



SOPAC



Second Regional Steering Committee Meeting,
Palau, 19th – 23rd July 2010

Capacity Development for the implementation of IWRM in Pacific SIDS





Project Progress

SOPAC's Two IWRM projects ie

- the EU Water Facility IWRM National Planning Programme and
- the GEF Implementing Sustainable Water Resources and Wastewater Management in Pacific Island Countries (GEF Pacific IWRM Demo)

Focus specifically on capacity building.



EU Water Facility IWRM National Planning Programme

Specific Objective

- Strengthened national institutional capacity for water resources management through active knowledge exchange and coordination between governmental and non-governmental stakeholders on the national and regional (SIDS) level



GEF Pacific WRM

C4: Regional and National Capacity Building and Sustainability Programme for IWRM and WUE, including Knowledge Exchange and Learning and Replication



Why Capacity Building

- To improve organisational and individual performance so as to enable the sustainable management of water resources and wastewater in Pacific Island Countries.



Gaining and Sustaining Performance Improvement

- The organisation and individual need opportunity, incentive and ongoing recognition of achievement to commit to participation in performance improvement



Gaining and Sustaining Performance Improvement

- Why seize the opportunity when many around you are not?
- What is the incentive for an organisation and its staff to commit to IWRM and performance improvement through capacity development?
- Incentives and opportunities need to be made clear at the outset of the development process.
- Both the organisation and the individual need to be able to make a judgement that achieving the performance targets are worth the effort.



Organisational Incentives

- Typically these incentives take the form of budget support and improve the ability of the organisation to undertake its work in an environment less constrained by pervasive resource limits.
- A common complaint is access to transport the provision of say an agency vehicle that was linked to sustained continuous improvement in IWRM would be an example of a targeted organisational incentive.



Individual Incentives

- Salary and conditions, job security and promotional opportunity rate highly in the individual's job satisfaction and organisational commitment.
- It is therefore imperative that any training or educational activities undertaken by SOPAC or other regional or international organisations within the purview of water management that these are accredited within a recognised qualifications framework.



Benefits of a structured qualifications framework

- Job satisfaction through promotional opportunity and commensurate salary increase
- Incentive and reward for acquiring demonstrable competency – a recognised qualification.
- Improved organisational competency through filling of leadership roles in management and supervision through a structured capacity development process ie seamless progress to higher qualifications.
- Improved attractiveness of Water Management Agencies as a program of HR development is established which assists recruitment and retention of staff.
- Formal recognition through an accredited certification process.



Pacific Post Graduate Certificate in IWRM

Summary concept

- Accredited Post Grad Certificate with transition to Diploma and Masters levels
- Meets both Project Capacity/Professional development objectives
- Includes provisions to encourage inter and intra country projects/assignments
- Includes a mixture of intensive face to face and distance education
- Intensive sessions to be held after annual steering committee meetings
- Assignments to be country and demonstration focussed to increase ownership and awareness and to capture knowledge and information.
- Capacity for admission through recognised prior learning



Water People Profile

Questionnaires Sent	83
Questionnaires Received	54
Percentage Completion	65%



PIC Water Sector Participants Qualification Summary

	All	Female	Male	% Female
Post Graduate Qual	5		5	0%
Undergraduate Degree	27	15	12	56%
Diploma or Certificate	16	2	14	13%
Nil Post School Qual	6		6	0%
Total	54	17	37	31%



PIC Water Sector Participants Age Profile

	All	Female	Male	% Female
<25	1	1	0	100%
25-<30	8	5	3	63%
30-<35	14	8	6	57%
35-<40	7	3	4	43%
40-<45	8		8	0%
45+	10		10	



Community Capacity Development

- Community capacity, like institutional capacity, needs to be viewed from whole of community and individual participant perspectives. Communities need capacity ie knowledge/awareness in relation to:-
- the hydrological cycle on which the community/their region/their country depends
- the key water related issues that affect them and which they affect
- improved local management for sustainable resource development



Community Capacity Development

- Leaders, local water champions and active participants also have capacity development needs relating to organising, motivating and managing community water and wastewater development and management.



Benefits

- The benefits of building community water management capacity will only be realised and sustained if they are provided with the resources to do the things that need to be done.
- If support through the provision of access to small grants is not able to be provided then there is a risk that community capacity development programmes will merely heighten expectations temporarily;

Take Home Truism

- If community expectations are not satisfied then their distrust and resistance to change in water use and wastewater management will deepen.



GOVERNANCE

- Both projects have sought to facilitate the establishment of functional multi-stakeholder committees at a National and project level.
- Committees face similar challenges in building capacity within their membership to adequately and proactively address water resource management and development issues.
- IWRM presupposes that an integrated approach will facilitate good decision making.



GOVERNANCE

- GEF and EU IWRM Projects will be developing a modular training pack for Water Committees and rolling this out over the next 12 months.
- Training will be aimed at improving stakeholder advocacy and leadership through training committee members
- Courses developed, will aim to enhance the capacity of committee members to meet their responsibilities in the integrated management process and in their advocacy of sustainable resource management.



Course Structure

Two levels of course are proposed:

- Introductory level for members and broadly covers; their roles and responsibilities as members and a range of water resource, economic, technical and managerial issues in water resource management.
- Intermediate level would aim at helping members develop their policy making, management and personal skills to improve their advocacy capacity.



Thankyou



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