

Organizing the national technical assistance in COWASH Phase III

1. Background

The Phase III Project Document specifies a number of outcomes and outputs. The delivery of these outputs requires a number of federal level disciplines to be applied in the federal technical assistance team. According to the required disciplines the document concludes that seven national long term specialists will be required to provide adequate technical assistance service in Phase III.

The analysis of the Phase III project document during the Phase III tendering process revealed that the budget allocated for seven long term national consultants employment for three years is not adequate. According to the consultant tender the budget allows only total of 145 working months. The project document anyhow suggests $7 \times 3 \times 10.5 = 220.5$ working months. The gap is big: 75.5 working months. One national specialist who is working three years in COWASH requires 31.5 working months. This means that the given budget allows the recruitment of five specialists instead of seven.

The Phase III is only for three years. In order to ensure smooth continuation from Phase II to Phase III it is important to have the best possible existing knowledge of COWASH within the federal TA team from the beginning of the Phase III. This will help COWASH to have speedy start up. The new TA who does not have working experience with COWASH does not facilitate effective continuation. Therefore it is recommended to avoid new recruitments as much as possible.

Having this understanding and knowledge the Consultant has prepared this proposal for the Embassy of Finland and MoWIE approval.

2. Analysis and proposed solution

The project document emphasizes that the federal TA focuses on the following (annex 6):

- Assist in national WASH and national capacity development
- Promote and share experience of CMP and other COWASH outcomes
- Assist in core planning and annual planning processes
- Assist in gender development and gender planning
- Provide orientation within the One WASH Program – specifically regarding the promotion, introduction and implementation of the CMP modality
- Participate and contribute in existing national working groups and task forces
- Assist and capacitate the Program Regions and RSU in CMP implementation
- Assist MoWIE in the M&E task and production of credible periodic WASH progress reports
- Plan and carry out the baseline and endline baseline data collection and impact study
- Plan the Sanitation Service Pilot and participate in its supervision

The following table illustrates on how the different tasks required can be divided among the required disciplines already existing in the COWASH Phase II TA team and in what areas external long term and short term inputs are needed in COWASH Phase III.

Tasks	Old Phase II specialists							New Specialists		
	Chief Technical Advisor	M&E Specialist	CMP Specialist	Capacity Development Specialist	Communication and Knowledge Management Specialist	Climate and Environment Risk and Water Safety Specialist	Junior Professional Officer	Gender and MSE Specialist	Short term consultancy	
Coordination										
Promotion										
Steering committee meetings										
Linking the Embassy										
Day to day management										
Result based planning										
Result based budgeting										
Result based reporting										
Quality assurance										
CMP development										
Research and studies + impact assessment										
CR Water Safety Planning development										
Training (O&M, CR-WSP, SECR, Gender, Disability, CMP, MSE, Database, GIS, Communication, etc.)									Nat, 63 d	
Training material development										
Supportive supervision										
Support in water and sanitation technical audits										
Support in water and sanitation construction										
Support in water and sanitation rehabilitation										
Support MoH in sanitation design preparation									Nat, 21 d	
Support in tendering and procurement										
Support in RSU recruitment										
Support in financial auditing										
Support in drilling and water supply designs preparation										
Support in water quality assurance										
Support in WASHCO legalization										
Conduct capacity assessments										
Conduct training impact assessments via focus group discussions										
Identify MSEs in O&M and sanitation										
Conduct Market studies in O&M and sanitation in selected woredas									Nat, 31,5 d	
Support in MSE capacity development in O&M and sanitation										
Conduct O&M and sanitation MSE case studies										
Support school menstrual hygiene management guideline devel.										
Establish financing system to support MSEs in business development in the areas of O&M and sanitation marketing									Int., 10,5 d	
Support in women leadership development										
Conduct women champion case studies										
Develop M&E framework and M&E plan										
Manage GIS mapping data, water and sanitation infrastructure data									Int. 10,5 d	
Develop Planning and Monitoring Database									Nat, 31,5 d	
Assist in the preparation for and conducting of Annual Regional Planning and Review Workshops										
Support in national M&E system development										
Develop communication strategy										
Prepare promotional materials										
Manage CMP Web page										
Prepare case stories										
Organize experience sharing and other major events										
Organize media events and links to media										
Develop environment, social and climate risks screening templates										
Support to MoWIE in CR-WSP and ESCR safeguard implementation										
Develop disability and inclusion training materials									Nat, 31,5 d	
Develop COWASH H&S transformation approach									Nat, 31,5 d	
• Support in COWASH school water and sanitation implementation										
• Support in COWASH public latrine and ODF implementation										
• Support in COWASH community centered H&S implementation										
• Support in COWASH Sanitation marketing implementation									Nat, 21 d	

Legend

	No responsibility		Main full responsibility
	Sub-responsibility/		Full execution

contribution	
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With the above described arrangements we propose that the Hygiene and Sanitation Specialist is not needed to be employed. When there is required specific service on sanitation and hygiene, we propose to use a short term consultant service either national or international as per the need and demand. With this arrangement, we can plan the long term technical assistance in COWASH Phase III as follows:

International long term specialists	2009 EFY	2010 EFY	2011 EFY	Total	Budget category
	Work days	Work days	Work days	Work days	
1.1 Chief Technical Advisor	220.5	220.5	220.5	661.5	TA
1.2 Junior Professional Officer	231	252	252	735	Reimbursable
SUB TOTAL	451.5	472.5	472.5	1396.5	

National long term specialists	Work days	Work days	Work days	Work days	Budget category
2.1 Capacity Development Specialist	220.5	220.5	147	588	TA
2.2 CMP Specialist	220.5	220.5	147	588	TA
2.3 Gender and MSE Specialist	189	220.5	147	556.5	TA
2.4 Communication and Knowledge Management Specialist	220.5	220.5	147	588	TA
2.5 Climate , Environmental Risk and Water Safety Specialist	220.5	220.5	147	588	TA
2.6 M&E Specialist	220.5	220.5	220.5	661.5	TA
SUB TOTAL	1291.5	1323	955.5	3570	TA

Short term specialists	Work days	Work days	Work days	Work days	Budget category
International short term specialists					
3.1 Development of financing packages in O&M and SM	10.5			10.5	TA
3.2 GIS mapping	3.5	3.5	3.5	10.5	TA
SUB TOTAL	14	3.5	3.5	21	TA

Local short term specialists					
4.1 O&M training	63			63	TA
4.2 Market studies	31.5			31.5	TA
4.3 Support MoH in sanitation design preparation	21			21	TA
4.4 Planning and monitoring database development	31.5			31.5	TA
4.5 Disability and inclusion development		31.5		31.5	TA
4.6 Hygiene and Sanitation transformation development	31.5			31.5	TA
4.7 Sanitation marketing concept development		21		21	TA
4.8 Others to be defined later on in the process		21	21	42	TA
SUB TOTAL	206.5	80.5	28	315	TA

This table illustrates the following:

- It is proposed that the Hygiene and Sanitation Specialist is not employed. His/her work is done by the above specialists as illustrated in the first table. CTA shall have the main responsibility in coordinating this work among the local long term specialists
- If additional resources are not allocated, in the last year of COWASH Phase III, the major part of national long term specialists work only 2 months in order to finalize the year 2010 EFY data collection and analysis

1.1 Solution

According to the need of international and national short term specialists as planned in the tables above, the total of 5 international man-months are saved and a total of 3 national short term specialist man-months are saved. In total, this makes total savings of EUR 78,235 saving. With this saving, the employment of 5 local long term specialists during the year 2011 EFY can be extended to 7 months. It is further assumed that the decision on the allocation of additional funds of EUR 700,000 for one year extension has been done. With this additional fund allocation the remaining year of 2011 EFY together with 2012 EFY plan can be prepared.