



**URBAN
DYNAMICS**

town and regional planners

ENVIRONMENTAL MANAGEMENT PLAN:

**FOR THE ESTABLISHMENT AND OPERATION OF KUBU & KWENA SELF
CATERING TENTED LODGE, IN THE SIKUNGA CONSERVANCY,
KALIMBEZA AREA, WITHIN THE ZAMBEZI REGION.**

PROPONENT:

KUBU & KWENA
P O Box 20837
WINDHOEK
NAMIBIA



CONSULTANT:

URBAN DYNAMICS AFRICA
P O Box 20837
WINDHOEK
NAMIBIA

SUBMISSION:

MINISTRY OF ENVIRONMENT FORESTRY AND TOURISM
PRIVATE BAG 13306
WINDHOEK
NAMIBIA

REFERENCE: KUBU & KWENA
ENQUIRIES: HEIDRI BINDEMANN-NEL

TEL: +264-61-240300
FAX: +264-61-240309

DEVELOPMENT ROLE PLAYERS:

KUBU & KWENA
P O Box 20837
KATIMA MULILO
NAMIBIA

**SCOPING REPORT, PREPARED BY**

URBAN DYNAMICS AFRICA
P O Box 20837
WINDHOEK
NAMIBIA

**GENERAL LOCATION DESCRIPTION OF THE DEVELOPMENT AREA:**

DESCRIPTOR:	LOCATION SPECIFICS:
NATURE OF ACTIVITIES:	Tourism Development Activities
REGION:	Zambezi Region
LOCAL AUTHORITY:	Zambezi Regional Council
FALL WITHIN:	Sikunga Conservancy
NEAREST TOWNS / CITY:	Katima Mulilo
SIZE OF PORTION B	19 419 m ²
LAND USE:	Tented Lodge / Angling Club
STRUCTURES:	Yes
HISTORICAL RESOURCE LISTINGS:	No
CEMETERY:	No
FLOODLINES:	Yes
ENVIRONMENTAL SIGNIFICANT AREA:	<ul style="list-style-type: none"> ❖ Flood areas ❖ Flood plain
LATITUDE:	-17.543909 S
LONGITUDE:	24.515535 E
RELEVANT LISTED ACTIVITIES:	<p>Section 8. Water Resource Developments-</p> <p>8.8. Construction and other activities in watercourses within flood lines;</p> <p>8.9. Construction and other activities within a catchment area;</p> <p>Section 6. Tourism Development Activities</p> <p>The construction of resorts, lodges, hotels or other tourism and hospitality facilities.</p>

ABBREVIATION:	DESCRIPTION:
am	ANTE MERIDIEM / BEFORE MIDDAY
Av	AVENUE
BID	BACKGROUND INFORMATION DOCUMENT
CC	Close Corporation
DEM	DIGITAL ELEVATION MODEL
e.g.	EXEMPLI GRATIA
EA	ENVIRONMENTAL ASSESSMENT
EC	ENVIRONMENTAL COMMISSIONER
ECO	ENVIRONMENTAL CONTROL OFFICER
EIA	ENVIRONMENTAL IMPACT ASSESSMENT
EMP	ENVIRONMENTAL MANAGEMENT PLAN
ER	EMPLOYERS REPRESENTATIVE
Etc.	ET CETERA / OTHER SIMILAR THINGS
HIV	HUMAN IMMUNODEFICIENCY VIRUS
I&APs	INTERESTED AND AFFECTED PARTIES
i.e.	ID EST. / IN OTHER WORDS
IOS	INTERNATIONAL ORGANIZATION FOR STANDARDISATION
NBD	THE NAMIBIA BIODIVERSITY DATABASE
pm	POST MERIDIEM / AFTER MIDDAY
PVC	POLYVINYL CHLORIDE
RMP	RISK MANAGEMENT PLAN
TB	TUBERCULOSIS
TRRP	TREE REMOVAL AND REPLACEMENT PLAN
WMP	WASTE MANAGEMENT PLAN
UNIT SYMBOL:	UNIT DESCRIPTION:
0°	DEGREES CELSIUS
E	EAST
ha	HECTARES
Km	KILOMETRE
m	METER
mm	MILLIMETRE
S	SOUTH
m ²	SQUARE METERS
%	PERCENTAGE
DEFINITIONS	
"PERMANENT TENTED CAMPS AND TENTED LODGES"	Accommodation provided in accommodation units comprising tents or other structures made of canvas or similar material and may include, in combination therewith accommodation facilities in the form of camping sites or caravan pitches, or both (Declaration of Tourism Regulations Sectors: Namibia Tourism Board Act, 2000).
"WASTE"	Waste includes sewage and any matter or substance, whether wholly or partly in solid, liquid or gaseous state, which, if added to water, may cause the water to be polluted (Water Resources Management Act 11 of 2013).
"WASTE DISPOSAL SITE."	A waste disposal site means a site where waste is disposed of or stored (Water Resources Management Act 11 of 2013).

TABLE OF CONTENTS

1	DESCRIPTION OF THE PROJECT.....	1
1.1	SITE DETAIL	1
1.2	OPERATIONAL PHASE.....	2
1.3	SITE ALTERNATIVE	2
2	DESCRIPTION OF THE SITE	3
2.1	LOCATION OF THE SITES	3
2.2	THE PROJECT SITE SIZE AND CURRENT LAND USE.....	4
2.3	ACCESS AND UTILITY SERVICES	5
	Road Access:.....	5
	Water Connection:	5
	Electrical Supply:	5
	Sewerage:.....	5
	Solid Waste Disposal:.....	5
2.4	OWNERSHIP	5
2.5	OPERATIONAL PHASE.....	6
3	RESPONSIBILITIES.....	7
	Key role players:.....	7
4	RELEVANT LEGISLATION	9
5	OPERATIONAL MITIGATION DETAILS.....	12
5.1	OPERATIONAL COMPONENT 1: WASTE MANAGEMENT	13
	General Waste:.....	13
	Effluent:.....	13
5.2	PLANNING COMPONENT 2: HEALTH AND SAFETY	14
	First Aid	14
	Emergency Site Notices.....	14
5.3	PLANNING COMPONENT 3: NOISE	14

Noise Control:	14
5.4 PLANNING COMPONENT 4: ENVIRONMENTAL TRAINING AND AWARENESS	15
5.5 PLANNING COMPONENT 5: ENVIRONMENTAL CONSERVATION.....	15
Conservation of Vegetation:	15
Conservation of Threatened Freshwater Ecosystems:	16
5.6 PLANNING COMPONENT 6: EMPLOYMENT OR RECRUITMENT	16
Recruitment:	16
Legislation:	16

LIST OF TABLES

TABLE 1: GENERIC AND SITE-SPECIFIC ENVIRONMENTAL MANAGEMENT ACTIONS.....	12
--	----

ANNEXURES TO THE MAIN SCOPING REPORT

ANNEXURE 1:	FORM 1 APPLICATION FOR ENVIRONMENTAL CLEARANCE CERTIFICATE (SECTION 32)
ANNEXURE 2:	CV (OF THE EAP)
ANNEXURE 3:	CONTACT DETAIL OF THE PROPONENT
ANNEXURE 4:	CONTACT DETAIL OF THE CONSULTANT
ANNEXURE 5:	EAP ID
ANNEXURE 6:	ENVIRONMENTAL MANAGEMENT PLAN

APPENDIX TO THE MAIN SCOPING REPORT

APPENDIX A:	CONSENT LETTER FROM THE OWNER AND TRADITIONAL AUTHORITY
APPENDIX B:	LOCALITY OF PROJECT SITE WITH COORDINATES
APPENDIX C:	PUBLIC CONSULTATION PROCESS
APPENDIX C.1:	NOTES AND ADVERTISEMENTS
APPENDIX C.2:	BID DOCUMENT

1 DESCRIPTION OF THE PROJECT

Kubu & Kwena intends to convert (for tourism purposes) and operate the existing Nwanyi Fishing Camp’s facilities, initially constructed for private use for the Nwanyi Angling Club owners/members.

1.1 SITE DETAIL

Kubu & Kwena are making use of the existing Nwanyi Angling Club layout and infrastructure. The project will utilise the existing cottages ablutions, boat launch and guardhouse.

The additions will include a clubhouse dedicated parking area and administration sites. The site’s shapes and sizes are illustrated in **Figure 1**.

Figure 1: Layouts & Land Use Tables



1.2 OPERATIONAL PHASE

The Kubu & Kwena site will be operated as a Self-Catering Tented Lodge, which will focus on angling and eco-tourism. Guest accommodation consists of canvas-style tented cottages with spacious private decks.

The cottages offer fully self-catering accommodation, with fully equipped kitchens. Rooms in the cottages have ensuite bathrooms. The main activity for the guests at Kubu & Kwena is angling and birding. Angling is based on the “catch & release” principle.

Kubu & Kwena could accommodate about 70 visitors at 100% occupancy, plus 9 camp staff.

Figure 2: Cottage Structures



1.3 SITE ALTERNATIVE

Kubu & Kwena has no alternative site since the Ministry of Environment Forestry and Tourism predetermined the development options within the area. The Nwanyi Angling Club site creates an opportunity to extend eco-tourism within the region without developing new infrastructure. The site has been awarded by the Bukalo Khuta and is on a long term lease from the landowner. It is used with the full written approval of the Traditional Leadership.

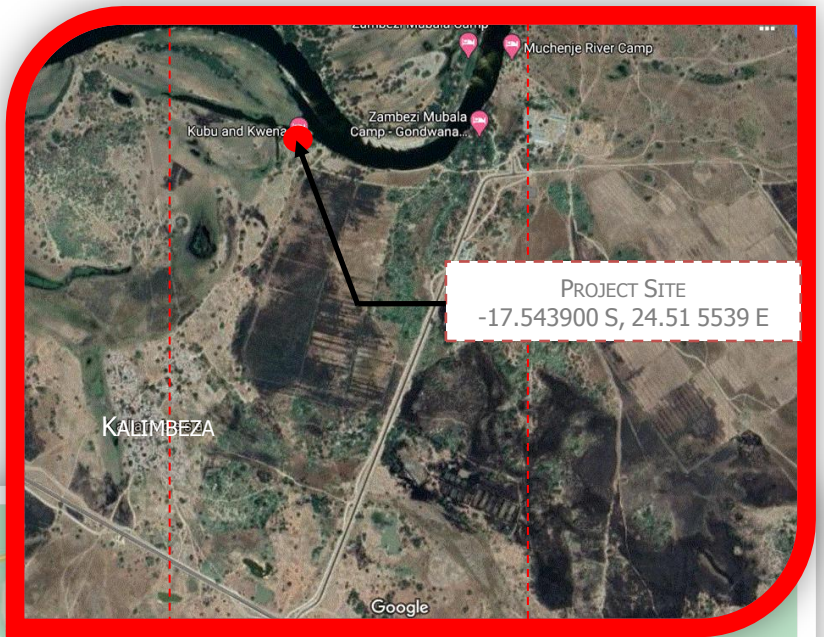
2 DESCRIPTION OF THE SITE

This section provides a planning description of the project site relative to the surrounding areas, existing use and settlement, services and other infrastructure.

2.1 LOCATION OF THE SITES

The project site is approximately 35 km east of Katima Mulilo near the Kalimbeza Village in the Sikunga Conservancy, Zambezi Region. The site is located next to the Zambezi River's Kalimbeza channel at -17.543900 S, 24.51 5539 E.

Figure 3: Locality of Kubu & Kwena



2.2 THE PROJECT SITE SIZE AND CURRENT LAND USE

Nwanyi Angling Club footprint is approximately 1.5 ha.

The site currently consists of the following:

- ❖ 28 campsites ($\pm 15 \times 15$ m);
- ❖ Storage facility and accommodation for staff and guards ($\pm 15 \times 10$ m);
- ❖ Clubhouse ($\pm 30 \times 30$ m);
- ❖ Ablution ($\pm 7 \times 15$ m); and
- ❖ Water tank (10 000 litre tank).

Figure 4: Current Land Use



2.3 ACCESS AND UTILITY SERVICES

The area is currently informal, with no provision for formal council services.

Road Access:

The project site is in the Sikunga Conservancy/Communal area. It is accessible via a gravel road linked to the D3508 Kalimbeza District Road.

Water Connection:

The water supply to the facility is from the river. Water is pumped from the river to a 10 000/ PVC tank and then distributed to the cottages, ablution and office areas.

Electrical Supply:

Electricity is generated by solar panels located at each unit.

Sewerage:

Each unit uses a 2 000l underground watertight PVC septic tank. On the rare occasion of the septic tanks becoming full, contents should be pumped into a tanker and taken to Katima Mulilo sewerage works for safe disposal.

Solid Waste Disposal:

The primary type of waste generated at the Lodge site is household waste generated by guests and staff. Operational waste is collected and disposed of at the Katima Mulilo landfill.

2.4 OWNERSHIP

The Nwanyi Angling Club has a 25-year lease contract with the landowner, Ms Ntelamo Sabuta. The agreement is endorsed by the Kalimbeza Induna and the Traditional Authority in Bukalo.

Members of Nwanyi Angling Club have individual stands and are co-responsible for paying the camp staff and guards' salaries, maintenance, and further development.

2.5 OPERATIONAL PHASE

An Environmental Management Plan (EMP) is one of the most important Environmental Assessment (EA) products. An EMP synthesises all recommended mitigation and monitoring measures laid out according to the various stages of a project life cycle, with clearly defined follow-up actions and responsibilities assigned to specific actors. This EMP has been drafted in accordance with the Namibian Environmental Management Act (No. 7 of 2007) and its Environmental Impact Assessment Regulations (2012). This plan describes the mitigation and monitoring measures to be implemented during the following phase of the Kubu & Kwena:

❖ **Operation**

3 RESPONSIBILITIES

This section of the EMP provides management principles for Lodge operations. Environmental actions, procedures, and responsibilities required for this phase of Kubu & Kwena's operations are specified.

Key role players:

Below is a description of each role player's responsibilities.

Owner

The Owner is ultimately accountable for ensuring compliance with the EMP and conditions contained in the EMP. The Lodge Manager should be contracted by the Owner as an independent appointment to objectively monitor the implementation of relevant environmental legislation, conditions of the EMP for the project. The Applicant is further responsible for providing and giving the mandate to enable the Lodge Manager to perform his/her responsibilities.

Lodge Manager

The Lodge Manager has overall responsibility for managing the project and ensuring that the environmental management requirements are met. The Lodge Manager also fulfils the role of the Environmental Officer and the Environmental Control Officer.

The Lodge Manager should be a competent person appointed by the Owner. Should the Lodge Manager have no relevant occupational safety and health training, he/she should be sent for such training.

The Managers duties include the following:

- Assisting the Owners in ensuring that the necessary legal authorisations have been obtained;
- Day to day onsite implementation of the environmental specification during the operational phase;
- Yearly site inspection of the site areas to supervise compliance with this EMP;
- Monitor and verify adherence to the EMP (audit the implementation of the EMP) and verify that environmental impacts are kept to a minimum;
- Taking appropriate action if the specifications for the EMP are not adhered to;
- Finding environmentally responsible solutions to problems;
- Training of personnel on the operation mitigation measures of this EMP and continually promoting awareness of these;

- Ensure that all personnel receive adequate environmental awareness training (see Plan Component 4) that all workers and newcomers receive an induction presentation on the importance and implications of this EMP. The presentation shall be conducted, as far as is possible, in the employees' language of choice;
- Recommending the issuing of fines for transgressions of lodge rules and penalties for infringements of the EMP; and
- Undertaking a 12-month review of the EMP and recommending additions and/or changes to the document.

4 RELEVANT LEGISLATION

The following table provides the legislative framework against which the application should be assessed:

THEME	LEGISLATION INSTRUMENT	MANAGEMENT REQUIREMENTS
NATIONAL:	<i>The Constitution of the Republic of Namibia of 1990</i>	<p>The state shall actively promote and maintain the welfare of the people by adopting, inter-alia, policies aimed at the following:</p> <p>(i) <i>management of ecosystems, essential ecological processes, and biological diversity of Namibia, and utilisation of living natural resources on a sustainable basis for the benefit of all.</i></p>
ENVIRONMENTAL:	<p><i>Environmental Management Act. 7 of 2007</i></p> <p><i>EIA Regulations (EIAR) GN 57/2007 (GG 3812)</i></p>	<p>For an Environmental Clearance Certificate – the following activities are applicable:</p> <p>In terms of sections:</p> <p>Section 8. Water Resource Developments-</p> <p>Section 8. (8) <i>Construction and other activities in watercourses within flood lines;</i></p> <p>Section 6. Tourism Development Activities-</p> <p><i>The construction of resorts, lodges, hotels or other tourism and hospitality facilities.</i></p> <p>Prescribes the procedures to be followed for public participation according to Section 7.1(a) and 8(f).</p> <p>Prescribes the procedures to be followed for authorisation of the project (i.e. Environmental Clearance Certificate).</p>
TRADITIONAL AUTHORITY: CONSENT:	<i>Traditional Authorities Act. 25 of 2000</i>	<p>Section 18. (1) <i>A traditional authority may with the consent of the members of its traditional community acquire, purchase, lease, sell, or otherwise hold or dispose of movable and immovable property in trust for that traditional community, and shall have such rights in respect of the acquisition and disposal of such property as may reasonably be necessary or expedient for the carrying out of its functions under this Act.</i></p> <p><i>The Applicant needs to have consent from the Traditional Authority.</i></p>
ENVIRONMENTAL	<i>Environmental Management Systems</i>	Sustainable principals:

MANAGEMENT:	ISO14001	<ul style="list-style-type: none"> ❖ Resource Management; ❖ Natural Resources and Climate Change Management; ❖ Product innovation and marketing; ❖ Wellness; ❖ Purchasing and ❖ Manufacturing
HEALTH AND SAFETY:	General Health Regulations (GN 121) as amended	The Applicant needs to obtain a "Certificate of Fitness" from the Ministry of Health and Social Services.
LABOUR:	Labour Act. 11 of 2007 Health and Safety Regulations (HSR) GN 156/1997 (GG 1617)	Applicant should adhere to all applicable provisions of the Labour Act and the Health and Safety regulations.
TREES:	National Forest Policy Government Gazette of 3 Aug 2015 (5801)	<p>Applicant should adhere to the following license conditions:</p> <ul style="list-style-type: none"> – A permit needs to be obtained from the Health and Environment Services Division for the removal of trees on the site. <p>License Conditions (Sections 22, 23/Regulation 12) :</p> <ul style="list-style-type: none"> – Trees with a stem diameter of more than 18cm at ground level may not be removed unless special approval is granted. – No protected species may be removed unless special permission is granted. – The license owner should execute proper supervision over the operations.
WASTE MANAGEMENT:	National Waste Management Policy, 2010	<p>Waste Management Regulations. Act</p> <p>In terms of Chapter 3, Part 4:</p> <p>Section 27. (3), [the Applicant] should notify the Council in writing prior to beginning with waster generation,</p> <p>Section 29. (4), Recyclable waste may only be deposited at a place set aside or approved by Council for such purposes,</p> <p>Section 29. (5)(a), it should be kept or stored on or in premises and in a suitable skip, container, tank vessel, bag or other receptacles which are kept within a waste storage place or area referred to regulation 17 or in any other structure or area approved by the Council.</p>
WATER RESOURCES:	Water Resource Management Act of Namibian 2004	<p>In terms of Section 3,</p> <p>Part IX, regulates the control and protection of groundwater resources.</p> <p>Part XI, titled Water Pollution Control, regulates the discharge of effluent by permit. Thus developers are required to</p>

		efficiently plan for sewage disposal.
<p>WATER RESOURCES:</p>	<p><i>Water Resources Management Act. 11 of 2013</i></p>	<p>The Act protects all water resources in Namibia.</p> <p>PART 1</p> <p>"watercourse" means –</p> <p>(a) a river or spring, including the base flow of an ephemeral river when there is no surface flow;</p> <p>(b) a natural channel in which water flows regularly or intermittently;</p> <p>(c) an estuary, wetland, lake or dam into which, or from which, water flows;</p> <p>(d) any collection or body of water declared under section 5(s) to be a watercourse and includes the water in, and the bed and banks of, the watercourse;</p> <p>PART 9 WATER SUPPLY, ABSTRACTION AND USE</p> <p>The abstraction of water for domestic use</p> <p>Section 38. (1) Subject to subsection (3), a person who abstracts water from a water resource for own domestic use is exempted from the requirement for a licence to abstract and use water.</p> <p>PART 11 LICENCE TO ABSTRACT AND USE WATER</p> <p>Section 45. (1) Where the location of the proposed abstraction is within the water management area of a basin management committee, the Minister should refer the application to that committee for investigation and the making of a recommendation in relation to the application.</p>

5 OPERATIONAL MITIGATION DETAILS

Table 1 provides a scale overview of all the major environmental management themes pertaining to both generic and site-specific operational mitigation details. This table serves as a quick reference for the detailed mitigation details that follow each theme. This is done to simplify the implementation of the operational component of this EMP.

Table 1: Generic and site-specific Environmental Management Actions

THEME	OBJECTIVE	MITIGATION DETAIL	
		GENERIC	SITE-SPECIFIC
Waste management	Minimise and avoid all pollution associated with construction.	PLAN COMPONENT 1	YES
Health and safety	Focusing on the wellbeing of the labourers and the community near the construction.	PLAN COMPONENT 2	YES
Noise	Minimise and avoid noise.	PLAN COMPONENT 3	YES
Environmental training and awareness	Awareness creation regarding the provisions of the EMP as well as the importance of safeguarding environmental resources.	PLAN COMPONENT 4	YES
Environmental conservation	Minimise the effect of the construction and protect the natural environment in which it is happening.	PLAN COMPONENT 5	YES
Employment/ Recruitment	Minimise negative conflict through legal and fair recruitment practices.	PLAN COMPONENT 6	YES

5.1 OPERATIONAL COMPONENT 1: WASTE MANAGEMENT

Operational or household waste generated by the guests and staff is the primary type of solid waste at the site, and if not managed, it can lead to soil or water pollution. Minimising operational or household waste needs to be performed daily, and therefore, a **Waste Management Plan** is necessary. Being a small and simple operation, the following should guide waste management activities at the site.

General Waste:

- ❖ The site should be kept tidy at all times. All general waste produced should be cleaned and contained daily;
- ❖ No waste may be buried or burned;
- ❖ No waste may be dumped in any watercourse or in and around the project area;
- ❖ Staff at the site should be sensitised to dispose of waste responsibly and not to litter;
- ❖ The lodge site should have a sufficient number of separate waste containers (bins) for domestic/general waste. These should be marked as such;
- ❖ The general waste needs to be sorted according to recyclables and organic waste;
- ❖ When the bins are full, the staff should transport the waste to Katima Mulilos's designated landfill; and
- ❖ Organic waste should be placed on an allocated compost site.

Effluent:

- ❖ Each tented cottage at Kubu & Kwena should have a 2 000l underground watertight PVC septic tank. The cover level of the septic tank should be above the floodwater level to avoid water flowing into the tanks.
- ❖ On the rare occasion of the septic tanks becoming full, contents need to be pumped into a tanker and taken to Katima Mulilo sewerage works for safe disposal.
- ❖ Kubu & Kwena guests and/or staff should utilise ablutions facilities at all times and under no circumstances urinate next to campsites; and
- ❖ To prevent water and soil pollution resulting from flooding of septic tanks, cottages 3, 18, and 19, which are the only cottages under the floodline, should not be utilised during flood periods.

The actions mentioned above are continuous, and the responsibility lies with the Kubu & Kwena Lodge Manager.

5.2 PLANNING COMPONENT 2: HEALTH AND SAFETY

The health and safety aspect cannot be overemphasised, considering that an unexpected severe event can occur at any given moment. A safety representative needs to be identified.

First Aid:

At least two employees of the Lodge need to undertake training in first aid.

The first-aid kit means a portable container which is –

(a) water and dust resistant; and

(b) stocked with adequate and unexpired medical supplies, equipment and remedies reasonably required for giving first aid treatment in case of injury or another emergency, in particular situations likely to arise from the risks and dangers inherent to a specific activity offered by a regulated business.

Emergency Site Notices:

A list of emergency numbers should be displayed where employees can see it.

A sign should be provided with the site layout, which shows the emergency exits and actions to be taken in case of an emergency.

The timeframe of the actions mentioned above is continuous, and the responsibility lies with Kubu & Kwena's Lodge Manager.

5.3 PLANNING COMPONENT 3: NOISE

The nearest homestead is about 700 m from the site. Therefore, a high priority will be placed on mitigation measures at the camp to manage noise. The following action is provided below to minimise noise:

Noise Control:

Silence on the grounds shall be from 22:00 each evening. If any function is planned, guests or owners should inform Kubu & Kwena management before the 5th of that specific month. No private functions may be held during club trials, and rules are applicable at all times.

The actions mentioned above are continuous, and the responsibility lies with the Kubu & Kwena Lodge Manager.

5.4 PLANNING COMPONENT 4: ENVIRONMENTAL TRAINING AND AWARENESS

All Kubu & Kwena staff are to undergo environmental training and awareness programs. The following aspects should be included:

- ❖ Explanation of the importance of complying with the EMP;
- ❖ Discussion of the potential environmental impacts of camp activities;
- ❖ Explanation of roles and responsibilities, including emergency preparedness;
- ❖ Explanation of the mitigation measures that should be implemented when particular workgroups carry out their respective activities; and
- ❖ Explanation of the specific mitigation measures within this EMP, especially unfamiliar provisions.

During the training sessions, an attendance register should be completed, including the names, designations and signatures of everyone who attended the training and kept on file for auditing purposes.

The timeframe of the actions mentioned above are yearly, and the responsibility lies with the Kubu & Kwena Lodge Manager.

5.5 PLANNING COMPONENT 5: ENVIRONMENTAL CONSERVATION

The owners wish to keep the natural environment untouched, but they also intend to rehabilitate the site to its original ecosystem. The following conservation measures should, therefore, be included:

Conservation of Vegetation:

Any construction layout and building design submitted for constructing a building within the site's boundaries should incorporate existing large indigenous trees. Thereby, future contractors should compile a **Tree Management Plan**, which should include the following as content at the minimum level:

- ❖ As an initiative, trees with a trunk size of 250 mm and bigger should be surveyed, marked with paint and taken into consideration in the design of the servitudes and roads;
- ❖ Trees with a trunk size of 250 mm and bigger, which are impossible to conserve, need to be identified and their location recorded on a map;
- ❖ All trees, which are to be retained, are to be indicated on a site plan and demarcated;
- ❖ A permit from the Ministry of Environment, Forest and Tourism is needed before any protected trees may be removed prior to development;

- ❖ Replacement and or additional trees can be obtained at the Katima Mulilo forestry office or a commercial nursery;
- ❖ During landscaping, vegetation needs to be selected carefully to retain biodiversity.

Conservation of Threatened Freshwater Ecosystems:

When angling tourists reach threatened freshwater ecosystems, Kubu & Kwena should be aware that the risk of degrading the very fishery and landscapes that attracted tourists is a possibility. Therefore, proper "Catch and Release" techniques should be practised at the Club to ensure that the anglers return the fish to the water unharmed. This practice prevents the over-harvesting of fish stock within the Zambezi River.

5.6 PLANNING COMPONENT 6: EMPLOYMENT OR RECRUITMENT

The Lodge's operation should take place over several years and will employ up to 9 workers. It is not clear at this stage which skill sets would be required, nor the extent to which employment opportunities could be created in the project area over time.

The benefits to the local community from jobs could be dependent on the extent of local recruitment and the measures put in place to ensure preferential local gender-based recruitment where possible.

Recruitment:

The formal recruitment process should be compiled and shall include the following minimum provisions:

- ❖ The Lodge management shall design a recruitment process whereby local residents shall be given preference;
- ❖ Ensure that all sub-contractors are aware of recommended recruitment procedures and discourage any recruitment of labour outside the agreed-upon process,
- ❖ Contractors should give preference in terms of recruitment of sub-contractors and individual labourers to those from the project area and only then look to surrounding villages, and
- ❖ Clearly explain to all job-seekers the terms and conditions of their respective employment contract (e.g. period of employment, etc.) – make use of interpreters when required.

Legislation:

The Lodge Manager needs to adhere to the legal provisions in the Labour Act (Labour Act. 11 of 2007) for the recruitment of labour (target percentages for gender balance, optimal use of local labour and SME's, etc.).