

Capacity Building in Water Resources Management

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

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**Yoonjin Kim
Korea Water Forum**



**KOREA
WATER FORUM**



Concept of Capacity Building

- * 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)

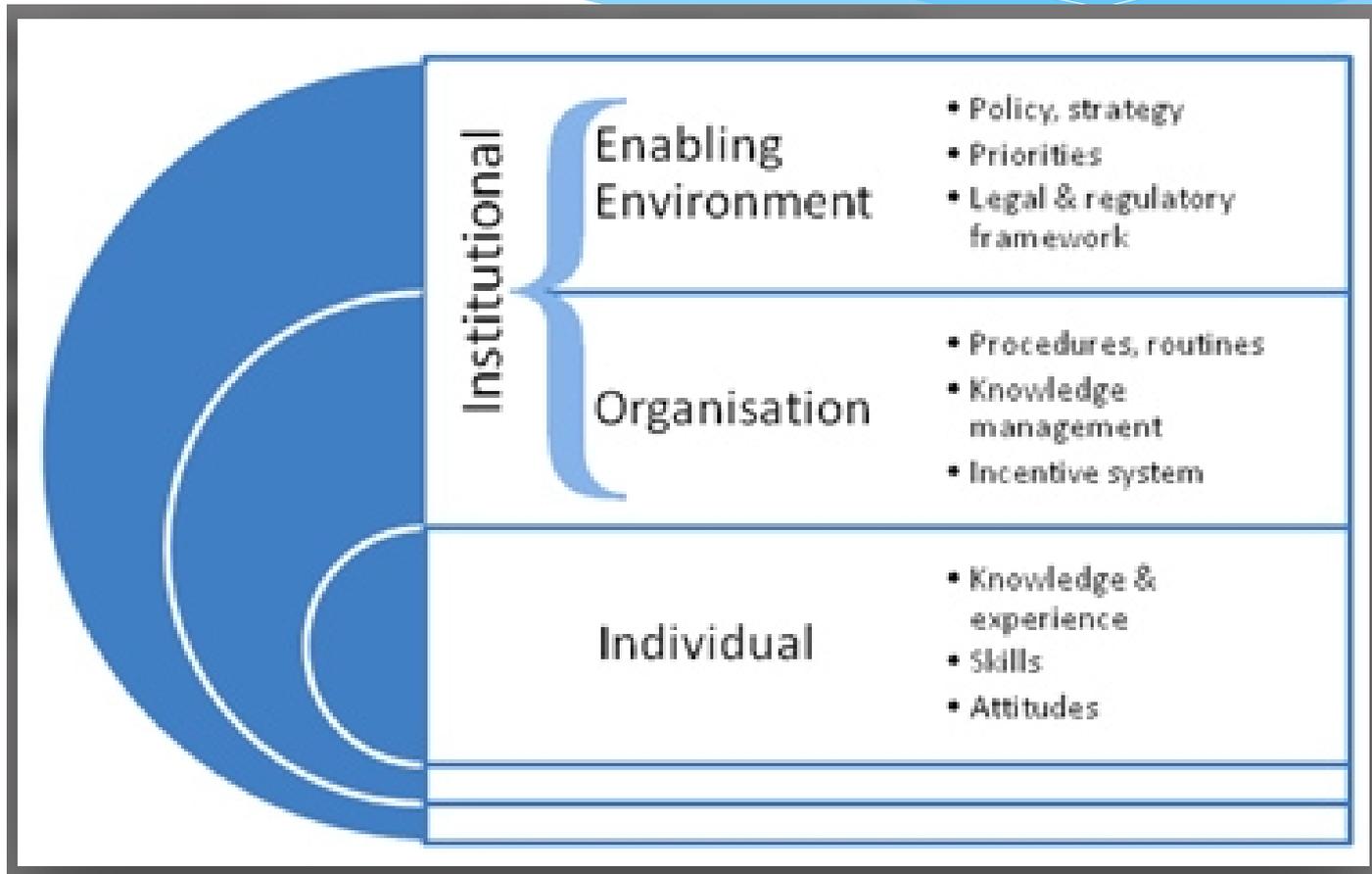
- ❖ The Process through which individuals, organizations and societies obtain, strengthen and maintain the capabilities to set and achieve their own development objectives over time

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



What we are facing

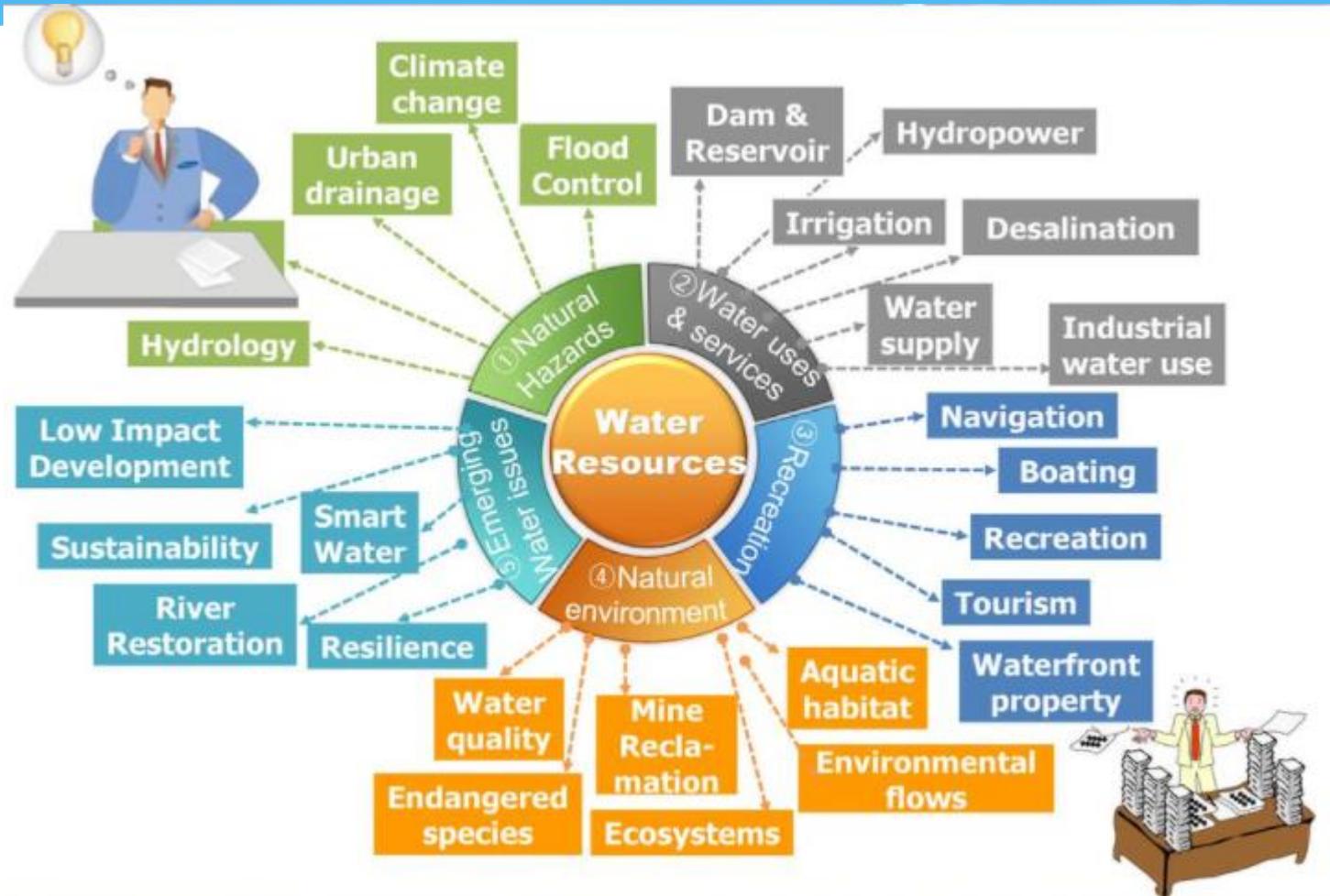
Many national and local institutions, responsible for water management and water delivery do not work efficiently or effectively. Contributing factors include:

- ❖ 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

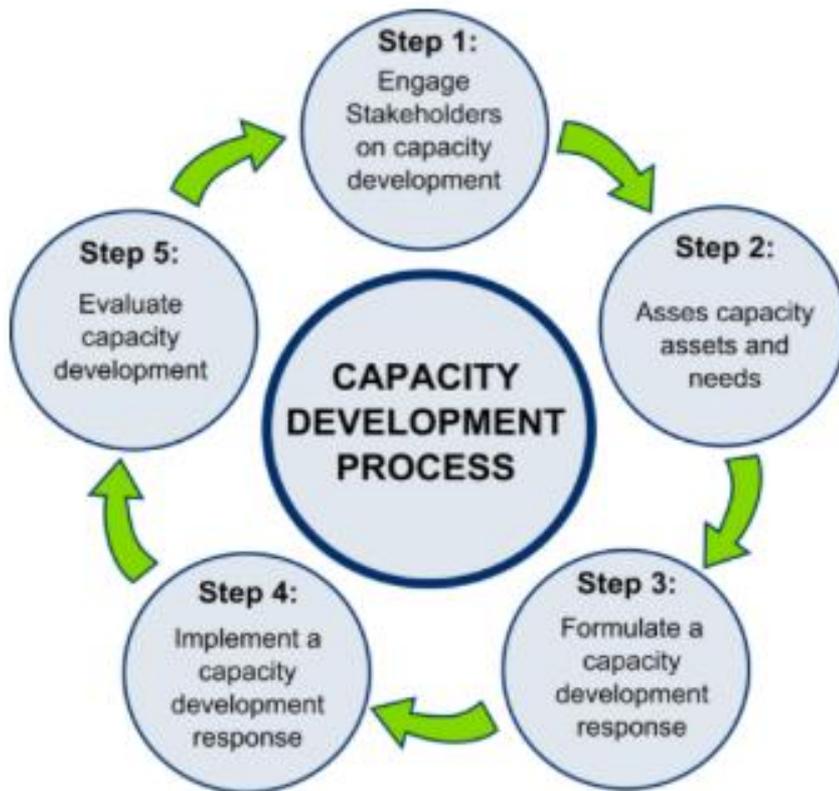
Stakeholders and Levels in the Process



In Water sector



Capacity Building Workflow



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

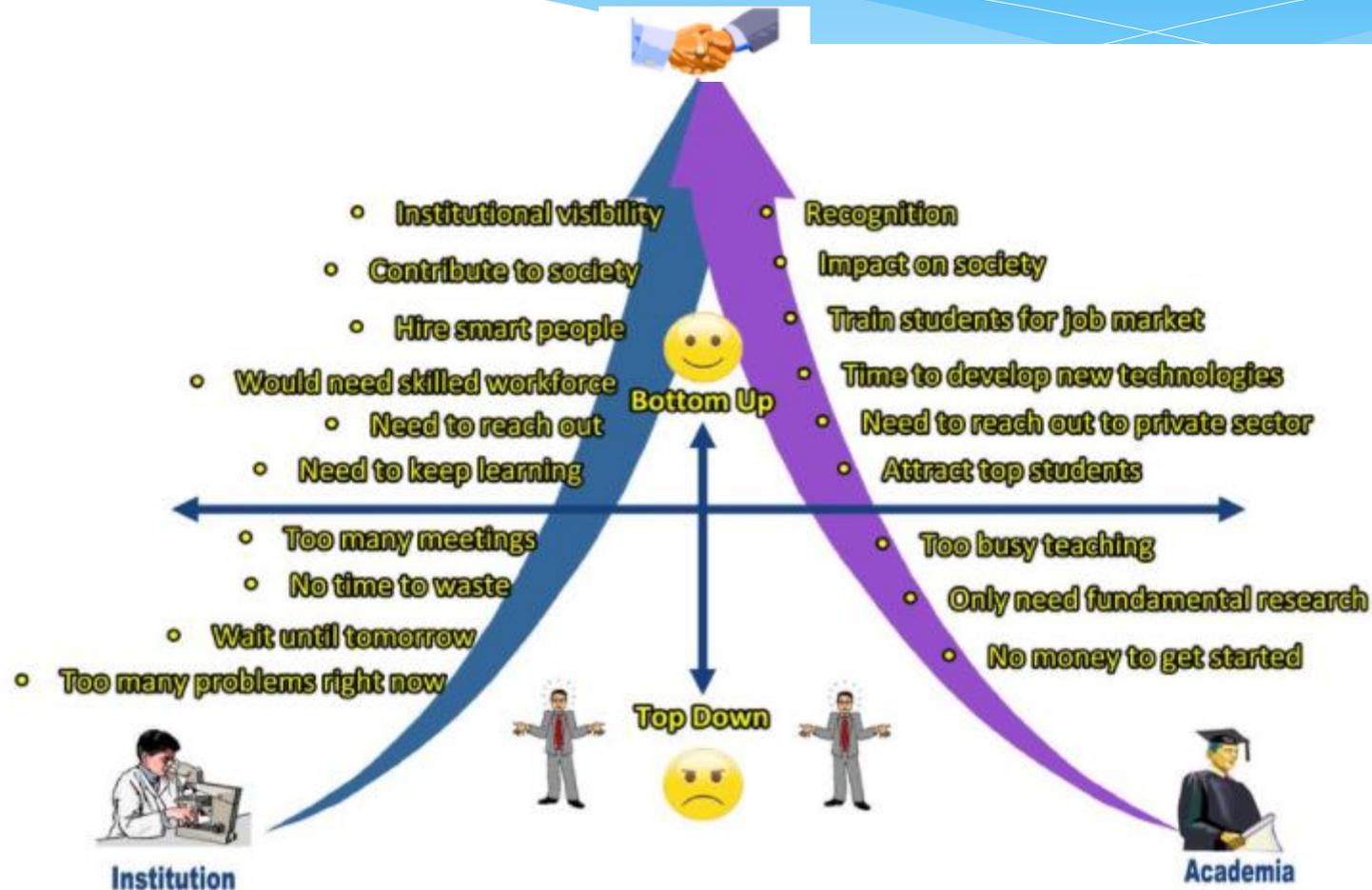
Besides, there is a large gender gap in capacity building as indicated by the educational attainment indicator. Despite the vital role that women play in environmental management and decision-making, their involvement and participation is rather low. While the crucial role played by female professionals 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

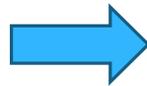
How to approach



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.