Capacity Building in Water Resources Management

”Train, retrain, retain: Building Capacities of Professionals to Improve Water Management”

November 30, 2021

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Strengthening of institutions at all levels to deal more effectively and efficiently with all aspects of sustainable water resources development including the creation of a favorable policy environment, water resources assessment, planning, management, program and project formulation, implementation and evaluation.

development of the human resources needed at all levels including education, training, and the creation of the working conditions conducive to performance.

In this context capacity building seeks to integrate the management of several subsectors in the water resources sector, most particularly water supply and sanitation and irrigation.
Basic Elements

**Definition (UNDP, 2009/ UNESCO, 2005)**

- The Process through which individuals, organizations and societies obtain, strengthen and maintain the capabilities to set and achieve their own development objectives over time

**Basic elements (Deft Declaration, 1991)**

- Human resources Development (HRD) and strengthening of managerial systems
- Institutional development including community participation
- Creating an enabling environment with appropriate policy and legal framework

Emphasis on ‘vertical’ capacity building within an individual water sector and ‘horizontal’ between sectors. It recognizes capacity building as a long term and continuing process involving all stakeholders.
Levels of Capacity Building

- **Institutional**
  - Enabling Environment
    - Policy, strategy
    - Priorities
    - Legal & regulatory framework
  - Organisation
    - Procedures, routines
    - Knowledge management
    - Incentive system
  - Individual
    - Knowledge & experience
    - Skills
    - Attitudes
What we are facing

Many national and local institutions, responsible for water management and water delivery do not work efficiently or effectively. Contributing factors include:

- Inappropriate policies for water management and unclear definition of institutional mandates
- Lack of resources (inadequate funding and human resources)
- Working in an environment that inhibits job satisfaction
- Gap of data, technology, skill with stable and long-term management within sound governance
- Inadequate education and training facilities
- Lack of participation and commitment from communities and customers

→ Need to adapt policies to new circumstances and challenges
   Need to build capacity in the water sector

Ref. P. Julien, 2016
Stakeholders and Levels in the Process

Ref. P. Julien, 2016
In Water sector

Ref. P. Julien, 2016
Assessment and Measurement

- Capacity Assessments and Measurement
- Strengthening Systems and Strategic Partnerships Organizational Development
- Workforce Development
What we are still facing

Data and Knowledge Gaps
The assessment of the institutions across the countries in the region showed varying degrees of capacities, infrastructure and human resources. In some places, data was required on a daily basis, in some others it was seasonal, while in yet others, it was annual—so as to perform various kinds of spatial analysis and to produce final map products and services. There were also knowledge gaps at decision- and policy making levels. In the case of some countries there was insufficient coordination between the universities and the government agencies.

Lack of Human Resources and Gender Equality
Many institutions in the region are lacking in strategy. Besides, there is a large gender gap in capacity building as indicated by the educational attainment indicator. Despite the vital role that women play in environmental management and decision-making, their involvement and participation is rather low. While the crucial role played by female professionals in water especially in developing countries, capacity building and gender equality have been acknowledged as twin challenges in building pathways to sustainable development. Capacity building that promotes regional cooperation and knowledge exchange via organizing trainings and workshops with the collaboration of the regional partners that will pave the way for the next generation to see more women in the sphere of science and technology, thereby bridging the gender gap.

Lack of Institutional and Technical Capacity
In order to fulfill all the gaps and needs systematically and effectively, operational capacity building is necessary to strengthen the capacity of government institutions and other professionals with other stakeholders.
How to approach

Ref. P. Julien, 2016
How to approach

Many developing countries lack of development and integration of the requisite suite of human and institutional capacities.

What is urgently needed is a new water paradigm, one of integrated, holistic capacity development based on country ownership, adaptive homegrown policies, inclusive stakeholder participation and greater equity in the North-South development relationship.

Water sector capacity building must be tailor-made, long term, having the main objectives of improving the quality of decision making, and sector efficiency of managerial performance in the planning and implementation of water sector program and projects.

Tailored support for the relevant partners, promote innovative solutions, enhance workforce knowledge and skills, build organizational systems, facilitate networking and peer learning, and strengthen local systems based on shortened gap of professionals by training.