

# Integrated Capacity Building Programme

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## Vision and Mission

### **VISION for the Mekong River Basin**

- An economically prosperous, socially just and environmentally sound Mekong River Basin

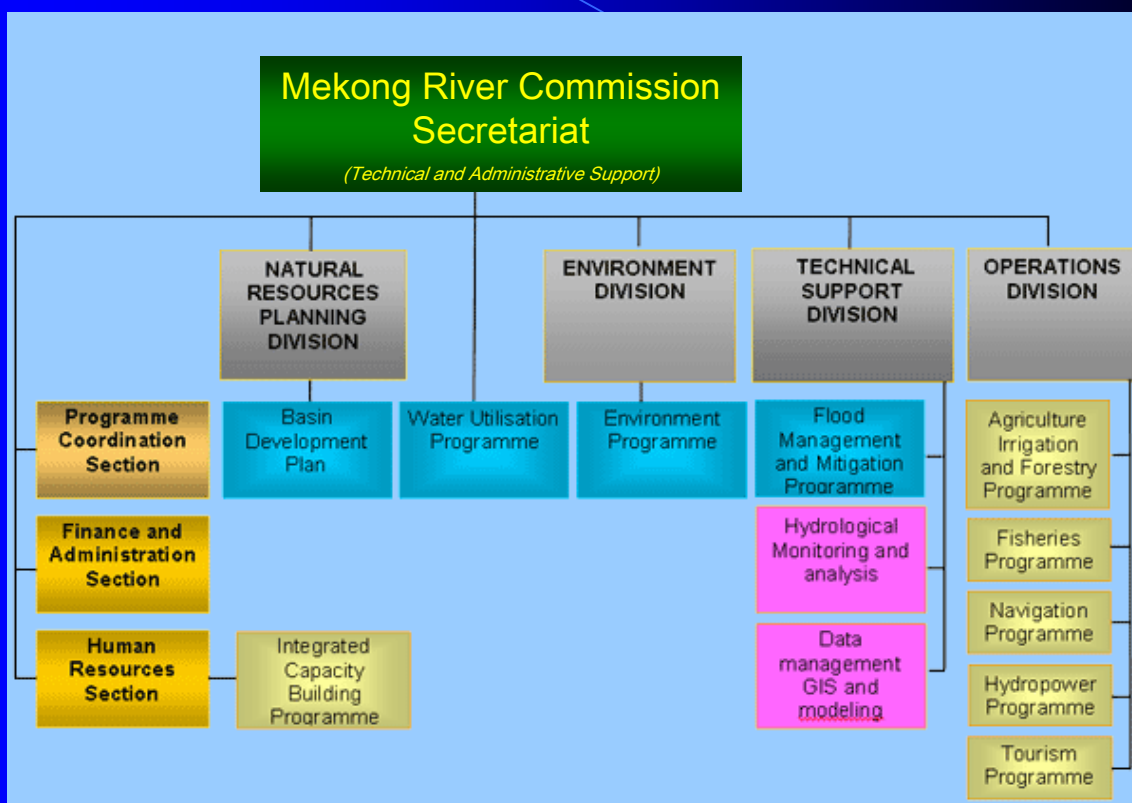
### **VISION for the Mekong River Commission**

- A world class, financially secure, International River Basin Organisation
- Serving the Mekong countries to achieve the basin Vision

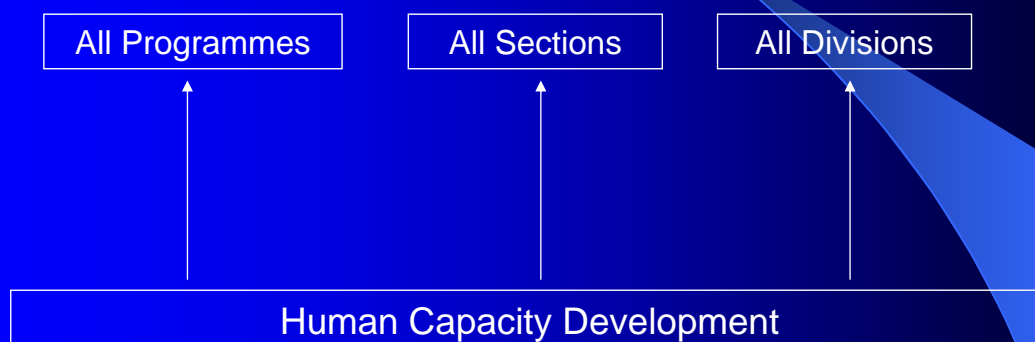
### **MISSION of the Mekong River Commission**

- To promote and coordinate sustainable management and development of water and related resources for the countries' mutual benefit and the people's well-being.

# MRC Division/Programme



## The Context



- Capacity building is a continuous process
- All level of staff

# Introduction

'Capacity Building' is widely regarded as the key strategy in ensuring sustainable water sector development. The concept of Capacity Building was defined in the Delft Declaration during the 1991 UNDP symposium on "Water Sector Capacity Building" by its three elements:

- The creation of an enabling environment with appropriate policy and legal frameworks;
- Institutional development, including community participation; and
- Human resources development and the strengthening of managerial systems.

These three elements are equally important.

# Integrated Capacity Building Programme - ICBP

## Why an MRC Integrated Capacity Building Programme

- MRC is developing very rapidly + ambitions are high
- Need for training is large and diverse.
- Many different training activities are going on and being planned, but there is overlap and inefficiency.
- People suffer 'workshop tiredness'.
- Training of people is not yet in context of human resources development plan.
- There is lack of quality assurance.

# Integrated Capacity Building Programme

## Objective and scope

- The objective of this preparation is to develop a long-term Integrated MRC Training Programme based upon a MRC Integrated Training Strategy in order to develop a critical mass of human resources at the MRCS, NMCs and national line agencies that ensures effective and sustainable development of the water and environmental resources in the Lower Mekong region according to the shared concepts of Integrated Water Resources Management.

## ICBP Objective

### Overall objective

- *To improve the capacity of the MRC to implement its Mission and play a leading role in water resource development and management*
- *To increase the professional capacity and expertise for staff of MRCS, NMCs and LAs*

### Immediate objective

- *To strengthen the capacity of MRCS, NMCs, LA in all fields leading to effective IWRM and IRBM.*

# MRC Strategic Goals 2006-2010

Contributing to the Millennium Development Goals

To support Member States for more effective use of the Mekong's water and related resources to alleviate poverty while protecting the environment



**GOAL 1:**  
To promote and support coordinated, sustainable, and pro-



**GOAL 2:**  
To enhance effective regional cooperation



**GOAL 3:**  
To strengthen basin wide capacity and impact



**GOAL 4:**  
To strengthen the Integrated Water Resources Management capacity and knowledge base of the MRC bodies, NMCs and Line Agencies and other stakeholders

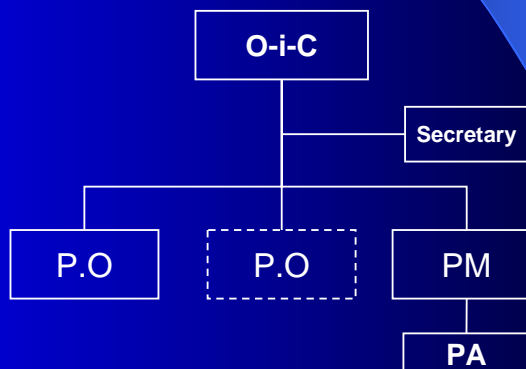
*4.4 To maintain partnership with leading organizations, universities and civil society stakeholders for programme-focused collaboration of common interest*

*4.5 To strengthen the human resources capacities of the MRC, NMCs and the Line Agencies*

## Target Group

- The target group focuses at is staff of the MRCS, NMCs and staff at national line agencies insofar involved in MRC activities.

### ICBP Structure



# ICBP Stakeholders

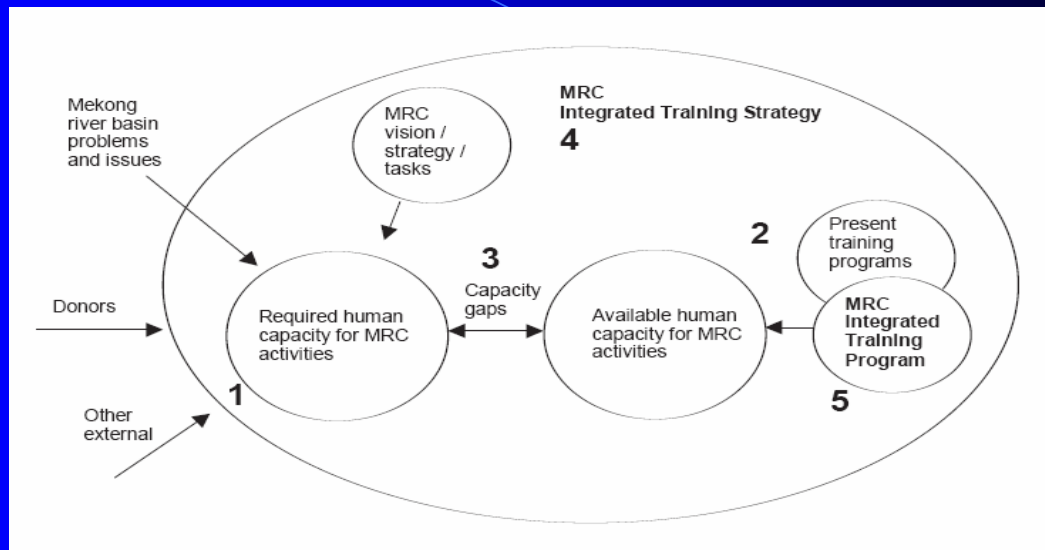
ICBP Stakeholders include:

- *MRC Secretariat,*
- *4 National Mekong Committees,*
- *National Line Agencies*
- *Universities, training institutes within riparian countries, regional and International*

# Training Needs Assessment-TNA

- Required human capacity within MRCS, NMCs and National Line Agencies to fulfill MRC's mission
- Available human capacity
- Capacity gaps and training needs
- Focus on core competency required for Integrated Water Resource Management (IWRM) / Integrated River Basin Management (IRBM)

# Five-step Approach



- Which training needs?
- Which training methods?
- How to organize?
- Which priorities?
- How to fund?
- Who to attend? Executive / Director, Programme managers, Programme staff, Supporting staff?

## Training Approach Modalities of training



### Class room training

- formal education (use of existing university programmes)
- informal education (not-degree related)

### On-the-job training

- instruction (specific job-related)
- individual coaching

### E-learning

- individual use of electronic tools (through pc, www)

**Internship:** Junior Riparian Professional Project, other interns

**Others:** exposure tours, study visit

# Training Approach Modules

## Modules

- unit of training
- flexibly applicable
- modules can be used as 'building blocks'

## Length of module

- A-modules: 2 to 3-days for upgrading
- B-modules: 2 to 3-weeks for in-depth education, B-modules can build up to a Masters degree

# Training Institutions

- MRC Secretariat
- National Universities
- Regional Universities
- International Specialized Universities



# Example of B-Module

## **Integrated river basin planning and management**

- Watershed planning and management
- Natural resources planning
- Socio-economic aspects of planning
- Strategic planning process
- Consultation and advisory processes

## **Integrated water resources management**

- Hydrology (incl. in floodplains)
- Water quality management
- Water sector assessment
- Water allocation
- Trans-boundary water management
- Water law and institutions

# Example of B-Module

## **Management support tools**

- Environmental monitoring
- Database management / GIS
- River basin modelling (DSF)
- Policy analytical techniques
- Management Information Systems

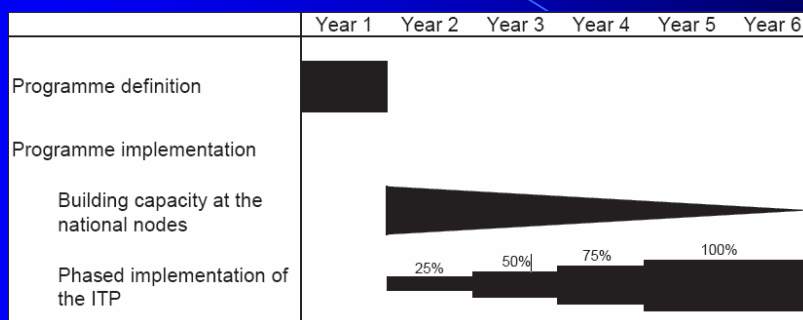
## **Environmental management**

- Aquatic eco-systems
- Water-land-ecosystem processes
- Integrated resource and environmental planning and management
- Environmental Impact Assessment and review

## **Flood management and mitigation**

- Climatology / meteorology
- **Flood forecasting**
- Early warning system and preparedness

# Implementation Arrangement



## Implementation phase

- Year 1 Programme definition:
  - Who, what, when?
  - Choice of the national nodes
- Year 2 Phased implementation + Building capacity at the national nodes

# Funding

## Rough cost estimate for implementation phase (year 1-6)

- Programme definition            0.2 – 0.4 million USD
- Capacity building program    0.5 – 1.0 million USD/yr
- Phased implementation        towards 8 million USD/yr at full implementation
- Total: 29 million USD.

## Rough cost estimate after year 6

- 8 million USD/yr

# Funding

## Funding of implementation phase: year 1-6

- Programme definition 100% by external donor
- Capacity building program 100% by external donor
- Phased implementation 50% by external donor  
30% by MRC programmes  
20% by national governments

## Funding after year 6

- 50% by MRC programs
- 50% by national governments:

**Quite a challenge!**

Project title	Start date	End date	Budget	Balance	Donor(s)
			(US\$ 1,000)	(US\$ 1,000)	
<b>Projects signed</b>					
UNDP contribution to Capacity Building on Water Utilization	20/04/01	31/12/05	100	0	UNDP
Sweden contribution to Junior Riparian Professional Project	01/01/04	31/12/06	217	0	Sweden
New Zealand contribution to Gender Mainstreaming Project	01/12/04	30/11/07	280	180	New Zealand
<b>Projects in preparation</b>					
New Junior Riparian Professional Scheme (JRP Project phase 2)	01/01/07	31/12/10	1,793	N/A	N/A
<b>Projects of the BDP project database</b>					
To be identified					

# ICBP Progress

## Work Programme 2006-07

- *Component 1: Integrated Training Component*
- *Component 2: Junior Riparian Professional Project*
- *Component 3: Gender Mainstreaming in Water and Related Resources Development in the Lower Mekong Basin*

## ICBP Activities in 2007

- *Training of MRC staff on MRC's budget*
- *Gender Mainstreaming Project*
- *Fund Raising for JRP project and ICBP*



# Future Direction

## ICBP Activities in 2008

- *Training of MRC, NMCs & LA staff on MRC's budget*
- *Junior Riparian Professional Project*
- *Gender Mainstreaming Project*
- *ICBP Programme Formulation and PIP*
- *Internships programme*
- *Orientation for new staff*



# More Than ICBP

- Training activities in other on-going programmes: Water Utilisation, Environment, Flood Management and Mitigation,
- Operating Expense Budget (OEB) training
- Other training opportunities: national/regional/international institutions

Keep staff informed of training  
<http://intra.mrcmekong.org>

**Mekong River Commission**  
For Sustainable Development

**HUMAN RESOURCE DEVELOPMENT SECTION (HRS)**

**Human Resources Development Section (HRS)**  
The section wants to ensure the development of the right skills, competencies, and organizational culture in MRC in order to support full implementation of the Strategic Plan. The HRD section manages the *Integrated Capacity Building Programme* which role is to strengthen the professional capacity in the four riparian countries and to ensure gender perspectives in water and related resources development are institutionalized.

- = [ICBP Work Programme 2009-2007](#)

**MRC Training Activities** **Updated**

- = [Training schedule](#) (to be posted)
- = [Guideline on OEB Training Budget](#) (pdf) 16-Oct-06
- = [Integrated Training Strategy and Programme](#) (pdf) Jun 2003
- = [Keep HRS informed of your training](#) (Forms) Oct 2006

**Announcement (Training, Workshops and Scholarships)** **Updated**

- = [HRD Strategy for Effective Regional Cooperation](#) 31-Oct-07
- = [Non-degree Research Fellowships Year 2007-2008](#) (pdf) (Chiang Mai University) 24-Oct-07
- = [Sida's Training Programme Transboundary Water Management 2008](#) (pdf) 18-Oct-07
- + [List of eligible countries](#) (pdf)
- + [Application form](#) (pdf)
- = [Scholarship for Public Policy \(Master\)](#). Offered by the National University of Singapore. Click the link to read more (pdf) 24-Sep-07
- = [Human Rights Scholarship \(HRS\)](#). Offered by University of Melbourne, 16-09-07

# Conclusion

- The ICBP is comprehensive and covers and coordinates all of training activities in MRC
- Wide range of topics related to IWRM/IRBM are included in the programme for its staff
- However, the ICBP is separated from other development programmes; difficult to get funding from donors. Component approach is preferred for specific project.

Thank you very much for  
your kind attention