



**CAPACITY BUILDING &  
TRAININGS OF  
PMU AND WAPDA STAFF**



**Dasu Hydropower Projec (WAPDA)  
Pakistan**

## Introduction

Dasu Hydropower Project (DHP) is a run-of-river project on Indus River. It is located in District Kohistan of KPK. It is a medium term project included in WAPDA vision 2025 Program and the power policy 2013 of Government of Pakistan (GoP), with the financial assistance of World Bank and Ministry of Water & Power (MoWP), GoP. The project has an installed capacity of 5,400 MW to be completed in two stages. The stage 1 is in process of implementation having capacity of 2160 MW. The Project is considered as a major contribution to overcome present power shortfall (6000-7000 MW) in Pakistan by generating cheapest electricity. The Project is also a compensation to expensive electricity being produced in the country by harmful Fossil Fuels.



## Capacity Building

Capacity building is defined as a process of planned development or increase in knowledge, output rate, management, skill and other capabilities of an organization (especially human resources) through acquisition of jobs, incentives, technology and trainings.

### Need of Capacity Building Trainings of WAPDA & PMU Staff

WAPDA has completed the recruitment process for hiring a dedicated staff for handling the anticipated Social, Resettlement and Environmental issues at the Project site. The purpose of new recruitment is aimed to ensure the assistance and facilitation of the Project Affected People (PAP) as compensation due to relocation and resettlement processes because of Dasu HPP. The management of WAPDA, DHPP and the World Bank are paying increased attention on the resettlement process, social as well as environmental issues arising due to this project.

The staff of WAPDA performing duties in various components of this project is very much capable to accomplish the assigned tasks. However, the construction of mega projects like Dasu HPP is one of its kind in Pakistan, thus there exists a room for improvement in the professional skills of its staff. It is also presumed that the proficiency of WAPDA staff will face substantial challenges during the project execution stages. Besides for the implementation of Social and Resettlement Management Plan (SRMP) and Environmental Management Action Plan (EMAP) efficiently, the capacity building of PMU staff is of vital importance. WAPDA has received a credit/loan through Government of Pakistan from the World Bank for the implementation of the works including the capacity building. In the approved PC-I, a considerable amount is also allocated for the trainings. The amount will be provided by World Bank from IDA credit.

This is the first time in history of wapda that staff is being hired in order to handle social and resettlement issues. Since there is no dedicated department looking after resettlement and social issues for any mega projects except PMU and SRU staff, therefore, training is not only needed for PMU but also for SRU staff of WAPDA.

The organized trainings are required for WAPDA & PMU staff working in fields like Engineering, Geology, Hydrology, Finance and Human Resource Management etc. In case of SRU staff, trainings are required in areas like resettlement & rehabilitation, land acquisition, livelihood, communication, legal, public relation, consultation & participation, gender, public health, training, environmental management, ecology, occupational health & safety etc. to improve the professional competency.

### Training Approach

As a part of capacity building and enhancement of professional capability of WAPDA Staff, there is a provision of several effective and proven ways to enhance the learning outcome. In this regard trainings are arranged either on site or on job in the form of post graduate programs, seminars, workshops and study tours etc. These activities would help WAPDA staff on following terms:

- ★ Enhance WAPDA's capacity in planning and programming, engineering and O&M of the dams, financial management, and procurement & contractual issues.
- ★ Enhance the capacity building of PMU & SRU staff in administrative, organizational behavior, management, strategic planning, financial implication, social and environmental management issues etc., under World Bank guideline/policies.
- ★ Enhance technical knowhow by introducing technical training in areas such as designing of dams, hydraulics, detailed design of structures, contract administration and construction supervision, procurement, operations and management planning, asset management plans financial management and legal issues.

### Orientation and In-House or On Site Staff Training



The plan for on site staff training may be executed keeping in view following points:-

- ★ Short term trainings to be conducted at project site after hiring resource persons who will be well conversant in their fields having experience in execution of mega-hydropower projects like Dasu Hydropower Project.
- ★ Orientation trainings to be organized by inviting experienced national and international experts during feasibility study and detailed Engineering Design of Dasu HPP, for provision of knowledge and implementation of the Social & Resettlement Management Plan (SRMP) and Environment Management Action Plan (EMAP).
- ★ Seminars and Workshops to be conducted at project site for capacity building and skill enhancement of PMU's Social and Environmental Staff for the implementation of



SRMP and EMAP in an effective and efficient manner.

**(i) In-Country Study Tours / Exposure Visits**

In-country study tours to projects both with successful and unsuccessful resettlement exercises to learn 'lessons' from both types of practices and to seek new experience from already executed hydropower projects. Moreover, exposure visits to the existing hydropower projects will also help in practically learning how plans are implemented at the execution stage.

**(ii) Overseas Study Tours to Hydropower Projects**

International study tours are an essential component for exposure of staff to international practices and to enhance their professional skills. It may help in learning and practicing the internationally recognized standards for performing such tasks in a project. It may also help to promote national interest and will cover enormous gaps between the large investments in infrastructure and demand for capacity building among the government departments and other stakeholders.

**(iii) Long Term Trainings**

Long term trainings for WAPDA, PMU and SRU staff may help in enhancement of the skills and increase capabilities in implementation/execution stage as well as build the capacity of the participants to successfully manage the construction projects financed by International Financial Agencies like World Bank. Such courses may be organized with the help of national institutes like universities, renowned as well as training institutes.



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