



Environmental Management Agency (EMA)

Annual Progress Report 2022



Prevent Veldfires-Protect the Environment, Property and Life.



TOGETHER-PROTECTING THE ENVIRONMENT

ABBREVIATIONS AND ACRONYMS

AED	Africa Environment Day
EEP	Environmental Education and Publicity
EIA	Environmental Impact Assessment
EMA	Environmental Management Agency
EMA (CAP 20:27)	Environmental Management Act Chapter 20:27
EMAL	Environmental Management Agency Laboratory
EMB	Environment Management Board
EMS	Environmental Management Services
EP	Environmental Protection
EPM	Environmental Planning and Monitoring
LEAP	Local Environmental Action Plan
RDC	Rural District Council

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Executive Summary

This progress report provides detailed activities carried out during the 2022 review period. The Agency managed to conduct a total of **47 348** environmental compliance inspections on land, air and water quality, which was an increase of **82%** compared to the previous year, 2021. Inspections of hazardous substances transportation, importation and export at Border posts decreased by **17%** as compared to the year 2021, the decline was attributed two factors. The commissioning of Kazungula Border Post and the introduction of the border revised entry fee at Beitbridge resulted in a significant number of trucks bypassing Zimbabwe.

In an effort to curb non-compliance with environmental legislation, the Agency prosecuted offenders for various environmental law violations observed during compliance inspections on land, air and water quality. A cumulative total of **3 895** tickets and **1 600** environmental protection orders were served in order to correct environmental anomalies identified during inspections. A total of **142** dockets were processed in 2022 and the trend showed a year-on-year increase from 2019, attributable to the establishment and operationalization of the National Environmental Law Enforcement Unit in the Agency. The Agency processed **10 916** licenses during the year under review. The Agency received and reviewed 1294 prospectus and **956** EIA reports, representing a **1%** and **4%** increase in reports reviewed respectively, compared to the year 2021. The EMA Laboratory received and analyzed a total of **5 106** samples from both internal and external clients.

Furthermore, a total of **37** hazardous substances spillages occurred, representing an increase of **95%** compared to the previous year. The Agency ensured that all spillages were satisfactorily cleaned up as stipulated in the regulations. The majority of these spillages occurred along the 90km stretch between Karoi and Marongora.

On the other hand, during the year there was an easing of COVID-19 Pandemic induced restrictions and the Agency took advantage of the conducive environment for environmental information dissemination as well as for participatory planning to address environmental problems for diverse communities in the country. Activities undertaken during the year included baseline surveys for wetland catchment restoration projects, characterization of ecologically sensitive ecosystems, support of community environmental projects and awareness programmes, environmental planning and monitoring, evaluation on stakeholder participation in veld fire management, coordination of the National Clean-up Programme and commemorations of observance days during the year. The Agency employed various strategies to raise public awareness which

included; awareness meetings, talk shows, workshops, training programs, roadshows, conventional and social media engagements, as well as the production and distribution of Information, Education and Communication (IEC) material. Another area of focus during the year was the unpacking and roll out of the National Wetlands Policy and Guidelines throughout the country.

2.0 ENVIRONMENTAL MANAGEMENT AND PROTECTION PROGRAMME

2.1 Environmental Monitoring Inspections - Compliance Checking

The cumulative number of inspections conducted by the Agency increased by a further **82%** from 2021 to 2022. The noteworthy increase in the cumulative number of inspections conducted in 2022 is attributable to the increase in the Agency's activities in response to the relaxation of COVID-19-induced restrictions in the country and the targeted and deliberate efforts made by the Agency to curb environmental crimes in the country. Figure 1 illustrates the impact of the pandemic on the Agency's inspectorate and the significant rebound after the relaxation of travel restrictions.

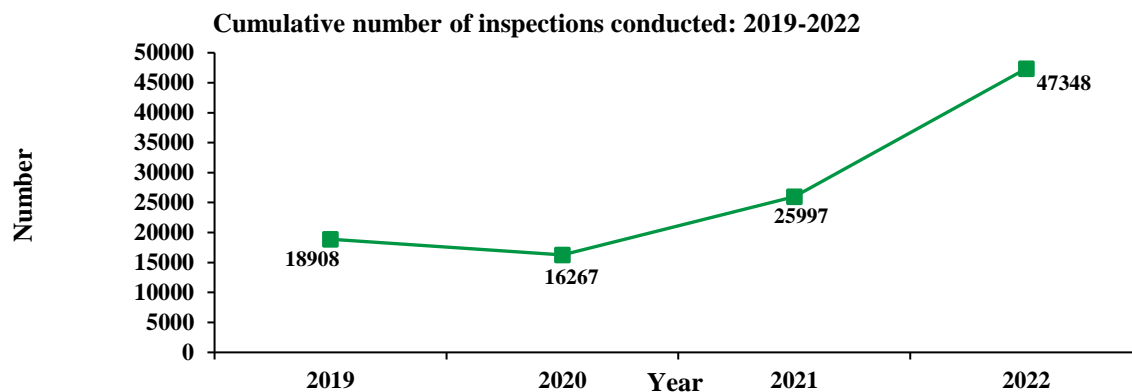


Figure 1: Graph showing the cumulative number of inspections conducted by the Agency during the years 2019-2022.

2.2 Licencing

The cumulative number of licenses processed by the Agency showed continually an upward trend from 2019 to 2022. The biggest increase was between the years 2021 and 2022, whereby the number of licenses processed increased by **40%**. Figure 2 refers. This positive trend in licenses processed can be attributed to the continual increase in the number of inspections conducted by the Agency as demonstrated in section 2.1 above.

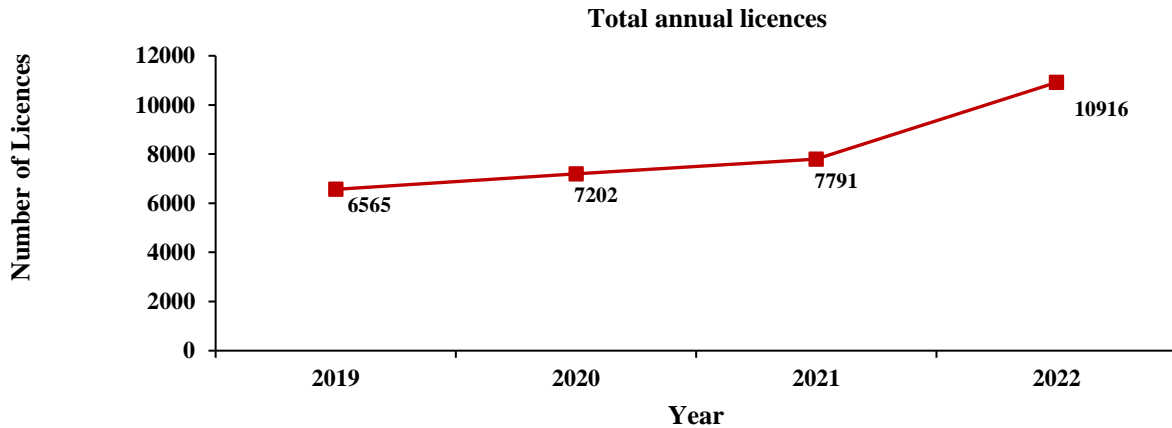


Figure 2: Chart showing a comparison of the total number of licences processed each year by the Agency during the period 2019-2022.

2.3 Environmental Impact Assessments

There was an overall increase in the cumulative number of prospectus reports reviewed by the Agency from 2019 to 2022. However, the cumulative number of EIA reports reviewed followed a different trend to that of prospectus reports. The cumulative number of EIA reports increased by **141%** from 2019-2020, then decreased by **21%** from 2020 to 2021, before increasing again by **40%** from 2021 to 2022, as shown in figures 3(a) and (b). The decrease in the number of EIA reports reviewed from 2020 to 2021 can be attributed to the delayed effects of the COVID-19 pandemic in the investment sector. The subsequent increase experienced from 2021 to 2022 was due to improved economic activity in the country after the pandemic.

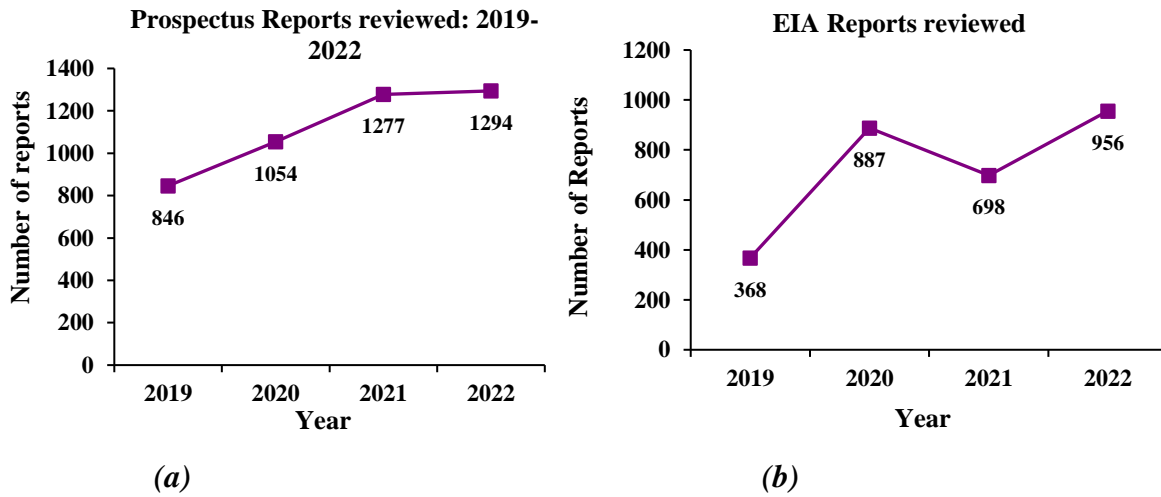


Figure 3: Charts showing the cumulative number of (a) prospectus reports and (b) EIA reports reviewed by the Agency for the years 2019-2022.

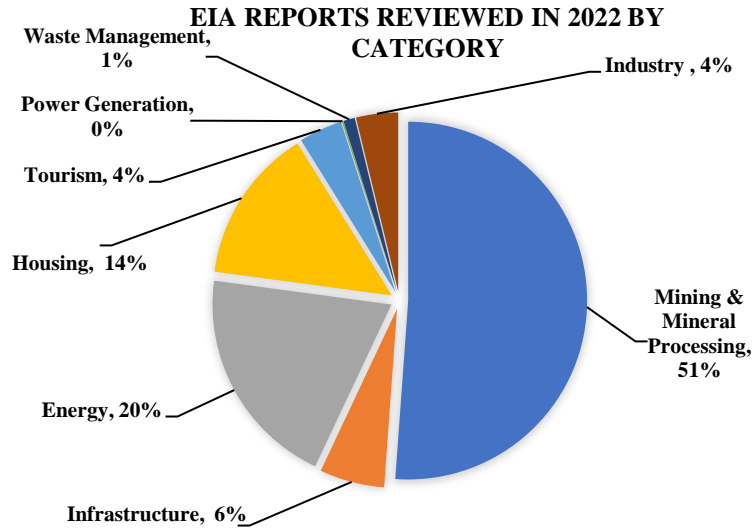


Figure 4: Chart showing the cumulative distribution of EIA reports by category that were reviewed by end of the 4th quarter of 2022.

The majority (51%) of the reviewed EIA reports were for mineral mining and processing projects, followed by Energy sector projects (service stations and solar plants) with 20%. Figure 4 refers. This trend was also noted in the previous quarters. The EIA reports for major projects that were reviewed in the period under review include the Batoka Gorge Hydro Power Project, Dinson Steel Plant and Iron Mining, Karo Platinum Mining and Processing, and PPC Solar Power Plants. The Batoka Gorge Hydro Power Project is a transboundary project between Zimbabwe and Zambia, whose major components include dam construction, a 2400MW power generation plant installation, township development and transmission line and access roads establishment.

2.4 Hazardous substances monitoring and control at ports of entry

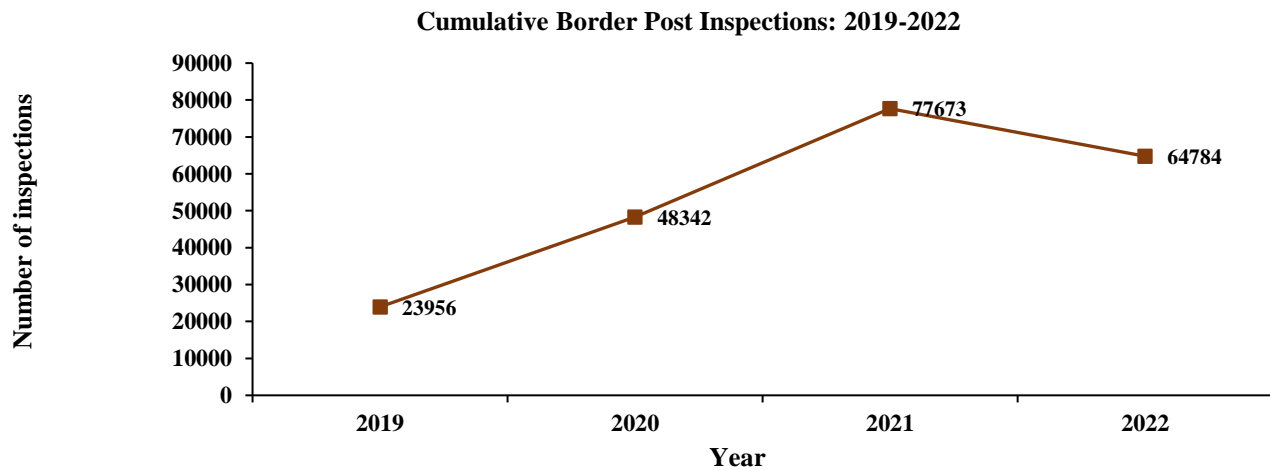


Figure 5: Chart showing a comparison of the cumulative number of border-post inspections conducted from 2019-2022.

From 2019 to 2020, there was an increase in the cumulative number of border post inspections conducted, as the world slowly recovered from the COVID-19 pandemic. There was an increase in vehicles trafficking through Zimbabwe during the period 2019 to in response to COVID-19 pandemic. However, a **17%** decrease was noted in from 2021 to 2022 as shown in figure 4, due to the rerouting of Zambia and Democratic Republic of Congo bound trucks from the Beitbridge route to the newly commissioned Kazungula route. This was compounded by the recently introduced US\$200.00 border entry fee at Beitbridge Border Post after the upgrade.

2.5 Spillages

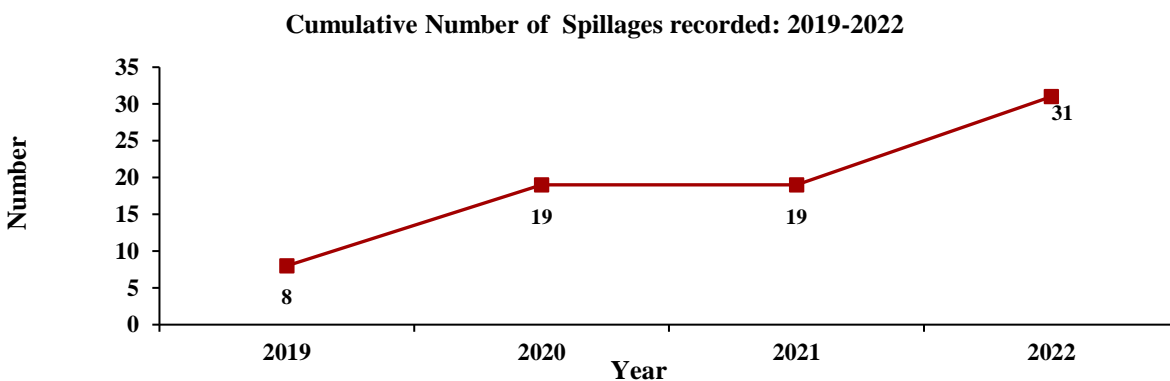


Figure 6: *Chart showing a comparison of the cumulative number of spillages recorded from 2019-2022.*

The number of spillages that occurred increased by **63%** in 2022, when compared to the previous years, as shown in figure 6. Conspicuously, the 90km stretch between Karoi and Marongora Parks, along the Chinhoyi-Chirundu Highway experienced the highest spillage incidence rate. Therefore, this can be attributed to the road conditions on this particular stretch of highway. The Agency has engaged the Ministry of Transport and Infrastructure Development, in an effort to intervene and make this stretch of highway safer to protect the local communities and the environment from harmful effects of the spilled chemicals.

2.6 Ambient water quality monitoring

During fourth quarter of 2022 Mazowe, Sanyati and Save had Dissolved Oxygen levels within recommended limit while Manyame, Gwayi, Runde and Umzingwane had Dissolved Oxygen levels below the 60% saturation limit as figure 7 refers. Figure 8 shows that only Shagashe out of 12 urban rivers assessed in the fourth quarter had monthly average of dissolved oxygen values within the permissible limit of 60% saturation. Domestic and industrial wastewater flowing into the river systems maybe causing drop in dissolved oxygen levels. Marimba in Harare, Mazai,

Mtshabezi, Umguza and Matsheumhlope in Matabeleland, Sakubva in Mutare had their Dissolved Oxygen levels below 30% saturation meaning the streams cannot support any form of life.

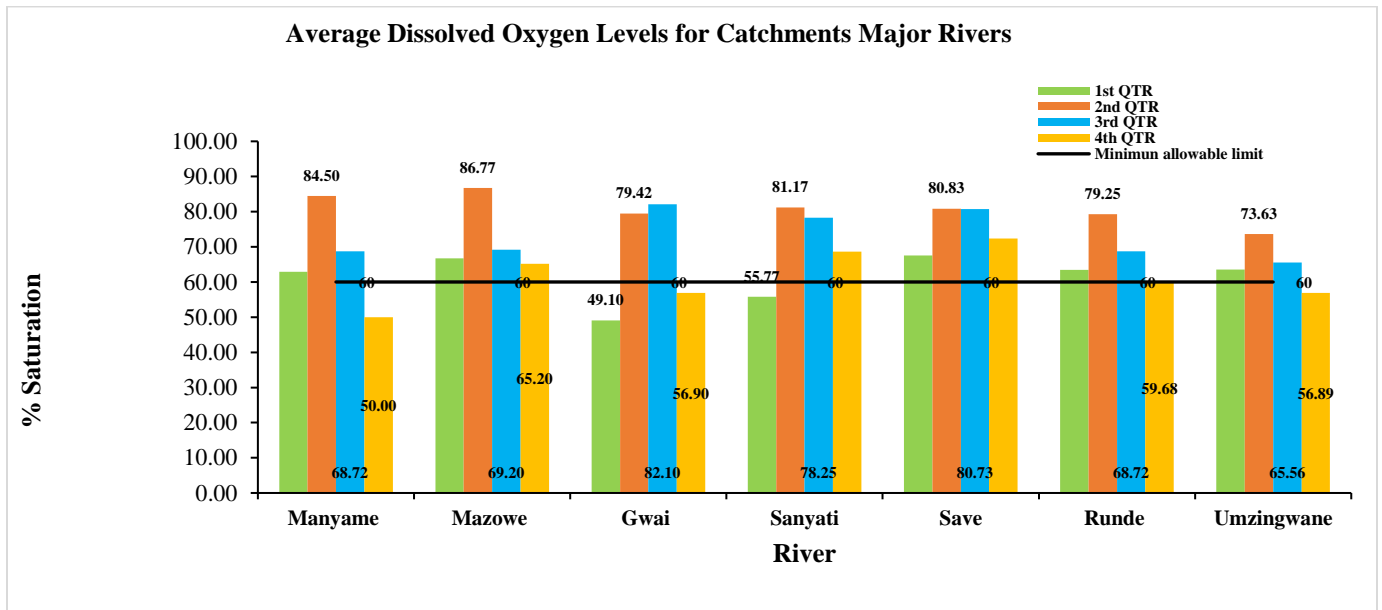


Figure 7: Average Dissolved Oxygen % Saturation in Zimbabwe’s Catchment Major Rivers.

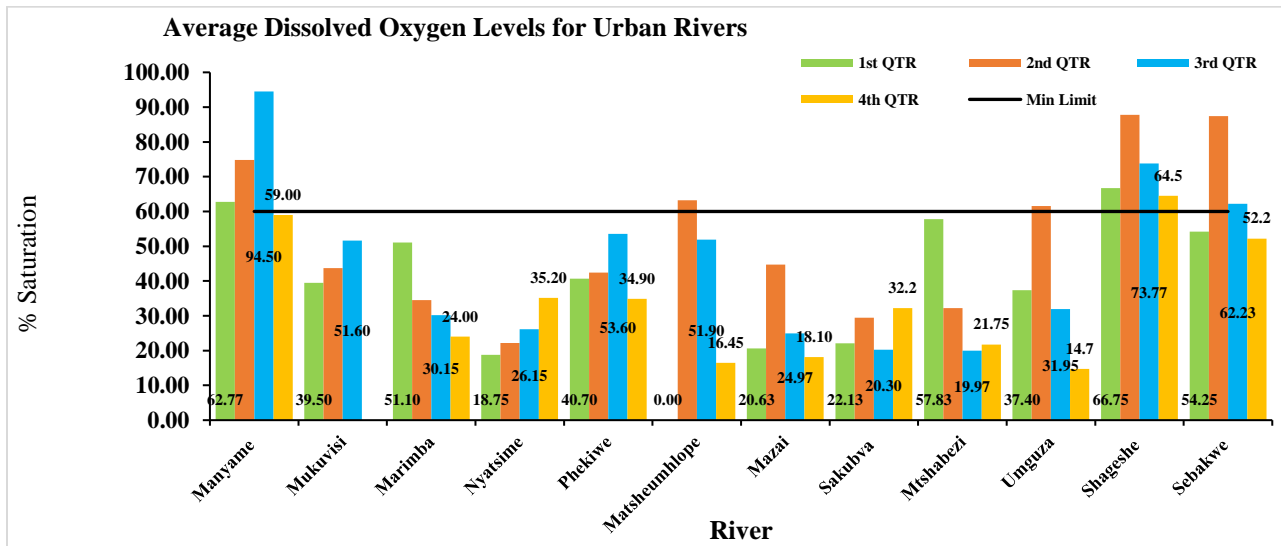


Figure 8: Average Dissolved Oxygen % Saturation in selected urban rivers of concern.

2.7 Law enforcement

The general trend in figure 9, shows an improvement in the cumulative Agency prosecution performance in the period under review, specifically in the numbers of tickets and orders served. The cumulative number of dockets opened had a slightly different trend, showing a continual year-

on-year increase that is attributable to establishment and operationalization of the National Environmental Law Enforcement Unit within the Agency, which has made ticket and orders follow-up more effective.

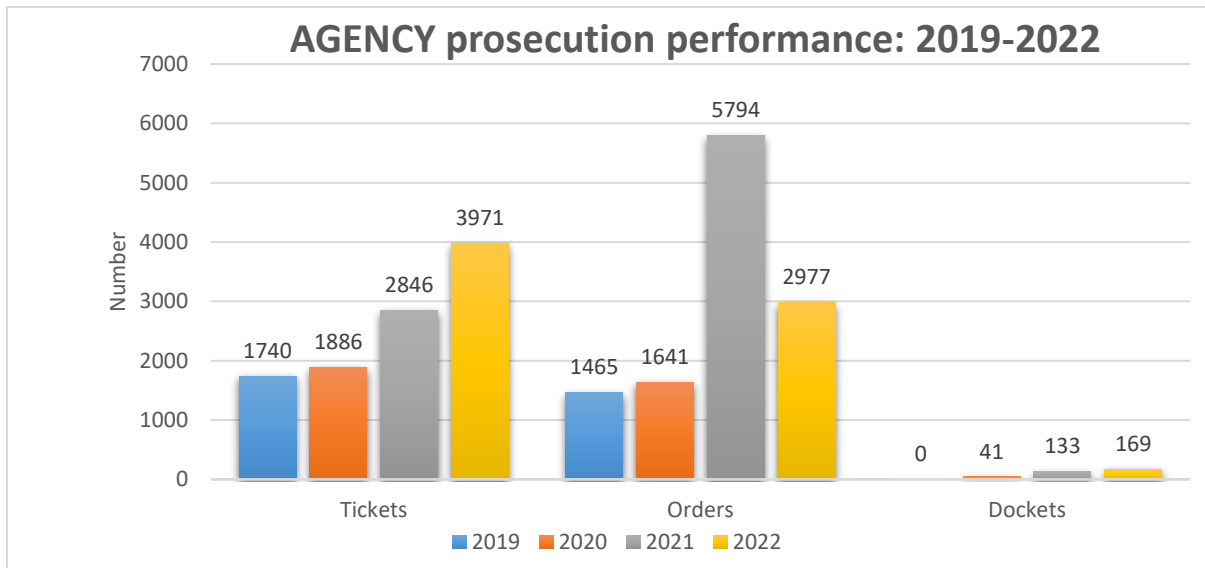


Figure 9: Chart showing the cumulative Agency prosecutions from 2019 to 2022.

2.8 EMA Laboratory (EMAL).

The laboratory received a total of **5106** samples in 2022, as at 25 November 2022. Out of the total number of samples received, **1009 (20%)** were external samples whilst **4097 (80%)** were internal samples. Figure 10 shows the distribution of the samples received by source.

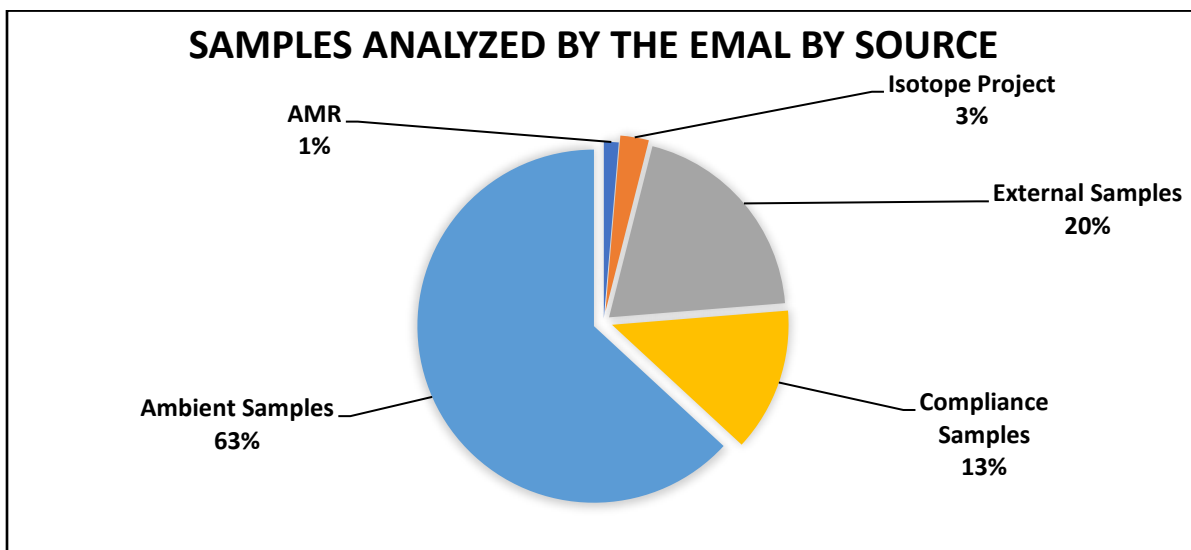


Figure 10: Chart showing cumulative number of samples analyzed at the EMAL from 2019 to 2022. Samples received from external customers were on the increase in 2022 since the COVID-19 pandemic. However, in the 3rd quarter the number of samples generally decrease in all the years.

This may be due to the dry season and low water tables. Figure 11 shows comparison of samples received.

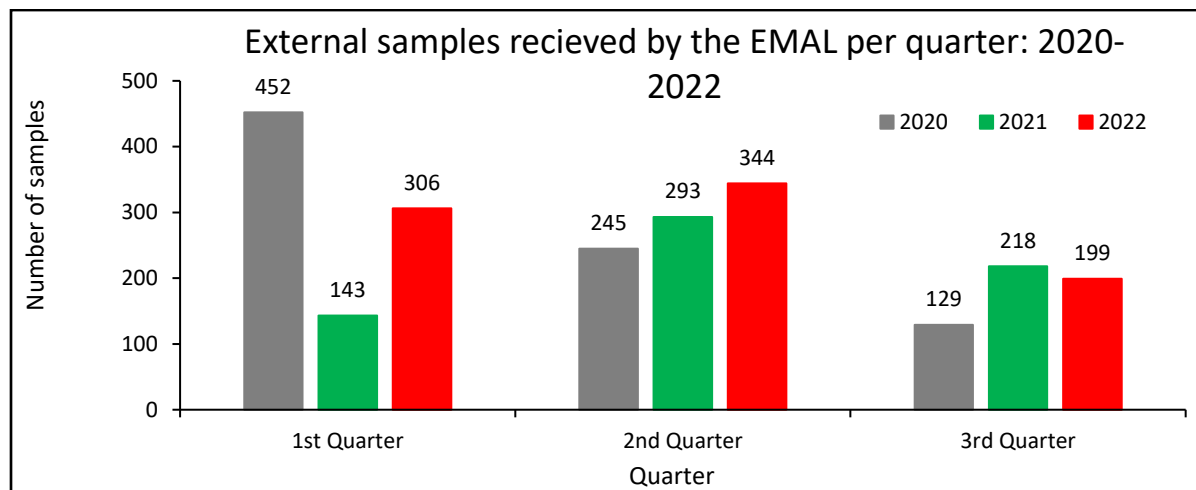


Figure 11: Chart showing a comparison of external samples received by the EMAL per quarter from 2020 to 2022.

3.0 ENVIRONMENTAL QUALITY PROJECTS

3.1 ISO17025 Accreditation status

The Environmental Management Agency Laboratory was reassessment by SADCAS from the 8th-9th of September 2022 and was recommended for continued accreditation after clearing 9 non-conformances obtained in the system. Furthermore, the laboratory increased its scope of accreditation in the microbiology section by adding Antimicrobial Susceptibility Testing (AST) (Disk diffusion) method. This method is in line with the Antimicrobial Resistance project. The EMA laboratory is the first in Zimbabwe to be accredited to this AST method.

3.2 ISO/IEC 17020 Accreditation

The Agency worked towards the accreditation of its inspection activities to the ISO/IEC 17020:2012 standard. To date, the Agency has developed and documented its Inspection Quality Management System (IQMS), consisting of the Inspection Quality Policy Manual, 15 management system procedures, 18 Standard Operating Procedures and 44 Inspection Quality Assurance forms. All the IQMS documents were developed in compliance with the requirements of the ISO/IEC 17020 international standard. The implementation of the IQMS is expected to start in the 1st quarter of 2023 countrywide, covering all Agency inspection activities.

3.2 African ChemObs Project

The Agency implemented the US\$55,000.00 project under the “Strengthening Knowledge and Capacity to Prevent and Reduce Releases of Plastic Waste in Zimbabwe”, aimed at the sustainable management of plastics in Zimbabwe. The project was on track across its four main areas. Data for the inventory component was collected, and used to complete the Mass Flow Model templates and the completed templates have been shared with the international consultant for further guidance. The drafting of the Environmentally Sound Management strategy were also progressing well.

3.3 Anti-Microbial Resistance (AMR) Project

This is a 5-year project aimed at raising awareness and educating the population, professionals and policy makers on antimicrobial resistance. It also aims to improve the detection and understanding of antimicrobial resistance in the environment sector. The project fund amounts to US\$5.3 million and is administered by FAO, WHO and BRTI to benefit the 3 ministries in Zimbabwe. The Agency benefited from a total of US\$84,000.00 in terms of equipment, reagents and training of two staff members in antimicrobial resistance detection in the environment.

3.4 Isotope Hydrology Project

This is a 4-year project, funded by the International Atomic Energy Agency (IAEA) to the tune of €53,000.00 for 3 institutions (EMA, ZINWA and UZ). The project capacitated Zimbabwe in water quality and quantity management through use of isotopes. To date, EMA has benefited from capacitation in groundwater pollution monitoring using isotopes and in terms of €19,362.00 used in the procurement of a centrifuge, chemicals and training of 2 staff members.

3.5 MAAP Africa-Canada Project

The project is a partnership between EMA and MAAP Africa on the proposed microbiological ambient water quality monitoring. It aims at the introduction of specialized new technology to assist in ground, surface and portable water quality monitoring. The equipment is now installed at the EMAL in Harare and is capable of analyzing E. coli and total coliforms in ambient water within 18 hours.

3.6 UNEP Chemicals Special Funding Programme Project

The Agency submitted a proposal and was awarded **US\$204,425.00** under the 5th round of the UNEP Chemicals Special Programme funding. The project titled “Strengthening Legal and Institutional Infrastructures for the Sound Management of Chemicals and Wastes in Zimbabwe”

aims to develop a stand-alone national Sound Management of Chemicals and Wastes Policy and to be endorsed by the Government of Zimbabwe, to review and update national chemicals and waste related legislation and to capacitate the country in chemicals and waste management. To date the project document is under review by UNEP, awaiting contracts signing and implementation.

4.0 ENVIRONMENTAL MANAGEMENT SERVICES

4.1 Stakeholder Capacity Building

Sections 4 and 73 of the Constitution of Zimbabwe and the Environmental Management Act (CAP 20:27), respectively, spell out “access to environmental information” as a basic environmental right which should be enjoyed by all citizens of Zimbabwe. The summary of awareness raising empowerment programmes is given in Table 1 below.

Table1: Summary of Environmental education Achievement by Outputs.

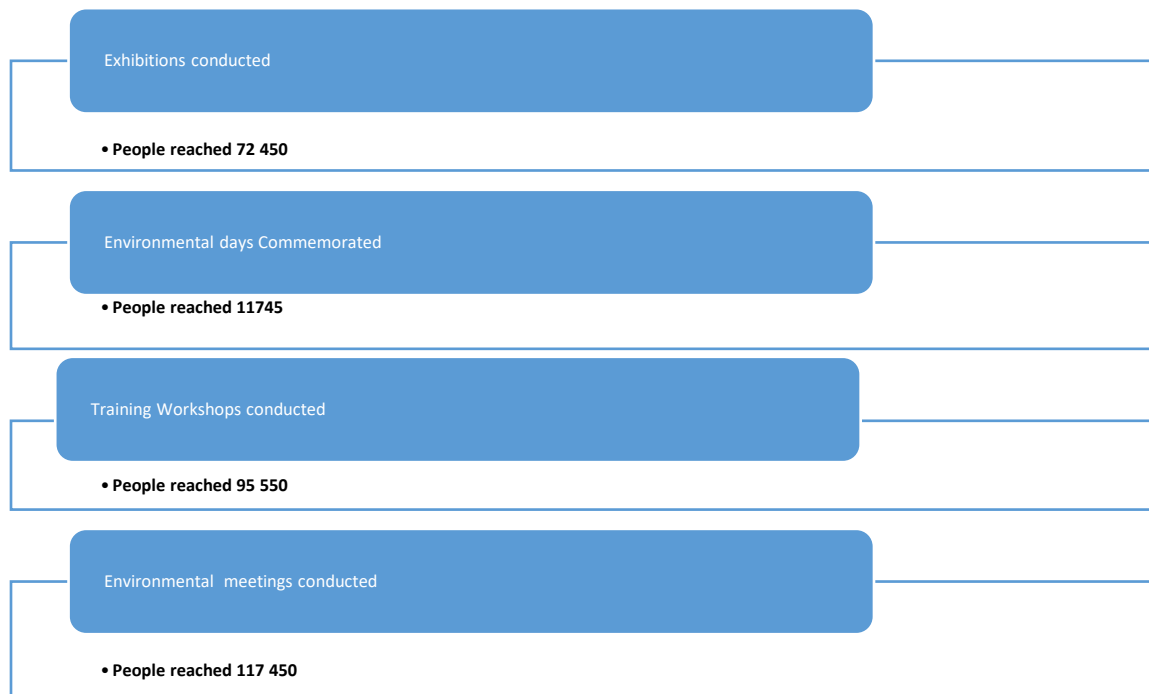




Plate 1: A Talk Show At Greengables Secondary School in Umguza District in Matabeleland North. (27/10/2022)



Plate 2: The Njovo Wetland Project Chairman Mr M Mabika Explaining To The Acting President Retied General Dr CGDN Chiwenga The Brief History Of The Weir Dam Construction Project. (02/02/24)



Plate 3: (A) Roadshows At Gazebo Shopping Centre In Caledonia And (B) Roadblock Awareness Along Victoria Falls Road, Bulawayo. (15/09/24)

4.2 Anti-litter Programs

The National Clean-up Program was held during the year and a significant number of stakeholders maintained their participation. A total of one thousand five hundred and seventy four **1 574** clean-

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up campaigns were conducted during the year with approximately **678 248** participants. 106 572.15m³ volume of waste was removed from the environment. The thrust for clean ups this year was to educate the public on sound waste management principles that promote sustainable economic models such as the circular economy.



Plate 4. Clean-Up Exercise At Matapi Skip Point In Mbare. (05/08/2022)



Plate 5: The President Of The Republic Of Zimbabwe, HE Cde. ED Mnangagwa Participates In A Clean-Up In Kwekwe District. (05/08/2022)



Plate 6 and 7: First Lady of the Republic of Zimbabwe and Environment Patron, Amai Dr. A Mnangagwa leading a clean-up in Mvuma. (01/07/2022)

4.3 Training Workshops

The Agency conducted **373** training sessions during the year, with **4 769** participants drawn from various stakeholder groups, such as; anti-litter monitors, community health clubs, community based organizations, farmers, traditional leadership, miners and environment subcommittees. Topics covered include; sustainable waste management, environmental legislation, wetland management, pollution abatement measures, hazardous substances and stream bank cultivation.



Plate 8 and 9: Training of Anti-Litter Monitors at Mabelreign Shopping Center in Harare, in Collaboration with the Zimbabwe Sunshine and the Recycling Lady. (03/06/2022)



Plate 10: Environment Monitors trained in Goromonzi, Mashonaland East (23/03/2022)

Plate 11: Tongogara RDC Environment committee meeting, Shurugwi. (27/09/2022)

4.4 Exhibitions

The Agency participated at **136** exhibitions across the country, reaching **72 540** people. The exhibitions included ZITF, Agricultural shows, Mine Entra, Sanganai Tourism Expo, field days and other exhibitions during other events. During the Mine Entra exhibition the Agency received an award for the most consistent organization as an appreciation for its support and contribution towards the Mine Entra over the past 25 years.



Plate 12 and 13: Director EP Mr. C. Mushava Receiving Mine Entra Award From The President Of The Republic Of Zimbabwe, His Excellency, Cde ED Mnangagwa. (21/07/2022)

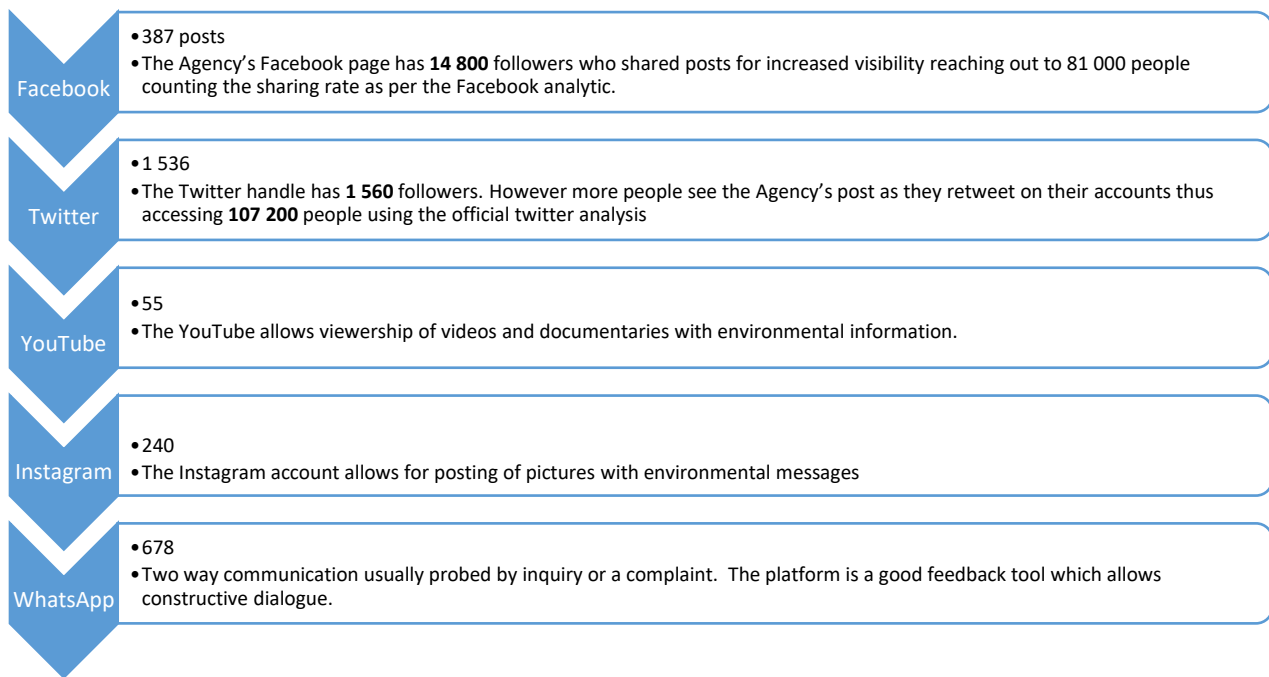
4.5 Media Programmes

The Agency conducted **1 871** media programmes through the print and electronic media during the year. Through a strategic collaboration with Agriseeds, the Agency received **15** free talk time on all provincial radio stations as well as Radio Zimbabwe and National FM, to disseminate information on wetlands management and sustainable agriculture. The outcome of this was enhanced media presence and availability of environmental information to members of the public.

4.6 Social Media

The world is fast becoming digital and social media has propelled communication during this decade. During the year, the Agency utilised its platforms; namely; WhatsApp, Facebook, Twitter, Instagram and YouTube, table 2 refers.

Table 2: Information Dissemination Via Social Media



4.7 Promotional and Publicity Material Produced

During the year, the Agency produced and distributed publicity and promotional material in an endeavour to increase the Agency's visibility and communication with stakeholders on various thematic areas. The thematic areas covered were veld fire management, hazardous substances and air pollution.

5.0 Wetland Restoration Programme

The Agency in collaboration with local tertiary institutions that is University of Zimbabwe, Great Zimbabwe University, National University of Science and Technology and Lupane State University as well as Government Agencies namely Forestry Commission and AGRITEX conducted **51** wetland baseline surveys focusing on ecological, hydrological, soil and socio-economic issues for proposed wetland restoration projects being supported from the year 2022 onwards. The surveys were meant to benchmark the wetlands for future monitoring purposes as well as recommend possible interventions to protect the wetlands and improve their ecological characteristics.

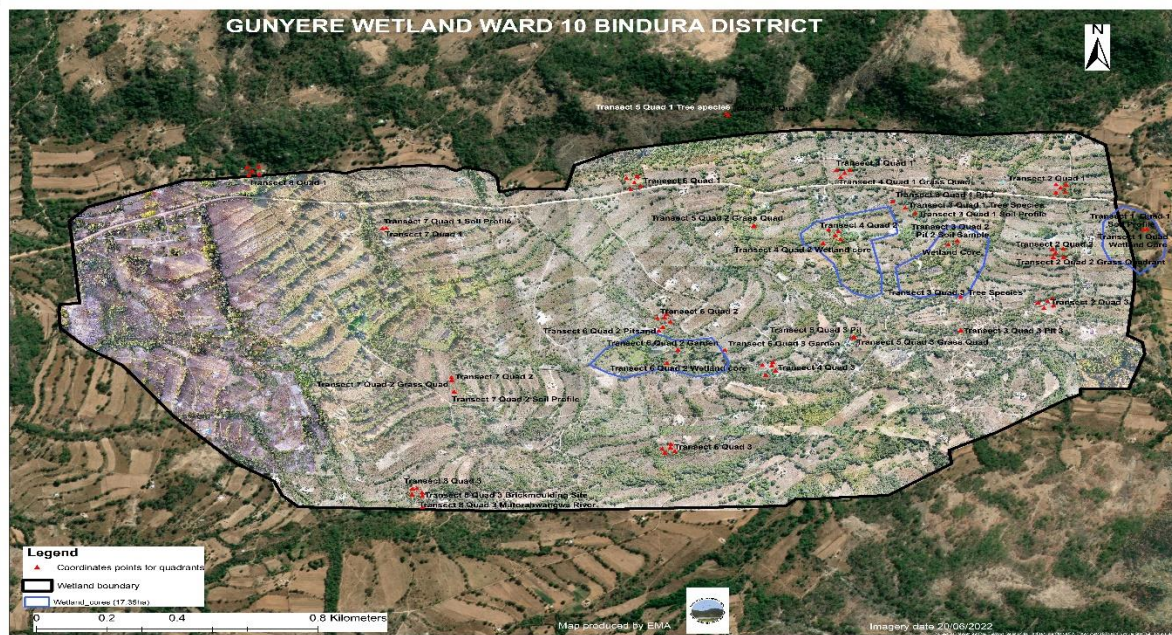


Figure 12: Gunyere wetland in ward 10 of Bindura District

5.1 Mapping and Characterization of Ecologically Sensitive Areas in Zimbabwe

The Agency continued to assess, characterise, map and validate wetlands countrywide in order to provide additional information on wetland characteristics and allow for accurate wetland monitoring, management and future planning for wetland management projects and programmes. During the year, a total of **458** wetland assessments were carried as shown in **figure 2**

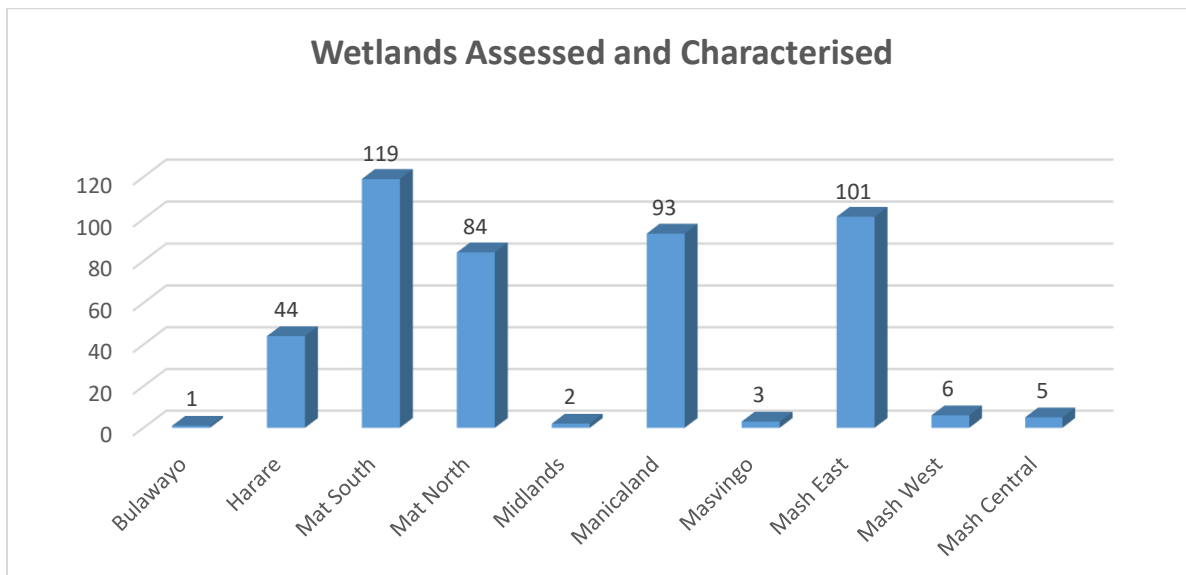
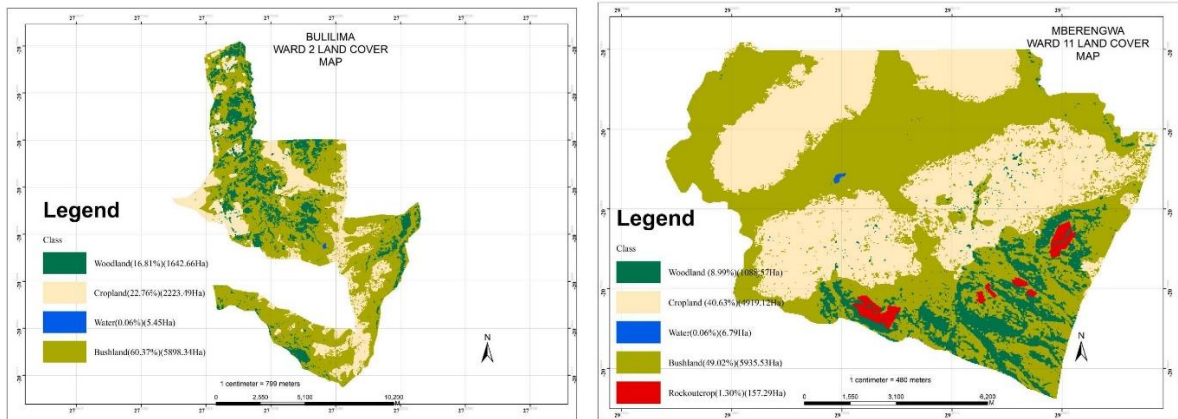


Figure 13: Wetlands assessed and characterized during the year.

5.2 Land degradation mapping

The Agency also conducted land degradation mapping in wards covered under the Adaptation Fund Project drawn from the districts Mberengwa, Bulilima, Chimanimani, Gutu, and Chivi districts. The exercise demarcated the various land cover types and highlighted land degradation hotspots, the maps below refer.



Figures 14 and 15: Land cover maps for Mberengwa (Ward 11) and Bulilima (Ward 2) respectively

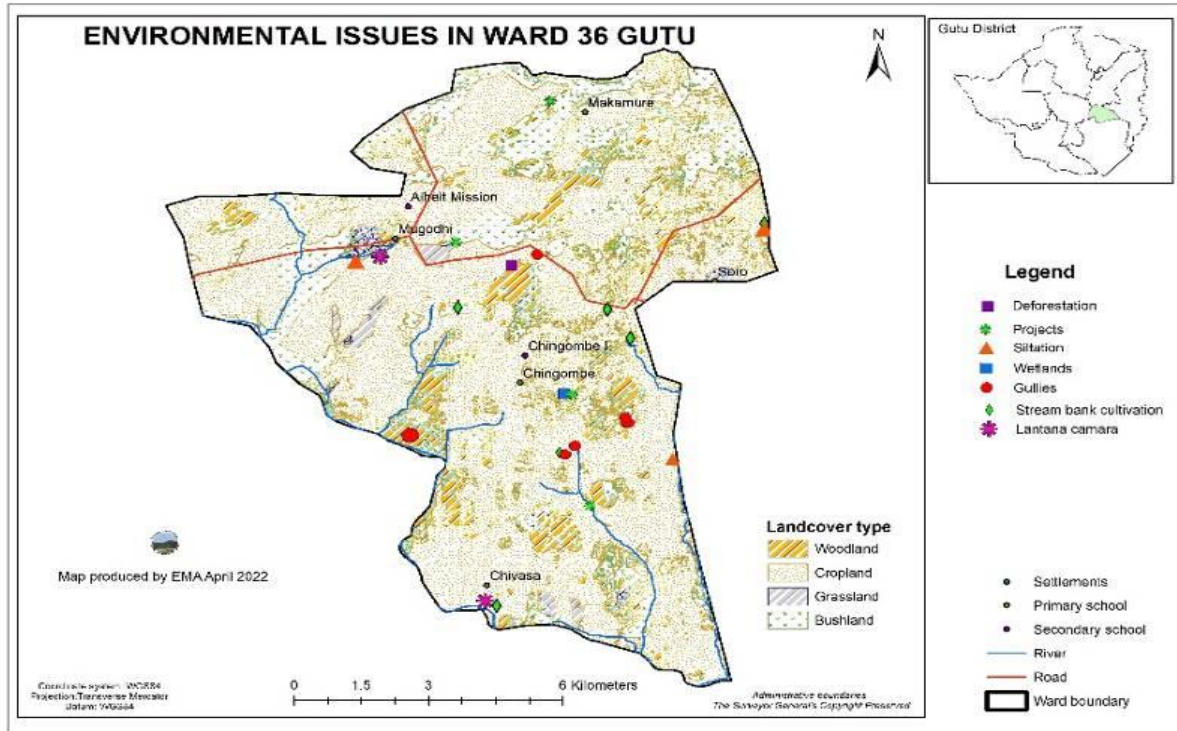
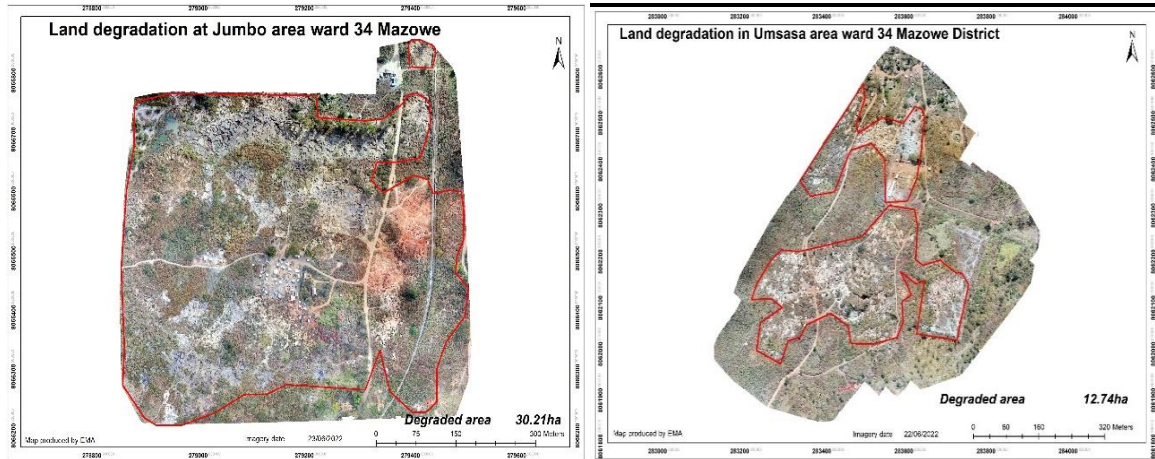


Figure 16: Environmental issues in ward 36, Gutu District

The Agency also embarked on a mapping exercise for land degradation hotspots in 3 districts; UMP, Matobo and Umzingwane. An inventory of the state of the environment was also carried out in the Bulawayo Metropolitan provinces and the figures below refer. This process allow for planning and monitoring of the trends in land degradation.



Figures 17 and 18: Land degradation hotspots in Mazowe catchment

5.3 Research on Integrated River Basin Management

Infrastructure Development Bank of Zimbabwe (IDBZ/ “the Bank”) and the Environmental Management Agency (EMA) are jointly working on an Integrated River Basin Management study focusing on national river basins vis-à-vis economic development projects and social impacts, starting with the Gwebi River basin as a pilot project.

5.3.1 Research on Integrated River Basin Management - Gwebi River Catchment

The research results indicate that changes in land use within the Gwebi catchment (i.e. agriculture, mining, industrial, recreation, and residential and pasturelands) have caused a decline in biodiversity through the loss, modification and fragmentation of habitats as well as the degradation of soil and water. Results obtained from the study also indicate that Gwebi River Basin Catchment is increasingly under tremendous pressure from various socio-economic activities and different land uses and this has degraded the catchment. Infrastructural development including housing, industrial and other developments are causing severe modifications to the catchment. The situation is further exacerbated by developments which are being implemented in ecologically sensitive environments such as wetlands, thus posing a big challenge to Gwebi River Catchment conservation status. In addition, the proposed national infrastructure such as The New City of

Harare will further affect the catchment. Land cover and land use changes can have adverse impacts on aquatic systems at both regional and local scales as these new land use practices negatively affect water quality and escalate sedimentation.

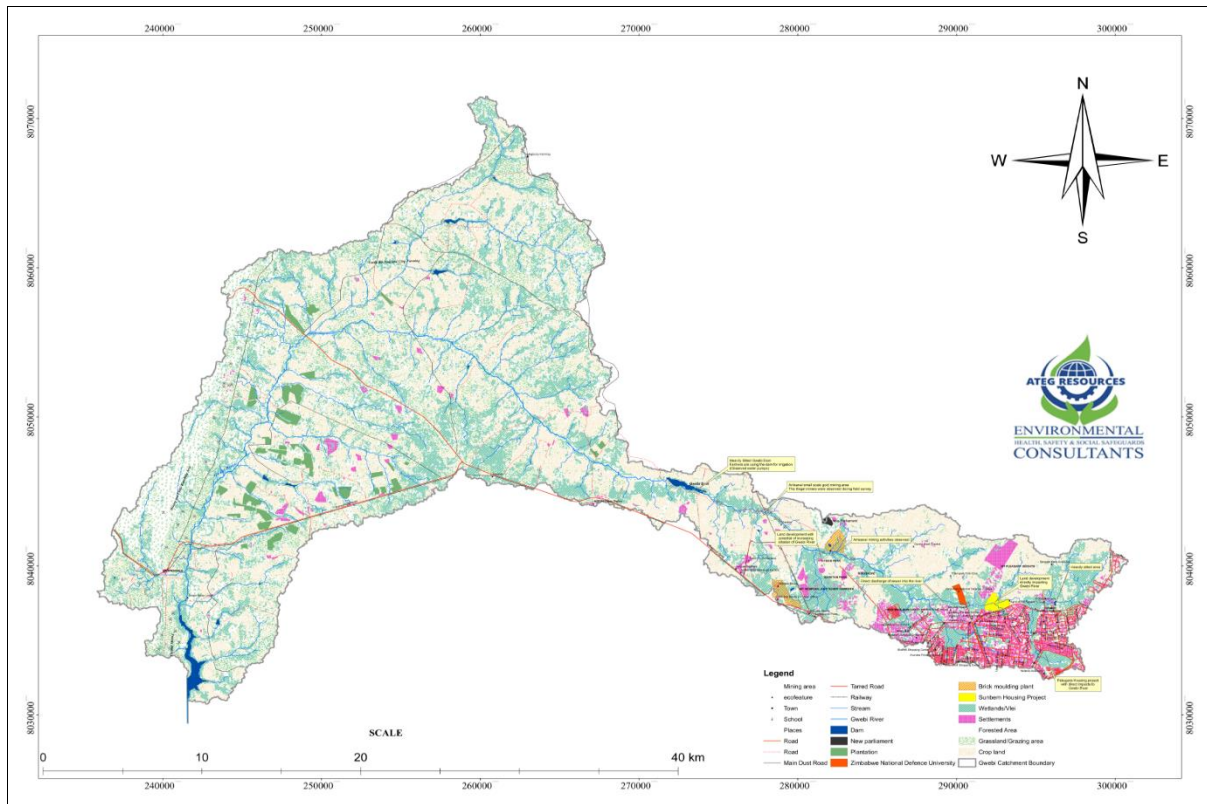


Figure 19: Gwebi catchment land use map (Source: Ateg Resources 2022)

5.4 Model Anti Fire Management Approaches in Fire Prone Districts

Model fire management projects were conducted in all the 10 provinces targeting fire prone districts. The projects entailed community awareness, training, biomass removal through thatch grass cutting/ harvesting, hay bailing and fireguard construction. The unit was carrying out research aimed at assessing the effectiveness of fire management projects and programmes the Agency is undertaking. An evaluation of the programmes revealed that the model anti fire villages were an effective fire management approach that can reduce hectareage loss, infrastructure loss, lives lost while promoting social cohesion.

The activities undertaken under each programme are outlined below.

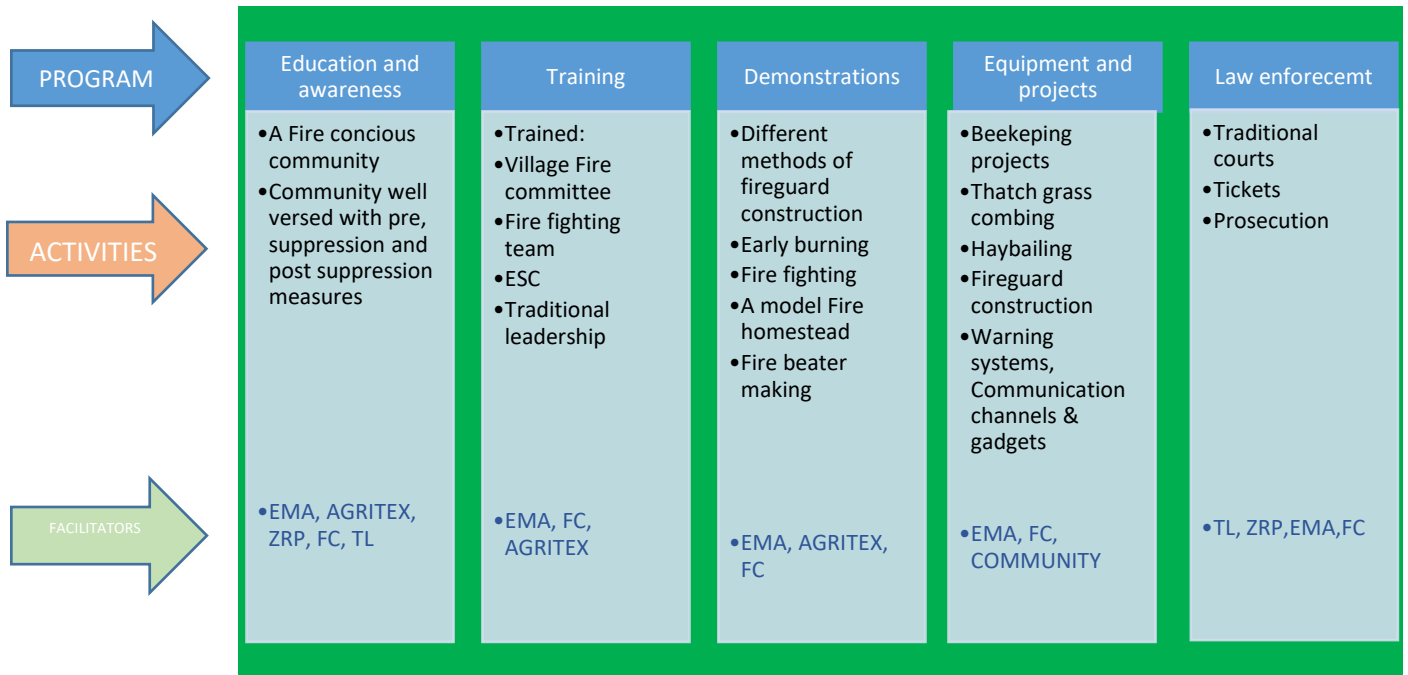


Figure pillars of the model Anti fire villages

5.5 Fire Hazard Prediction

The fire prediction for the year 2022 outlined the fire risk zones in the country noting that veld fires affects the environment and strategic economic sectors such as agriculture, communication and hospitality industry.

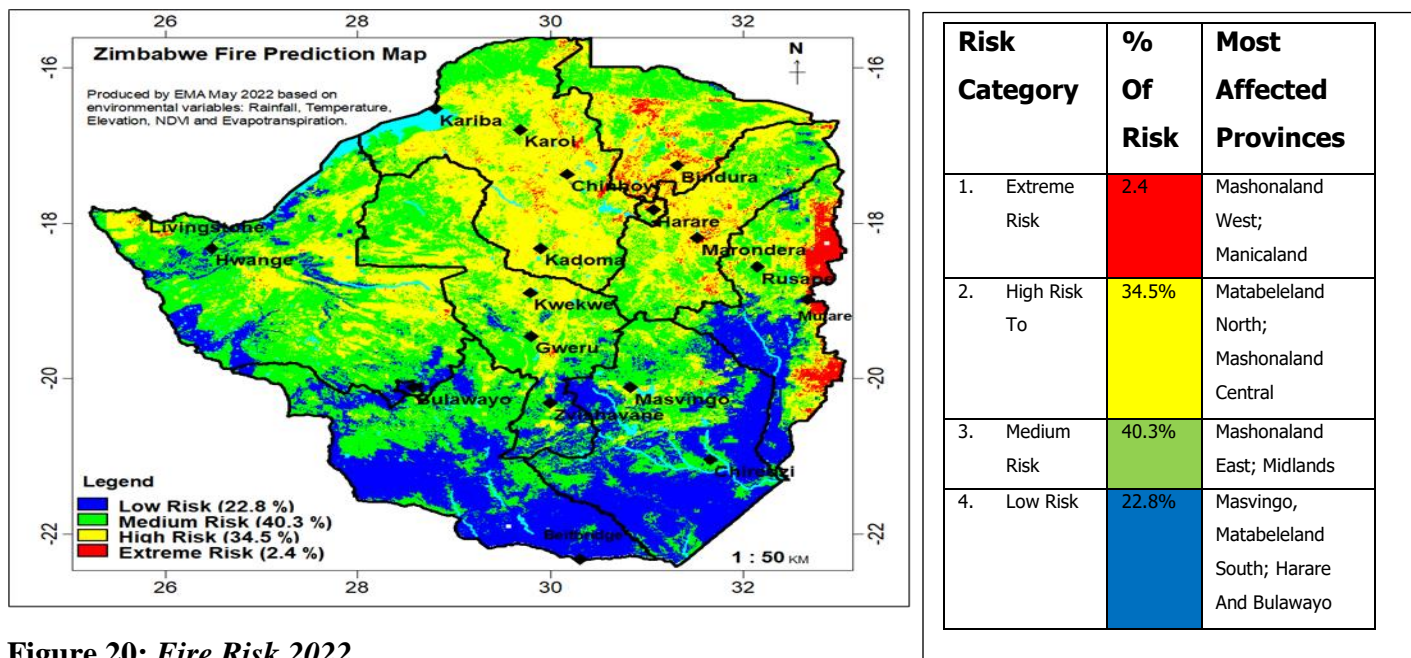


Figure 20: Fire Risk 2022

In the 2022 fire season, a total of **7 511** veld fires incidences which burnt **1 753 055.9** hectares were recorded. These veld fires destroyed property valued at approximately **US\$1 518 453.00** and resulted in 18 veld fire related deaths being recorded during the fire restriction period. One fire incident in Umzigwane District led to 10 deaths at once. The incident prompted the re-evaluation of the National Fire Management Strategy in October 2022. In November, the country experienced reduced fire outbreaks due to the rains experienced and implementation of the new fire management strategies.

5.6 Drone Training

During the period under review the Agency engaged Drone Solutions Academy to provide technical training on remote pilot licensing, aerial mapping and data analysis. The eight-day training workshop was attended 5 member of staff from the Research and Development section and the Documentation. Based on the training it was recommended that the Agency should invest in premium hardware and photogrammetry software packages to allow efficient processing of drone imagery.



Plate 14: Technical drone training in Umguza District, ward 13, Matebeleland North. (08/09/2022)

5.7 Natural Resources Inventory

The Agency conducted a natural resources inventory covering **22** out of 29 wards in Bulawayo. A total of **362** points were mapped. The major environmental issues mapped included sewer discharge, illegal dumps, invasive alien species, stream bank cultivation, air emission points, mining and gully erosion.

Table 4: Summary Of The Natural Resource Inventory Excercise Findings

Environmental Issue	Ranking (according to prominence)	Most Affected Ward	Most Affected Surburbs/Prominent surburbs
Solid waste dumps	1	9,28	Cowdry Park Matshobane
Effluent discharge	2	16,21	Tshabalala ,Sizinda Gwabalanda
Invasive allien species	3	9,17,21	Mpompoma,Tshabalala Matshobane,Methodist
Stream Bank cultivation	4	7,11,28	Emakhandeni, Cowdry Park, Emakhandeni
Gully erosion	5	17	Robert Sinyoka
Air emmissions	6	20	Kelvin West
Projects	7	10,12,16	Luveve,Entumbane,Lobengula Extension
Mining (gold, quarry, pit sand and river sand	8	3,17,28	Killarney,St Peters,Robert Sinyoka

Figure 21: Environmental Issues mapped during the natural resources inventory in Bulawayo

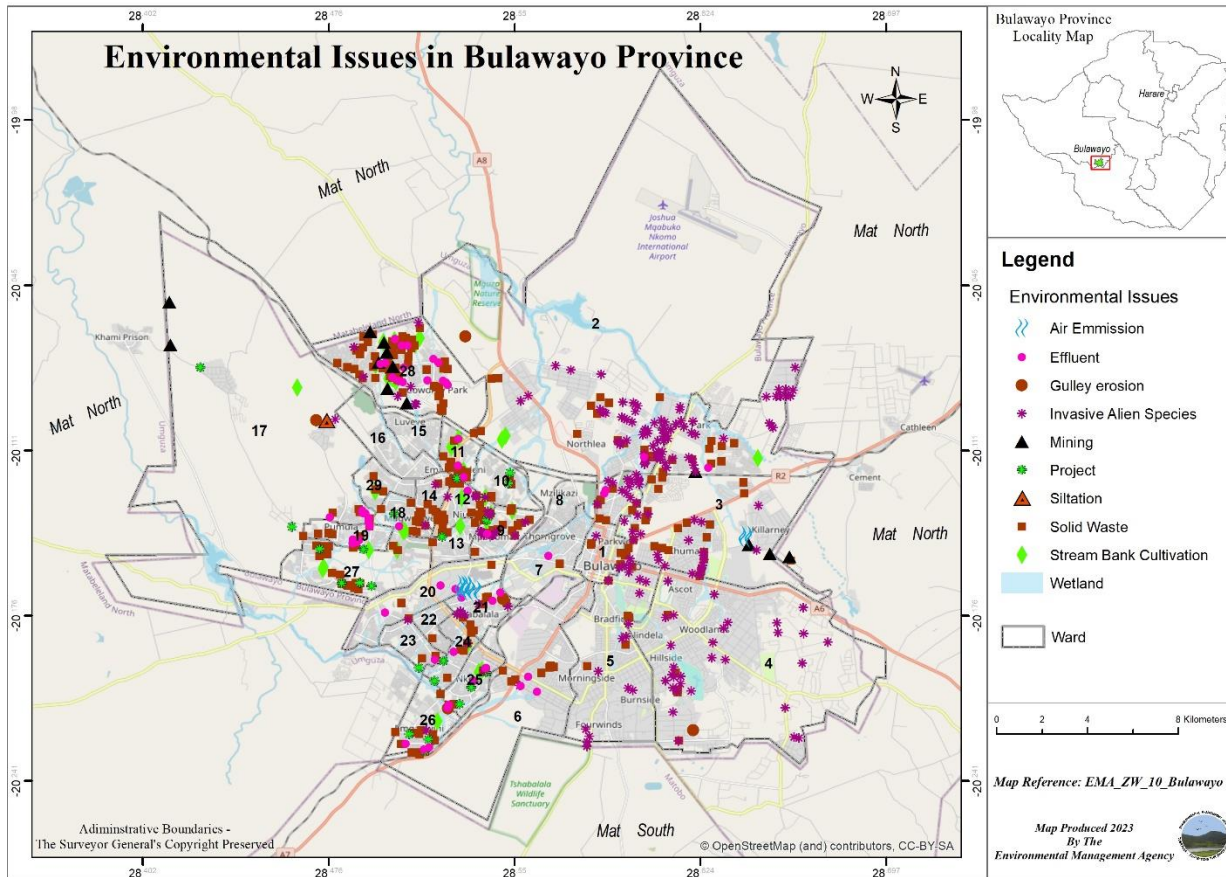


Figure 22: Natural resources inventory in Bulawayo

6.0 Sustainable Land Management Programme

6.1 District, Provincial and National Environmental Action Planning

A total of **90** Local Environment Action Plan activities were conducted in conjunction with Local Authorities` Three (3) Local Authorities namely Muzarabani RDC, Guruve RDC, Marondera Municipality and Bulawayo City Council conducted their LEAP process. This saw the development of draft LEAP documents by the 4 authorities with common areas of focus including improper waste management, sewer management and land degradation due to sand abstraction. It is envisaged that this process will see the active participation of all stakeholders in environmental management.

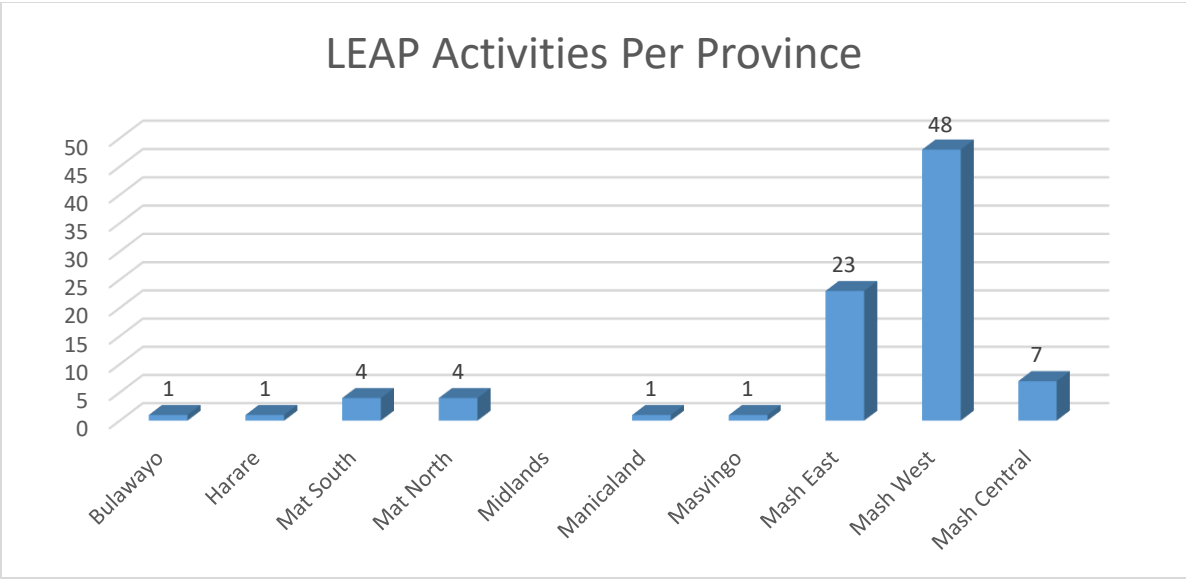


Figure 23: Local Environment Action Plan Activities conducted during the year.

At national level, the NEAP consultative workshops conducted informed the developed draft NEAP document and will ensure sustainability prevails in development processes across sectors (figure 11 refers).

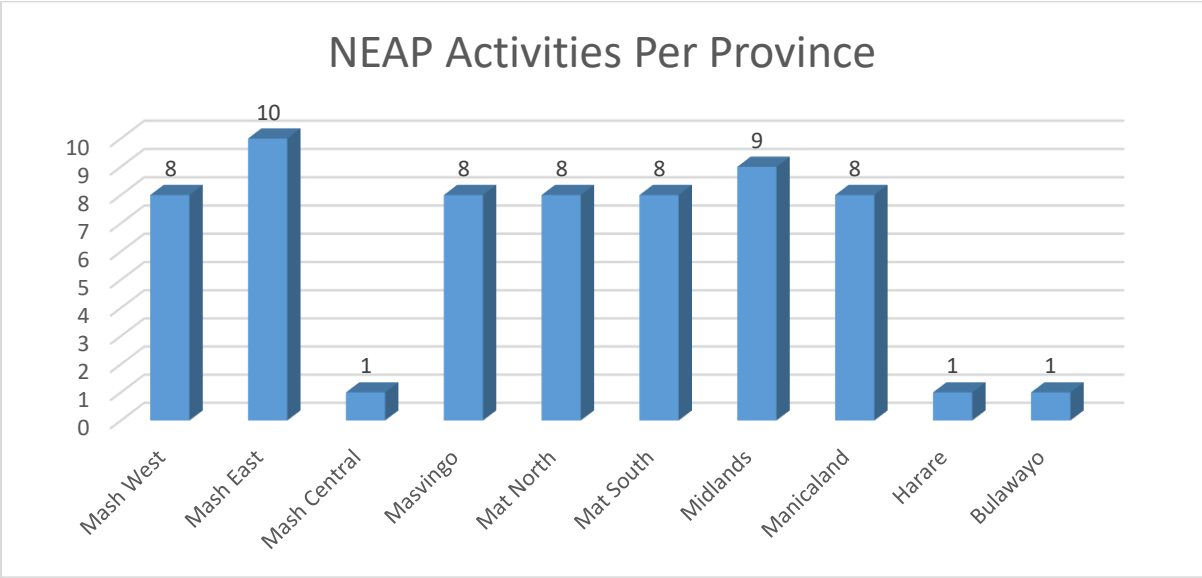


Figure 24: National Environmental Action Plan (NEAP) consultative workshops conducted



Plates 14 and 15: Engagement of Stakeholders in Bulawayo and Muzarabani during LEAP Development

6.2 State of the Environment Report (SOER)

The Agency commissioned the development of the 5th State of the Environment Report.. Outline the chapters in this report

6.3 Environmental Protection Projects

6.3.1 Ecosystems Restoration

The Agency supported existing large scale projects and small scale projects with the aim of upscaling them. During the period under review, a total of **278** environmental projects were supported financially and technically. These environmental projects had various components including wetland protection and restoration, fish farming, gully reclamation, bee keeping. The thrust of the projects was to encore improved environmental management while improving livelihoods and imparting life skills to communities in Zimbabwe.

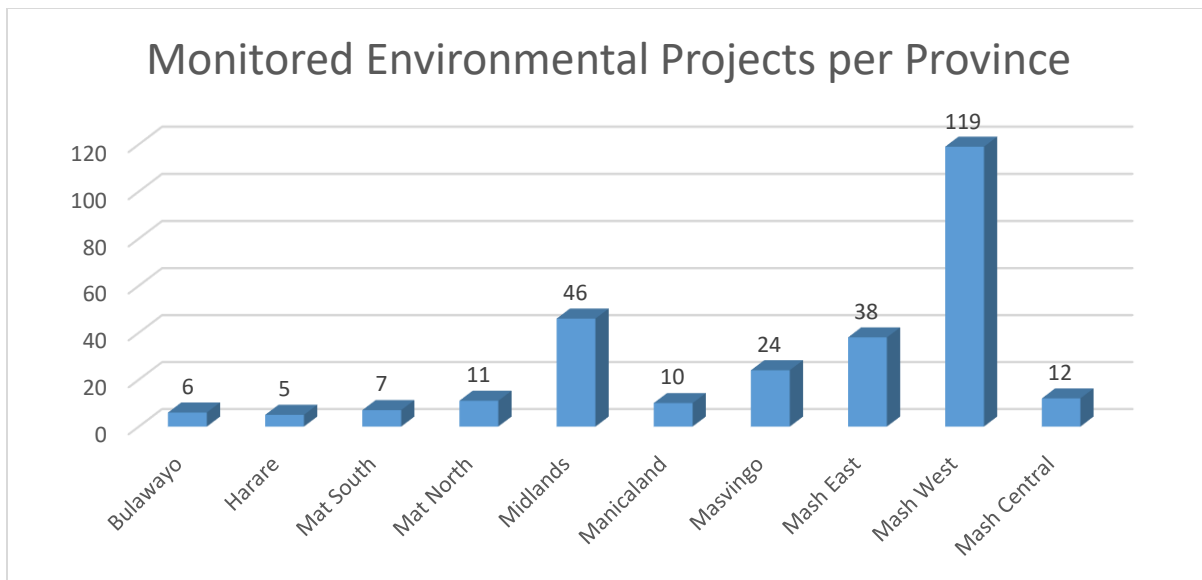


Figure 25: Environmental Projects monitored during the year.

6.3.1.1 High Impact Land Management Projects

Six (6) High Impact Land Management Projects were supported technically and financially during the year. These are the Nyamhara Integrated Natural Resources and Environmental Management Project in UMP; Marongere Wetland Project in Masvingo; Matambo/Malinga Cluster Wetland Project in Gweru; Guga Wetland Project in Matabeleland North; as well as Mpompini Wetland Restoration and Mazvide Wetland Protection and Utilisation Projects in Insiza, Matabeleland South.



Plates 16 and 17: Water for Livestock Accessible Outside the Fenced Wetland and Recovering *Syzigium Cordata* in Nyamhara Wetland 04/04/2022)



Plates 18 and 19: Borehole Drilling and Casing at Matambo Wetland And Part Of The Perimeter Fence Used To Protect The Wetland Core -Gweru(25/04/2022).

6.3.2 Waste Management Projects

A total of **51** urban waste management projects were monitored and supported by way of technical support, provision of waste receptacles (bins), establishing waste facilities, supporting anti-litter monitors, supporting CBOs, supporting anti-litter activities by waste management committees and environment/litter monitors. The projects have been instrumental in recovering scrap metal, paper, plastic, glass and electronic waste amounting to **75 847.75** tonnes from the environment for sale to waste buyers for recycling as shown in figure 13. Waste Transfer Centres were completed and waste collection and sorting works were underway in Lake Chivero in Zvimba District and Mbalabala in Umzingwane District.

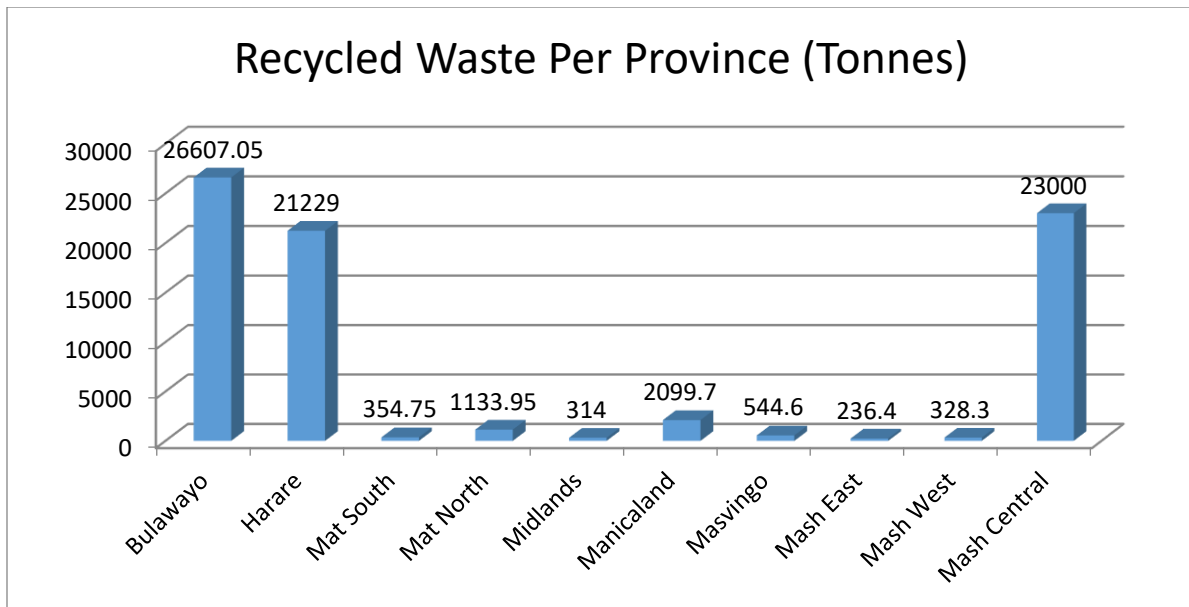


Figure 26: Volumes Of Waste Recovered During The Year.



Plates 20 and 21: Waste Transfer Centres at Mbalabala in Umzingwane District and at Chivero in Zvimba District (06/12/2002)

6.4 Multi-lateral Environmental Agreement MEAs

The Agency in terms of Section 10 (b)(x) of the Environmental Management Act (Cap 20:27) recommends to the Government the Conventions which the country may join, and incorporate their provisions into national law; and hence participated in **19** Multi-lateral Environmental Agreement meetings, workshops and conferences during the year. These activities help countries to have a common perspective and “landing zone” on environmental issues recognizing their transboundary nature. In all cases the principle of common but differentiated responsibility was upheld considering that Member States are at various stages of development as well as have different priorities.

7.0 HUMAN RESOURCES

The Human Resources Department recognises and acknowledges that the Agency’s employees are central in service delivery and that they are valuable assets in the achievement of the vision and mission statement. To that end, the Human Resources Department continuously endeavours to professionally manage the employment circle for all employees. The year 2022 witnessed increased stability arising from a fairly stable Human Resources management environment in the face of declining Covid-19 cases and the removal of lock-down restrictions. Staff establishment

stood at 91% which is above the Board approved 80%. Productivity, employee engagement, human capital development, remuneration and harmonious industrial relations were continuously reviewed to attract and retain staff. Evidently, the Agency continued to retain most of its critical skills, which is testimony to the viability of competitive remuneration and staff benefits measures.

7.1 Staff Establishment

The table below shows a summary of the staff establishment in the year 2020, highlighting EMA establishment, year 2022 opening balance, staff mobility and closing balance as at 31 December, 2022.

Table 1: Staff Establishment as at 31 December, 2022

Estab.	Filled	Estab.	Recruited	Total	Wastage	Total	Filled
	01.10.22	Strength		31/12/22		30/06/22	Strength
396	359	91%	5	364	1	363	92%

7.2 Human Capital Development

Regional face-to-face staff training and development sessions were conducted for staff in all the Provinces. Staff capacity-building programmes included short courses, mentoring, coaching, and local and international manpower development all aimed at re-skilling and multi-skilling staff. A total of 532 staff members were trained in various courses in 2022. The Agency continued to encourage and support staff to pursue personal development initiatives, with this being reinforced by the Results Based Management system (RBM) to achieve targeted goals and objectives. Through strategic partnerships with service providers, the Agency managed to increase access to capacity-building opportunities for staff.

7.3 Performance Management

The Agency fully implemented the Integrated Result Based Management (IRBM) System introduced in 2010 by the Government for State Enterprises and Parastatals (SEPs) to improve organisational performance. Performance management remains a top priority as a driver of productivity in the Agency and will continue to be implemented in all departments.

7.4 Industrial Relations

Through a culture of employee engagement that supports performance and productivity, the Agency enjoyed a buoyant and harmonious industrial relations environment. Employee and Management dialogue continued to be held through the quarterly works council meetings and through workers committee interactions and shop floor level. The Agency promotes a culture of openness and transparency throughout the organisation, in accordance with the Agency's values.

7.5 Health, Safety and Wellness

The Agency continued to prioritize the health, safety and wellness of staff through encouraging compliance with policies and national regulations to create and sustain a healthy and safe working environment. Initiatives to mitigate the impact of Communicable and Non-Communicable diseases among staff were strengthened through access to medical insurance provided by CIMAS. The Agency's priority remains implementation of occupational health, safety and wellness programmes in order to achieve a healthy work-life balance for staff.