycles

Using digital platforms to reduce printing costs

Such measures ensure that the Integrated Pest Management system remains financially sustainable.

Resource Mobilisation Opportunities

In addition to project resources, opportunities for resource mobilisation include:

Partnerships with agro dealers for subsidised biopesticide demonstration kits

Collaboration with DRSS for supply of pheromone traps and resistant varieties

EMA support for hazardous waste disposal

Local government contributions to storage room construction

Farmer contributions in labour for Integrated Pest Management infrastructure

Climate adaptation funds targeting pest related climate risks

These partnerships help expand the reach and sustainability of Integrated Pest Management interventions.

The budget presented in this chapter provides a realistic pathway for institutionalising Integrated Pest Management across irrigation schemes in Zimbabwe.

13.0 CONCLUSION AND RECOMMENDATIONS

The Integrated Pest Management Plan provides a comprehensive and practical framework for managing pests within irrigation schemes and Village Business Units across the project districts. The approach emphasises prevention, ecological balance, farmer empowerment and compliance with national and international safeguards. By integrating agronomic science, community-based practices and strong institutional support, the Plan positions the project to achieve sustainable increases in productivity while minimising environmental and social risks.

Implementation of this Plan will require discipline, coordination and continuous learning. Farmers, irrigation management structures, extension officers, DRSS, EMA and the Project Management Unit all play distinct yet interdependent roles. The strategies outlined in earlier chapters, ranging from routine scouting and biological control to safe pesticide storage and

adaptive monitoring, provide a foundation for safer, more resilient and climate-smart agriculture.

The success of this Integrated Pest Management Plan will ultimately depend on the degree to which farmers adopt and consistently apply the recommended practices. Continuous training, supportive governance structures and adequate resource allocation will be critical. Equally important is the need for ongoing surveillance to detect emerging pests, evolving pesticide resistance patterns and shifting risks brought by climate change.

To ensure full achievement of Integrated Pest Management objectives, the following key recommendations are made.

Strengthen Institutional Coordination

Institutions must work together to harmonise training, monitoring, inspections and technical support. Quarterly multisectoral collaboration involving DRSS, EMA, AGRITEX and veterinary departments should be institutionalised.

Increase Support for Biological and Preventive Measures

Biological controls, certified seed, resistant varieties, crop rotations, intercropping, sanitation and water management practices must be scaled up to reduce reliance on chemical pesticides, especially in horticulture and irrigated maize.

Invest in Continuous Capacity Building

Training should be ongoing and adapted to seasonal challenges. Farmer field schools, demonstration plots and refresher courses for extension officers will help sustain adoption of best practices.

Ensure Safe and Responsible Pesticide Use

Only registered pesticides should be used, and Highly Hazardous Pesticides must remain prohibited. Clear guidance on mixing, application, PPE use, pre-harvest intervals and container disposal is essential to protect farmers and consumers.

Maintain Strong Monitoring and Enforcement

District teams should prioritise monitoring Integrated Pest Management indicators, inspecting storage rooms, verifying disposal pits and ensuring compliance with national laws and AfDB/IFAD safeguards. Deviations should trigger immediate corrective action.

Promote Climate-Smart Pest Management

Climate change is altering pest patterns in Zimbabwe. Integration of weather advisories, heat/stress management, tolerant varieties and improved irrigation scheduling must be prioritised to maintain sustainability and resilience.

Support Sustainability Through Local Ownership

Embedding Integrated Pest Management rules in irrigation scheme by-laws, strengthening IMC, and ensuring farmer ownership of practices will promote sustainability during and beyond the project's lifespan.

Allocate Adequate Budget and Resources

Reliable financing for monitoring, training, PPE, safe storage, disposal pits and demonstration materials is essential. Without sufficient resource commitment, Integrated Pest Management risks becoming fragmented and ineffective.

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PRIORITY CROP PESTS FOR RACP

A. MAJOR FIELD CROP PESTS

1. Fall Armyworm

Spodoptera frugiperda

A major pest in maize, sorghum and irrigated cereals, present throughout Mashonaland East.

2. African Stemborer

Busseola fusca

A chronic problem in maize, particularly where crop residues are not destroyed.

3. Pink Stemborer

Sesamia calamistis

Common in warm irrigated zones and wetter field margins.

4. Cutworms

Agrotis spp

Observed during land preparation and early crop establishment.

5. Leaf Miners

Liriomyza spp

Affect tomatoes, beans and leafy vegetables, especially under irrigation.

6. Aphids

Aphis spp, *Rhopalosiphum maidis*, *Myzus persicae*

Occur on vegetables, maize, tobacco and horticultural crops.

7. Whiteflies

Bemisia tabaci

A key vector of viral diseases in tomatoes and leaf vegetables.

8. Red Spider Mites

Tetranychus urticae

Common under hot, dry irrigated conditions and in protected structures.

9. Thrips

Thrips tabaci

Affects onions, tomatoes and legumes.

B. HORTICULTURAL CROP PESTS

1. Tomato Leafminer

Tuta absoluta

A high-risk pest in tomatoes grown in VBUs and gardens.

2. Fruit Flies

Bactrocera dorsalis

A major pest in mangoes, cucurbits and tomatoes.

3. Diamondback Moth

Plutella xylostella

Severe in cabbage and brassicas under irrigation.

4. Cutworms (Horticulture)

Agrotis ipsilon and related spp

Damage seedbeds and newly transplanted seedlings.

5. Tomato Hornworm / Caterpillars

Helicoverpa armigera

Persistent in irrigated tomato blocks.

6. Whiteflies and Greenflies

Bemisia tabaci and *Aphis gossypii*

Cause sap-sucking and transmit viral diseases.

7. Powdery Mildew (Vector Interactions)

Erysiphe cichoracearum

Though fungal, its management is linked to insect activity and humidity.

C. STORED GRAIN PESTS

1. Maize Weevil

Sitophilus zeamais

Widespread in household granaries and grain aggregation centers.

2. Larger Grain Borer

Prostephanus truncatus

A destructive pest in warmer low-lying areas such as Muzarabani.

3. Flour Beetles

Tribolium castaneum

Affects milled grain and stored pulses.

4. Bean Bruchids

Acanthoscelides obtectus

Attack stored beans.

D. INVASIVE OR EMERGING PESTS OF CONCERN

1. Fall Armyworm

Spodoptera frugiperda

Though naturalised, it remains an invasive threat.

2. Tomato Leafminer

Tuta absoluta

Continues to spread and develop pesticide resistance.

3. Larger Grain Borer

Prostephanus truncatus

Increasing presence in warm lowveld zones.

4. Desert Locust (Regional monitoring importance)

Schistocerca gregaria

Not currently present but monitored due to regional outbreaks.

F. SUMMARY TABLE OF PRIORITY PESTS

Category	Key Pests	Scientific Names
Field crops	Fall armyworm, stemborers, cutworms, aphids	<i>Spodoptera frugiperda</i> , <i>Busseola fusca</i> , <i>Agrotis</i> spp, <i>Aphis</i> spp
Horticulture	<i>Tuta absoluta</i> , whiteflies, fruit flies, DBM	<i>Tuta absoluta</i> , <i>Bemisia tabaci</i> , <i>Bactrocera dorsalis</i> , <i>Plutella xylostella</i>
Stored grain	Maize weevil, LGB, bruchids	<i>Sitophilus zeamais</i> , <i>Prostephanus truncatus</i> , <i>Acanthoscelides obtectus</i>
Emerging pests	Fall armyworm, <i>Tuta absoluta</i>	As listed above

RESTRICTED, PROHIBITED AND HIGH-RISK PESTICIDES

A. HIGHLY HAZARDOUS PESTICIDES (HHPs) – BANNED FROM PROJECT USE

These pesticides fall under **WHO Class Ia (Extremely Hazardous)** or **Class Ib (Highly Hazardous)** categories.

Under AfDB OS3, IFAD SECAP and FAO/WHO guidelines, these are **strictly prohibited**.

Active Ingredient	Classification	Reason for Restriction
Aldicarb	WHO Class Ia	Highly toxic; groundwater contamination
Aldrin	Stockholm Convention	Persistent organic pollutant (POP)
Camphechlor (Toxaphene)	Stockholm Convention	POP, banned globally
Chlordane	POP	Long-term soil and water contamination
Dieldrin	POP	Bioaccumulation and extreme toxicity
Endrin	POP	Very persistent and carcinogenic
Heptachlor	POP	Banned for agricultural use
Lindane (Gamma-HCH)	POP	Endocrine disruptor; persistent pollutant
Parathion (ethyl and methyl)	WHO Ia/Ib	Extremely hazardous
Methyl bromide	Ozone Depleting	Banned except for critical uses
Mercury-based fungicides	Highly Hazardous	Toxic to humans and aquatic life
Monocrotophos	Class Ib	Very harmful to birds and farmers
Phorate	Class Ia	Highly systemic toxin
Phosphamidon	Class Ia	Neurotoxic
Methamidophos	Class Ib	Restricted due to poisoning cases

These chemicals **must never be used** within the project area.

B. ZIMBABWE-RESTRICTED PESTICIDES (Not Allowed Under the Project)

Zimbabwe's **Fertilizers, Farm Feeds and Remedies Act** restricts various pesticides due to misuse, poisoning cases or environmental concerns. Even if legally restricted nationally, the project prohibits their use entirely.

Active Ingredient	Restriction Basis
Carbofuran	Highly toxic; improper use by farmers
Diazinon	Hazardous around water bodies
Fenamiphos	Soil and groundwater contamination
Methomyl	Acute toxicity to humans
Endosulfan	Banned in Zimbabwe (2012)

C. PESTICIDES NOT ALLOWED NEAR WATER BODIES

Because irrigation schemes operate next to canals, drains and reservoirs, the following pesticides are **prohibited** due to high aquatic toxicity:

Active Ingredient	Reason
Cypermethrin	Highly toxic to fish and aquatic insects
Lambda-cyhalothrin	Persistence in sediment
Deltamethrin	Kills beneficial aquatic organisms
Chlorpyrifos	High toxicity; drift risk
Profenofos	Strong effect on aquatic invertebrates

Biological options are preferred in these zones.

D. RESTRICTED USE IN RRIGATION SCHEMES (Allowed Only Under Strict Guidance)

These pesticides are **not banned**, but due to misuse risks, the project will allow them only when:

- thresholds are reached
- correct PPE is available
- extension officers supervise
- proper disposal procedures are followed

Active Ingredient	Notes
Imidacloprid	Allowed only in seed treatment; harmful to bees
Acetamiprid	Lower risk but requires controlled use
Mancozeb	Avoid use near wetlands; follow re-entry intervals
Metalaxyl	Must follow label rates to avoid resistance
Permethrin	Restricted near water bodies; toxic to fish

E. BOTANICAL AND BIOPESTICIDE PRODUCTS APPROVED FOR PROJECT USE

The following low-risk products are **recommended**, especially for horticulture crops:

Biopesticide / Botanical	Target Pests
<i>Bacillus thuringiensis</i> (Bt)	Caterpillars, <i>Spodoptera</i> , <i>Tuta absoluta</i>
<i>Beauveria bassiana</i>	Whiteflies, aphids, thrips
Neem extracts (<i>Azadirachta indica</i>)	Soft-bodied insects
<i>Metarhizium anisopliae</i>	Soil pests, locust hoppers
Pyrethrum (natural)	General soft-bodied pests

These are fully compliant with AfDB and IFAD safeguards.

F. SUMMARY OF ALLOWED VS PROHIBITED CHEMICALS

Category	Status for IPMP	Notes
WHO Class Ia / Ib	Prohibited	Never to be procured or used
POPs (Stockholm Convention)	Prohibited	Persistent environmental toxins
Highly toxic organophosphates	Prohibited	Unsafe for farmers
Synthetic pyrethroids near water	Restricted	High aquatic toxicity
Neonicotinoids	Restricted	Bee protection required
Copper fungicides	Allowed with caution	Avoid buildup in soils
Biopesticides	Fully allowed	Preferred under Integrated Pest Management
Neem/plant extracts	Fully allowed	Safe and sustainable

*Appendix 22: Baseline Data Tables
Scheme Overview and Demographics*

Scheme	District	Area (ha)	Beneficiaries (Total / Female / Youth)	Farmer Categories	Land Tenure
River Valley	Murewa	54	43 / 19 / 13	Mostly B1/B2	A1
Don Rungano	Murewa	70	45 / 9 / 0	70% Poor/Very Poor	A1
Athlone	Murewa	100	93 / 33 / 10	B1/B2	A1
Chipo	Mutoko	12	18 / 5 / 0	B1/B2 (avg. 0.5 ha/plot)	Communal

Baseline Environmental Data

Indicator	River Valley	Don Rungano	Athlone	Chipo
Topography	4–7% slope	Gentle slope	3–4% slope	3–5% slope
Soil Type	Sandy loam	Sandy loam	Sandy loam	Sandy/sand
Water Source	JR Dam (ZINWA)	Chitongo Dam (ZINWA)	Athlone Dam (ZINWA)	Nyadire Weir (ZINWA)
Key Environmental Issues	<ul style="list-style-type: none"> ● Siltation ● Water weeds. ● Gullies Dam wall trees. ● Crop staining. 	<ul style="list-style-type: none"> ● Severe siltation ● Deforestation ● No fireguards ● Gullies forming 	<ul style="list-style-type: none"> ● Siltation ● Dam infested with reeds. ● Pump house flooding. ● Spillway cracks. 	<ul style="list-style-type: none"> ● Minor siltation ● No contours ● Deforestation for firewood.
Biodiversity	Miombo (Musasa, Mugove)	Miombo + Acacia	Miombo (Musasa, Muzhanje)	Miombo + granite kopje flora

Infrastructure and Technical Baseline

Component	River Valley	Don Rungano	Athlone	Chipo
Irrigation System	Semi-portable sprinkler	Semi-portable sprinkler	Semi-portable sprinkler	Drag-hose system
Pumps	2 × 60 hp (partially functional)	2 × 100 hp (idle since 2020)	1 × 75 hp (low pressure)	1 × TA40 (frequent breakdowns)
Transformer	100 kVA (functional)	100 kVA (in store); 315 kVA promised by ZESA	250 kVA (functional, at risk of vandalism)	100 kVA

Infield Equipment	Severe shortage; 3” aluminium pipes	Old, non-functional	Shortage; leaky hydrants	Non-standardised sprinklers; hose shortages
Perimeter Fence	Absent → crop destruction	Absent → livestock damage	Absent → conflicts	Destroyed → theft/conflicts
WASH at Fields	No toilets or drinking water	Only household Blair toilets	None	1 toilet; no potable water

Socio-Economic and Gender Baseline

Aspect	Key Findings (Across Schemes)
Main Livelihoods	Crop-livestock systems; horticulture (tomatoes, butternuts, potatoes); tobacco
Income Level	<ul style="list-style-type: none"> ● River Valley/Don Rungano: USD 150/month (irrigators) ● Non-irrigators: USD 50/month ● Chipo: <USD 80/month
Market Challenges	<ul style="list-style-type: none"> ● Exploitation by Mbare middlemen ● Late GMB payments ● High transport costs (USD 3/bag) ● Payment in ZWL vs. input costs in USD
Gender Dynamics	<ul style="list-style-type: none"> ● Women: Heavy labour burden (pipe carrying, night irrigation) ● Limited decision-making on crop choice/income ● Restricted market access (e.g., won't go to Mbare due to safety) ● Preference for centre pivots (labour-saving)
Youth & Vulnerable Groups	<ul style="list-style-type: none"> ● Youths involved mainly as labour ● Elderly (>65) and PWDs present but not targeted ● Single women face stigma (Chipo)
Wealth Ranking (Don Rungano)	<ul style="list-style-type: none"> ● Wealthy: Own tractors, >5 cattle ● Poor/Very Poor: No cattle, rely on govt aid, no toilets/water

Appendix 23: ESIA Terms of Reference (ToR)



ENVIRONMENTAL MANAGEMENT AGENCY

All communications should be addressed to "The Director General"
685/686 Lorraine Drive/Faber Road, Bluffton,
P O Box CY 385, Causeway, Harare
Harare
Telephone: 00677006244; E-mail: registry@ema.co.zw.

17/1/1/3A

17 SEPTEMBER 2025

ZIRA MAVUNGANIDZE
IFAD
HARARE

PROPONENT: +277 2072 362 CONSULTANT: SIRDC: sirdc.esi@gmail.com

RE: PROSPECTUS REVIEW FOR RESILIENCE AGRICULTURE CLUSTER PROJECT (PROJECT NUMBER 20830)

The above matter refers.

You are advised to carry out and submit an Environmental Management Plan for **each of the Provinces** for the proposed project in terms of the Environmental Management Act, CAP 20:27. The Environmental Management Plan should be structured in the format:

1. An executive summary
2. A table of contents
3. List of acronyms
4. Introduction / project background
5. Full project description
6. Impact identification and analysis
7. Location map for the proposed site
8. EMP implementation plan
9. Decommissioning plan
10. Proof of stakeholder consultation from Local Authority, and surrounding land users

Your EMP presentation should also be able to satisfy the provisions of the statutory regulations of the **Environmental Management Act** and be of professional standard in quality and presentation.

However, let it be known that several factors will play a determining role in the consideration of the EMP study and, as such, the acceptance of this prospectus shall in no way be interpreted as implied acceptance and granting of the EIA certificate by the Agency.

TOGETHER - PROTECTING THE ENVIRONMENT

Amb. Z.Nsimbi (Chairperson); Mrs R Dhobbie (Vice Chairperson) Mrs T Chimanikire (Member); Mrs A Dhlamini (Member); Dr S Sibanda (Member); Mr T Shoko (Member); Ms A K Khan (Member); Dr K. Siziba (Member); Mr W Makamure (Member); Mr M Mwangura (Member); Mr A Chigona (Member)

ENVIRONMENTAL MANAGEMENT AGENCY

Please do not hesitate to contact us on any environmental issues related to the implementation of your project and you are advised not to implement the project until an EIA certificate has been granted.

Thank you



C. MUSHAVA
DIRECTOR: ENVIRONMENTAL PROTECTION
FOR: DIRECTOR GENERAL
Cc: PEM: MATABELELAND NORTH PROVINCE
: PEM MIDLANDS PROVINCE
: PEM MASHONALAND WEST PROVINCE
: PEM MASHONALAND CENTRAL PROVINCE
: PEM MASHONALAND EAST PROVINCE



RECEIVED BY:
DESIGNATION:
CONTACT NUMBER:

DATE:
LD NUMBER:

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Appendix 24: Climate Data

Climate Data

Months	Precipitation (mm)	Temperature
January	192	21
February	196	21
March	87	21
April	30	19
May	10	17
June	3	15
July	3	14
August	2	17
September	2	20
October	23	22
November	104	23
December	148	22