



**International Training Programme
in
Integrated Water Resources Management for the
Zambezi Riparian Countries
2009 - 2010**

**Training Phase 2 in Sweden from 28 September to 16 October, 2009
Training Phase 4 in Southern Africa from 8 February to 19 February, 2010**

Information Brochure

**Deadline for application
June 5, 2009**



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Abbreviations and Acronyms

ACWR	African Centre For Water Resources
GWP	Global Water Partnership
ITP	International Training Programme
IWRM	Integrated Water Resources Management
NGO	Non Governmental Organisation
NSC	National Steering Committees (under ZACPRO 6.2)
PIU	Project Implementation Unit
RSAP	Regional Strategic Action Plan (under SADC)
SADC	Southern African Development Community
Sida	Swedish International Development Cooperation Agency
SIWI	Stockholm International Water Institute
WaterNet	A Capacity Building Network for Water Resources Management in Southern Africa
ZACPLAN	Zambezi River Action Plan (under SADC)
ZACPRO	Zambezi Action Plan Project
ZAMCOM	Zambezi Watercourse Commission
ZRA	Zambezi River Authority

1. Introduction

Considerable efforts to develop a commission for the Zambezi River Basin started in the 1980s. Since then numerous elaborations have been made and on 13th July 2004 The Agreement for the Establishment of the Zambezi Watercourse Commission (ZAMCOM) was signed by the riparian countries.

ZACPRO 6:2 arranged in December 2005 a conference entitled "Stakeholder Dialogue, Participation and Networking Initiative for the Development of an Integrated Water Resources Management (IWRM) Strategy for the Zambezi River Basin". One of the conference outcomes included the need for capacity building on IWRM to support the development process for the Zambezi River Basin.

Sida, responding to this expressed need, invited subsequently the Consortium Ramboll Natura (Lead) and the Stockholm International Water Institute (SIWI) of Sweden to prepare and implement an IWRM Training Programme for the Zambezi River Basin riparian countries (hereafter referred to as IWRM-Zambezi).

Ramboll Natura and SIWI have since 2005 implemented Sida's International Training Programmes in Integrated Water Resources Management (IWRM) and Transboundary Water Management (TWM). More information can be found at www.rambollnatura.se and www.siwi.org. The IWRM Zambezi training programme builds on the Global training programme in IWRM with adaptations to the specific situation and context in the Zambezi River Basin.

The IWRM-Zambezi training programme will be held five times between 2006 and 2011. This is the call for applications for Year 4 of the training programme. During the first three years 80 people from the Zambezi riparian countries have participated. In addition a group of senior executives from the Zacpro 6.2 project took part in a special programme during the first year.

The planning and implementation of the training programme is coordinated and undertaken by Ramboll Natura (lead) and SIWI jointly with close collaboration with WaterNet and African Centre for Water Resources as the regional partners' organisation. The content and implementation of the programme is worked out in close cooperation with the Zacpro 6:2 Project.

Participants eligible to participate in the training programme are from the eight riparian countries of the Zambezi River Basin, including Angola, Botswana, Malawi, Mozambique, Namibia, United Republic of Tanzania, Zambia and Zimbabwe.

2. Programme Objectives

The objective of the training programme is to build capacity for supporting and consolidating the development process of Integrated Water Resources Management in the riparian countries of the Zambezi River Basin, including cross border collaboration. The training programme shall mainly contribute to the enhanced capacity of riparian countries' professional staff and organisations to address in a sustainable manner the issues and challenges in the management of the Zambezi River Basin. Furthermore the training programme shall encourage and stimulate the participants to become involved in dialogue and contribute to regional networking on Integrated Water Resources Management.

Specific Objectives

After the training programme the participants should have;

- increased understanding of international processes for sustainable development and poverty alleviation and how these relate to Integrated Water Resources Management;
- increased knowledge about international, national and local processes for IWRM with particular focus on the Zambezi River Basin, including institutional and legislative frameworks, technology development and management tools;
- clearly formulated plans for how to use the knowledge acquired during the training programme in practice and in particular how this contributes to the process of developing the IWRM strategy and plan for the Zambezi River Basin;
- capacity to continue dialogue and further develop contacts and networks, e.g. within the ZACPRO 6.2 Project's institutional framework and its national steering committees together with other participants and with resource persons from Sweden and elsewhere for information exchange and dialogue.

Change Processes

The IWRM training programme for Zambezi aims at promoting change processes at different levels in the system. An important entry point is that each participant will develop an Individual Project (IP) that will contribute directly to the processes in the Zambezi River Basin context of developing a common strategy and plan for the basin. The IPs shall also provide concrete actions to be undertaken at different levels.

3. Target Group

The Training Programme focuses on developing capacities of key organisations in supporting/coordinating the sustainable development of the Zambezi River Basin. The main focus of the training programme will be the National Steering Committees (NSC) under the ZACPRO 6.2 Project. WaterNet member organisations shall also be eligible to participate in the training programme. The programme is also open for applicants from other organisations and institutions in the Zambezi riparian countries.

The **Primary Target group** comprises of the NSC members, who represent key organisations in the respective riparian countries to be involved in the training programme. Provided that the persons are fulfilling the criteria to be accepted for the training programme, three to four persons per year of each NSC will participate.

The **Secondary Target group** comprises of WaterNet member organisations in the Zambezi riparian countries. WaterNet are assigning a Network Coordinator from one of its member institutions, who will also be part of the facilitation team. A small number of people representing WaterNet member organisations from the Zambezi riparian countries shall be invited to the training programme each year.

If the two main target groups are not filling up the places or meeting the requirements, applicants from other organisation and institutions will be accepted.

Selection process

The National Steering Committees will, based on their specific priorities, nominate three to four of their members to the training programme. A nomination form shall be completed by each NSC. A letter of approval and confirmation of participation from the candidates' managers shall be part of the nomination.

WaterNet may nominate a limited number of participants from its member organisations in the Zambezi riparian countries engaged in capacity building. A letter of approval and confirmation of participation from the candidates' managers shall be part of the nomination.

Individual applicants from other organisation shall also provide a letter of approval and confirmation of participation from the candidates' managers as part of their application.

For more information regarding the application process see under Practical Information.

Final selection is done by the organiser and candidates have to be approved by Sida.

Nomination Criteria

The selection will be based on the following criteria:

- The nominated candidates should hold an university degree and/or have at least five years professional working experience;
- Balance between government, non-government and academic organizations;
- Balance between the riparian countries
- Gender balance

Language requirements

The teaching language will be English. Participants shall have a proficient knowledge of English. Simultaneous interpretation will not be available.

4. Structure of Programme

The Structure of the IWRM-Zambezi training programme is below:

Phase 1	<p>Preparation (8 weeks, Part-time, in home country, August-September, 2009)</p> <ul style="list-style-type: none"> • Immediately after confirmed selection, the participants will start to develop the content of their Individual Projects. A short abstract should be sent to the Programme Management by two weeks prior to the start of the training in Sweden at the latest.
Phase 2	<p>Training in Sweden, (3 weeks, Full-time, September-October)</p> <p>The training in Sweden will include among other topics;</p> <ul style="list-style-type: none"> • Presentations on different aspects of IWRM; • Group discussions on cases and examples, including conflict management in relation to water resources management; • Role Play on stakeholder negotiations, and water resources decision making on for example, water allocation; • Field visit to a Swedish IWRM case study (Emån), including different IWRM aspects and stakeholder involvement (industry, agriculture, tourism, water abstraction, fishing, waste water treatment, water quantity and quality monitoring); • Presentation on Strategic Communication processes; • Examples of international commissions; • Continued development of individual projects and formation of thematic groups for peer reviewing.

Phase 3	<p>Further develop Individual Project (3 months, part time in home country, October 2009 – January 2010)</p> <p>The participants will further develop their individual projects according to plans developed during phase 2. Mentors and peer reviewers will be available to guide the development of the IPs. It is also expected that participants communicate with each other, e.g. based on groups.</p>
Phase 4	<p>Regional Training in Southern Africa (2 weeks, Full-time)</p> <p>The training will have the following contents among others;</p> <ul style="list-style-type: none"> • Presentations and discussions on regional aspects of IWRM; • Water allocation, SEA/EIA, gender, HIV and climate change; water law are topics to be presented and discussed among others; • Field trips will be organised; • Finalisation of the design of the Individual Projects.
Phase 5	<p>Completion of individual project in participants' home country (3 months, Part-time in home country, February-May 2009)</p> <ul style="list-style-type: none"> • Completion of individual projects with assistance from mentor and peer review group; • Short progress report on how the IP has been applied in the respective organisations; • De-briefing workshop with organisation organised by participant.

5. Participants' Individual Projects

Each participant develops an Individual Project (IP) during the training programme. The objective of the Individual Project (IP) is that each participant develops their own assignments that have a clear link to their own work situations and their organisation's mandates focussing on initiating IWRM processes, planning or dialogue. The project shall have a clear link to the Zambezi setting. It is imperative that the participants' supervisor supports the proposed individual projects.

It's expected that the participant is organising a workshop within their organisation and present their IP work towards the end of the training programme.

Guiding Principles of the Individual Projects

- The IPs should be realistic in scope and should contribute to the NSC/Organisations priorities in contributing to the Zambezi development process;
- The term "individual project" should be perceived in a broad context. The individual project should not be academic research project (exceptions can be made for WaterNet participants);
- The content of the IPs should have a clear link to the work situation of the participant, the organisation where the participant is working and the NSC;
- The participant's supervisor shall agree with the proposed IP;

Thematic areas for Individual Projects

The IPs should be related to IWRM planning and implementation. Examples of topics to be addressed are Water Governance, Water Resource Sustainability, Integrated Water and Land Use Management, Water Use Efficiency etc. It is

acknowledged that cross-cutting topics, such as water allocation, sharing the benefits of water, trade offs and mitigation in water use, water quality issues technology and infrastructure development, stakeholder participation etc. can also be addressed in the IP

6. Fulfilment of Training Programme

As seen above the training programme will run over a period of 10 months. The individual work in the phases 1, 3 and 5 is an important part of the programme and sufficient time has to be allocated for the participant to work on their IPs. **All five phases have to be completed as well as full attendance in phase 2 and 4 for approved participation.** A certificate will be issued to participants who meet the full requirements of the training programme.

7. Practical Information

Application process

The NSCs chairperson shall complete the Nomination and Personal Information forms, which are available as separate documents.

Other applicants shall complete the Personal Information form only, but together with a letter of confirmation as mentioned earlier.

Closing date for nominations is 5 June, 2009

All the nomination forms and personal information forms should be submitted directly to the Programme Secretariat (Ramboll Natura, see contact information below) with a copy to the nearest Swedish Embassy/Consulate and the ZACPRO 6.2 Programme Implementation Unit (PIU) (latest 5th June 2009, by e-mail or fax). Please note that the nomination/application forms need to be signed.

Selected applicants will be notified by e-mail or fax no later than June 19, 2009 and once accepted; the applicant must confirm his/her participation. An invitation letter containing additional information on the programme and the practical **arrangements** will be sent out afterwards.

Nominations submitted after the closing date will not be considered.

Cost of Participation

The cost of the programme is divided between a participation fee and accommodation cost. The participation fee covers all training cost such as lectures, literature, documentation, study tours and certain social activities. The accommodation cost includes board and lodging. The Swedish International Development Cooperation Agency (Sida) will cover these costs.

Sida pays the international travel cost from the nearest international airport to the training in Sweden (Phase 2) and the training in the Region (Phase 4). The Programme Secretariat will arrange for the participants' travel.

Visa fees, domestic travels within your country to the nearest international airport and any airport taxes or departure fees are NOT covered for.

Personal expenses are not included.

Accommodation

Accommodation for the participants is arranged for the full duration of the two training sessions. During the field trips the accommodation might be somewhat simpler.

Visa

Participants are responsible for obtaining all visas necessary for their journeys and stays during the trainings, both in Sweden and in Southern Africa. The visas should be valid for the whole period of each training respectively and the passport should be valid for three months longer than the entry visa. Inquires on visa for Sweden should be directed to the nearest Swedish Embassy/Consulate or other Schengen representation as soon as possible after acceptance in the programme. Participants visiting other countries on their way to or from Sweden must ensure that correct visas are obtained before leaving the home country, especially for visits to countries not included in the Schengen agreement. **The costs for obtaining visas are carried by the participants themselves.**

More information about visa information for Sweden can be found at:
<http://www.migrationsverket.se/english.html>

Insurance

All participants are covered by a group insurance while in Sweden and in Southern Africa. This insurance includes costs for medical care in the event of acute illness or accident. Medical and dental check-ups are not included.

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