

# NILE BASIN INITIATIVE ANNUAL MANAGEMENT AND PROGRESS REPORT:

# JULY 2008 - JUNE 2009

Supported through the Institutional Strengthening Project (ISP)

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# LIST OF ACRONYMS

ADB	African Development Bank
ATP	Applied Training Project
AU	African Union
BSF	Benefit Sharing Framework
CBSI	Confidence-Building and Stakeholder Involvement
CEPGL	Economic Community of Great Lakes Countries
CF	Cooperative Framework
CFA	Corporative Framework Agreement
CI	Collaborating Institutions
CRA	Cooperative Regional Assessment
DRC	Democratic Republic of Congo
DSS	Decision Support System
EAC	East African Community
EAPP	East African Power Pool
EGL	Energy of Great Lakes
EIA	Environment Impact Assessment
EN	Eastern Nile
ENCOM	Eastern Nile Council of Ministers
ENSAP	Eastern Nile Subsidiary Action Program
ENSAPT	Eastern Nile Subsidiary Action Program Team
ENTRO	Eastern Nile Technical Regional Office
ESIA	Environment and Social Impact Assessment
EU	European Union
EWUAP	Efficient Water Use for Agricultural Production
FDI	Foreign Direct Inflows
GIS	Geographical Information System
GTZ	German Technical Cooperation Agency
HFA	Head Finance and Administration
HIV	Human Immune-Deficiency Virus
HSPM	Head Strategic Planning and Management
ICT IDEN	Information and Communication Technology
IDEN	Integrated Development of the Easter Nile Institutional Design Studies
IFMS	Integrated Financial Management System
	Integrated Lakes Management Plan
ISP	Institutional Strengthening Project
IT	Information Technology
IWRM	Integrated Water Resources Management
JMP	Joint Multipurpose Project
KM	Knowledge Management
LEAF	Lakes Edward and Albert Fisheries
LVBC	Lake Victoria Basin Commission
LVEMP	Lake Victoria Environment Management Project
M&E	Monitoring and Evaluation
MG	Micro Grant
MOU	Memorandum of Understanding
MSA	Management Services Agreement
MTR	Mid-Term Review
NB	Nile Basin
NBDF	National Nile Basin Development Forum
	Nile Basin Initiative
NBSF NBTF	Nile Basin Sustainability Framework Nile Basin Trust Fund
NEL	Nile Equatorial Lakes
NELCOM	Nile Equatorial Lakes

NELSAP NELTAC NGO Nile-COM Nile-IS Nile-SEC NTEAP PI PMF PMU RBS RPM RPT RRFP SAP SDBS SEA SDBS SEA SIDA SPRC SVP SVP-C TTL UK UNDP UNOPS US \$ / USD	Nile Equatorial Lakes Subsidiary Action Program Nile Equatorial Lakes Technical Advisory Committee Non-Governmental Organization Council of Ministers of Water Affairs of the Nile Basin states Nile Information System Nile Secretariat Nile Trans-boundary Environmental Action Project Participating Institutions Performance Monitoring Framework Project / Program Management Unit Results Based System Regional Project Manager Regional Project Manager Regional Power Trade Regional Power Trade Regional Rusumo Falls Hydroelectric and Multipurpose Project Subsidiary Action Programs Socio-Economic Development and Benefit-Sharing Strategic Environment Assessment Swedish International Development Agency Senior Regional Project Coordinator Shared Vision Program Shared Vision Program Coordination Task Team Leader United Kingdom United Nations Development Program United Nations Office for Project Services United States Dollars
US \$7 USD WB WRPM	World Bank Water Resources Planning and Management

# EXECUTIVE SUMMARY

#### Introduction, NBI context and general overview

The Nile Basin Initiative (NBI) continued to operate in a transitional set up as a partnership of the 9 riparian countries<sup>1</sup>, which is implementing the two complementary programs constituting the Strategic Action Plan of 1999. The NBI has operationalised its Governance and Management structures, processes and mechanisms for constructive dialogue, planning and development among the Nile basin countries, which is focused on utilization of water and water's benefits. The Institutional Strengthening Project (ISP) became effective on 1<sup>st</sup> October 2008 and continues to support the NBI Secretariat in its coordination of all NBI programs, and the dialogue process for a Nile Basin Cooperative Framework Agreement to sustain cooperation in the Nile basin. The ISP is also supporting the Eastern Nile Technical Regional Office (ENTRO), and the Nile Equatorial Lakes Subsidiary Action Program (NELSAP) coordination Unit, as well as the National Offices in each country.

The ISP operates in parallel with, and supports the coordination and supervision of the Shared Vision Program (SVP) projects until their closure. Close collaboration between the strengthened NBI institutions, notably the NBI Secretariat, NELSAP-CU, ENTRO, and National NBI Offices is needed to consolidate good practices and technologies, policy harmonization, human capacities and other gains of the completing SVP projects. The ISP is developing administrative systems including harmonized policies on Human Resources, Financial and Procurement Management, as well as improving Communications and Institutionalizing the Monitoring and Evaluation System for the NBI institutions to begin to apply.

The SVP-C project, which was formulated to support and build capacity of NBI Secretariat to operate effectively, and the Institutional Strengthening Grants of ENTRO and NELSAP- CU successfully closed in December, 2008. This marked the beginning of the long process of NBI transition from project mode of operation to institutional mode of operation. The year also witnessed the smooth transition of both the Nile-COM Chair and Nile-TAC Chair from Uganda to the Democratic Republic of Congo (DRC), and the position of Executive Director from Mr. Audace Ndayizeye from Burundi to Ms. Henriette Ndombe of the Democratic Republic of Congo (DRC). Changes in the external and internal context provided opportunities but also posed some challenges and demands, which have a significant bearing on NBI's drive towards achieving its vision.

The demonstrated increase in countries' commitment to and confidence in the NBI, in the short-term improved the cash flow for core operations of the NBI secretariat. It has also enabled increased activities from all NBI programs and projects in all basin countries. DRC successfully hosted the 16<sup>th</sup> Nile-COM and the 26<sup>th</sup> Nile-TAC meetings in Kinshasa in July, 2008, and the 18<sup>th</sup> NELTAC, 13<sup>th</sup> NEL-COM, as well as the extraordinary Nile-COM meetings in Kinshasa in May, 2009. There was concerted effort by the Nile-COM Chair and the NBI Executive Director to bring to a successful conclusion the Nile Cooperative Framework Agreement, which will provide legal status for NBI operations in all countries as well as paving the way for setting up a permanent River Basin Organization. Bilateral discussions were held during the reporting period with all the countries through their Nile-COM members, in which options were considered to facilitate the finalization of the CFA. In the Extra-ordinary Nile-COM meeting Nile-COM meeting held in Kinshasa on May, 22<sup>nd</sup> 2009, the Nile Council of Ministers, with the Exception of Egypt, that presented some reservation, resolved to set up a Nile Basin Commission, and annex article 14b to be considered by an international audit committee.

Building up of the technical teams at the three NBI centers progressed well and is nearly complete, standing at an average of 66% by July, 2009. When this process when completed

<sup>&</sup>lt;sup>1</sup> The Nile Basin States that participate in NBI (in alphabetic order) are: Burundi, Democratic Republic of Congo, Egypt, Ethiopia, Kenya, Rwanda, Sudan, Tanzania and Uganda. Eritrea currently participates in the NBI as an observer.

will boost the human capacity and lead to speedy implementation of all the planned NBI activities during the ISP period.

The first World Bank Implementation review for ISP conducted from January, 21<sup>st</sup> to February, 16<sup>th</sup> was useful in streamlining the start-up of the implementation of the agreed ISP work plans at the three main units of NBI. Several recommendations were made and the key indicator targets in the Performance Monitoring Framework of ISP were updated to include biannual supervision milestones.

#### Key Results Achieved in the reporting period

Overall, having started on a solid foundation laid by the SVP, the NBI –ISP has during this short first year of operation made substantial progress towards realization of the key results in all the five components / outcome areas: Procurement for the key institutional and administrative studies has advanced, and the studies are expected to start in the second FY of ISP. In addition, an institutional effectiveness rapid assessment has been conducted and work initiated to address the three early priorities it identified: (i) improving NBI internal communications; (ii) undertaking a management structure review at NBI Secretariat; and (iii) initiating an early governance review in advance of the Institutional Design Study. SVP has largely achieved its objectives of building capacities, trust and cooperation in the NBI countries. The strategy for mainstreaming critical SVP outputs and products for sustainability has been developed. An MoU has been signed with Tanzania, paving way for Nile-SEC execution of the second phase of RPT project.

#### The following are highlights of specific Institutional Strengthening Achievements:

- Key staff recruitments completed to 66%, and Firm selected for Institutional Design Studies, and process advanced for Human resources policy.
- The Nile Basin Sustainability Framework (NBSF) plan and concept approved, is now getting consensus for in preparation for detailed development.
- Internal management and reporting systems, especially in Finance, Procurement, Monitoring and Evaluation were further strengthened and now being institutionalized.
- Development of Resources Mobilization Strategy was initiated through ENTRO.
- Upgrading IT and Knowledge management initiated.
- Through NELSAP, Environmental Safeguards Management Framework (ESMF) for Investments was developed.
- Formation of Integrated Water Resource Management (IWRM) unit progressed at all 3 NBI centres.
- Implementation of NBI Communication Strategy was initiated with the main focus on building image of NBI.
- Work on Gender Equality advanced during the year.
- Strategy and action plan for mainstreaming SVP outputs and sustaining cooperation and community of interest built over the 6 years of SVP implementation was developed.
- Good progress was made n scaling up preparation of investment projects in power generation and trade, water and environment resource management, flood control, and agricultural trade and production support.
- In EN, seven sets of pre-investment and investment projects, and one program were implemented in the 3 countries of Egypt, Ethiopia and Sudan.
- NEL has prepared and implemented 15 investment projects distributed as follows: 5 pre-investment projects being implemented (LEAF, SMM, Mara, Kagera and RATP); 5 in country investment projects; and 5 regional investment projects.
- Todate Nile Basin has investment projects amounting to US \$ 1.31 billion in both the EN sub-basin (US \$ 469), and NEL sub-basin (US \$ 562). NBI also facilitated the preparation of Tana Beles IWRD and LVEMP 2 projects worth US \$ 185 million, and additional US\$ 1.8 billion for the Eastern Power Markets.

### **Financial Performance**

The budget for the FY 2008/2009 for the three NBI Centers was US \$ 6.989 million, out of which US \$ 2.718 million has been spent. There was low budget realization, mainly because the FY 2008/09 was a short year, with ISP becoming effective in October, 2008, and actual disbursement starting in December, 2008 after the necessary Bank accounts and signatories were obtained. This reduced the time for spending the 12 month budget to 6 months only.

#### Management

The NBI-ISP has now incorporated most institutional activities under one umbrella, and initial steps have been taken in the overall process of strengthening NBI's performance as one River Basin Organization.

Three Task Team Leaders (TTLs) have been appointed as follows: At Nile-SEC, the Head of Strategic Planning and Management (overall NBI ISP TTL) with primary responsibility for execution of Nile-SEC activities under NBI-ISP, and also for the coordination of activities with ENTRO and NELSAP under the guidance of the Executive Directors of NBI/Nile-SEC and ENTRO; Regional Project Coordinator of NELSAP-CU is the TTL for NELSAP- ISP, while The Senior Operations Officer is the TTL for ENTRO-ISP.

To harmonize general administrative and management systems, the financial years for all three units operating from three different NBI countries have been harmonized into one period running from July to June. Harmonization of the Financial Management Systems is in progress, with a common Chart of Accounts already operationalised, and finance and procurement manuals under development. The NBI Results Based System already adopted during the SVP implementation is now being institutionalized under ISP and preparations made to expand its application to cover internal management and administrative systems as well as institutional progress. The Results Based Planning and Reporting formats have been modified and adapted for institutional quarterly and annual planning, budgeting and reporting.

The Nile-TAC, which previously also served as the Project Steering Committee (PSC) for the SVP-C project was constituted as the PSC for the ISP, conducting business of both the NBI Nile-TAC and the ISP PSC concurrently.



### Key Challenges

Prioritization when "Taking on board" all of the urgent NBI program and project needs under ISP: communication channels and procedures for consultations within the NBI ISP team, and: The absence of an institutional and legal framework will continue to delay implementation of SAP projects proposals investment through constrained borrowing. As SAP preinvestment grants come to an end. and investment projects progress to the next phase, putting a strategy in place for mobilizing resources is becoming a priority for all the three NBI units.

# 1 Background Information

# 1.1 Background to the Institutional Strengthening Process

As a partnership of the 9 riparian countries, the NBI<sup>2</sup> has through implementation of the two complementary programs constituting the Strategic Action Plan 1999, largely achieved the first phase of its mission of building capacity, trust and confidence. The two complementary programs include:

- a) A Shared Vision Program (SVP), a multi-country, multi-sectoral, grant-funded program of collaborative action, exchange of experience, building trust and capacity for laying basin wide strong foundation for joint investment in the management and development of the Nile basin.
- b) The Subsidiary Action Programs (SAP), made up The Eastern Nile Subsidiary Action Program (ENSAP) and Nile Equatorial Lakes Subsidiary Action Program (NELSAP)<sup>3</sup> that continue to complement the SVP by putting into action on the ground, the cooperation and trust built between the basin countries for realization of trans-boundary development projects through exploring subsidiary actions at the sub-basin level to initiate concrete investment.

Running parallel to the two programs is the institutional dialogue process for a Nile Basin Cooperative Framework Agreement to sustain cooperation in the Nile basin. The member countries are now closer to finalizing a Cooperative Framework Agreement (CFA) which would create a permanent river basin organization (RBO).

# 1.1.1 Project rationale

Overall, NBI has operationalised the transitional regional institutional governance and institutional structures, processes and mechanisms for constructive dialogue, planning and development among riparians, focused on the sharing of water and water's benefits. Despite significant achievements, the NBI still faces several challenges, which need to be addressed. These include among others the following:

- a) Inadequate institutional capacity to fully perform its mandated functions, in terms of thin core staffing relative to the size of the NBI's work program and needs in responding to increasing and emerging demands (e.g. strategic planning, resource mobilization, basin management issues, such as climate change).
- b) Implementation challenges in delivering the SVP and SAP programs for operational integration across the basin, which requires harmonized policies and procedures.
- c) Unclear linkages and ways of cooperation with other regional institutions and stakeholders (such as the Lake Victoria Basin Commission LVBC).
- d) Lack of effective strategic planning capacity and a corresponding strategic approach to river basin management, which is one of the principal requirements to consolidate and sustain the gains made thus far, and to ensure proper adaptation to the changing regional environment.

In addition, all SVP projects except Water Resources Planning and Management (WRPM) will be completed by end of 2009. The shared vision program has achieved outcomes that are critical for building a Nile Basin community of interest, fostering trust in the NBI institution, and establishing a technical foundation for integrated water resources management (IWRM) in the basin. Without a mechanism that consolidates and mainstreams SVP outputs, there is a risk that the numerous program benefits may be lost. The Nile countries are also moving fast to

<sup>&</sup>lt;sup>2</sup> The Nile Basin States that participate in NBI (in alphabetic order) are: Burundi, Democratic Republic of Congo, Egypt, Ethiopia, Kenya, Rwanda, Sudan, Tanzania and Uganda. Eritrea currently participates in the NBI as an observer.

<sup>&</sup>lt;sup>3</sup> ENSAP comprises the three Eastern Nile countries of Egypt, Ethiopia & Sudan. NELSAP comprises the six Equatorial Lakes countries of Burundi, DR Congo, Kenya, Rwanda, Tanzania, Uganda, as well as the two downstream countries of Egypt and Sudan making a total of 8.

scale up SAP activities. As a result, a more institutionally robust one-NBI is needed to face a larger and more sophisticated set of management challenges, and to support international good practice on project preparation and implementation. The Institutional Strengthening Project (ISP) became effective 1<sup>st</sup> October 2008 and continues to support the NBI Secretariat in its coordination of all NBI programs, and the dialogue process for a Nile Basin Cooperative Framework Agreement to sustain cooperation in the Nile basin. The ISP is also supporting ENTRO and NELSAP-CU, and national offices in each country to further the process of institutional strengthening to prepare the NBI for the challenges it faces on an increasing scale. The ISP therefore operates in parallel, with, and is responsible for coordination and supervision of the SVP projects until their closure. Further strengthening of NBI will enable it as an institution to tackle the challenges faced today, and prepare for future emerging challenges.

### 1.1.2 Project standard data

i. –	Project name:	NBI Institutional Strengthening Project (ISP)
	Project Number:	ID No: P110616; TF Grant: 093015
	Implementing Agencies:	World Bank, GTZ
	Executing Agencies:	Nile Basin Initiative, NBI countries
	Development Partners:	Canada, Finland, Sweden, Netherlands, UK, Denmark, EU,
		France, Others through NBTF, GTZ
vi.	Duration:	3 years October 2008 – September, 2011
vii.	Total project budget:	US \$ 33.76 mill.
	Geographic location:	All NBI countries coordinated from; NBI Secretariat in Entebbe,
	0	Uganda; ENTRO in Addis-Ababa, Ethiopia, and; NELSAP-CU in
		Kigali, Rwanda.

# 1.1.3 Objectives and key outcomes of ISP

The NBI overall development objective of ISP is; To strengthen NBI foundation for institutional sustainability, enhance capacity, and ensure harmonized corporate management to more effectively deliver programs and projects. The project targets the following four functional outcomes, and one administrative outcome by the end of the project period.

- a) NBI will have strengthened governance structure and capacity to operate according to its mandate on a sustainable basis operating as one NBI with harmonized policies and procedures across the basin. This will allow the NBI to undertake an institutional design process to prepare the Nile Basin Institution for new challenges it will face with CFA or without.
- b) NBI will have enhanced foundation for knowledge-based integrated water resources management, and will be equipped for consolidating and mainstreaming SVP outputs, and will thereby help to ensure that SVP benefits are captured and applied.
- c) NBI will have strengthened and enhanced foundation for resources development as well as its capability for delivering development projects. The NBI will therefore be equipped with more robust institutional integrated infrastructure and critical skills needed to deliver its current work program more effectively.
- d) Key stakeholders will have improved understanding, and involvement in Nile Basin issues strengthened participation and communication.
- e) NBI will successfully manage all SVP projects.

# 1.1.4 Key milestones

- 1<sup>st</sup> July, 2008: Planned date of project effectiveness after completion of appraisal and negotiations delays necessitated by the formal processing stages at the WB.
- 1<sup>st</sup> October, 2008: Actual date of project effectiveness Approved Grants were operationalised.

- 19<sup>th</sup> 20<sup>th</sup> July, 2008: First meeting of Nile-TAC also as PSC of ISP, and approval of 1<sup>st</sup> year budget and ToRs of ISP-PSC.
- October 14 17, 2008: Second meeting of Nile-TAC partly as ISP PSC, focusing on ISP start up activities, including the ToRs for the Institutional Design Studies.
- January 21<sup>st</sup> to February 16<sup>th</sup> 2009; 1<sup>st</sup> World Bank ISP implementation review key implementation milestones agreed upon.
- 13<sup>th</sup> May, 2009; Official Launch of ISP and ceremonial inauguration of Nile-TAC as ISP-PSC during the 28<sup>th</sup> Nile-TAC and 6<sup>th</sup> formal NBTF meetings of 11 15 May, 2009.
- 30<sup>th</sup> June, 2009: First ISP supported NBI Annual report developed.

# 1.2 Report Background

This ISP supported NBI Annual Report though covering a shortened 9 months implementation period from October 2008 to June 2009, marks the start of Financial Year based reporting in NBI. This is the first ISP-based annual report as well as the first FY-based annual progress report for NBI. All subsequent progress reports, as well as work plans and budgets will cover the period July – June. This annual report provides the management status and progress in overall NBI performance during the period October, 2008 – June, 2009. It incorporates administrative and institutional as well as programs and project's progress made by the NBI Secretariat, NELSAP-CU, and ENTRO during the period. The final report will also incorporate project level progress made by the SVP in the period January – June, 2009, that contributes to the overall NBI Short term results. The report will as much as possible continue to reflect NBI progress based on its three track strategy, namely; overall management, institutional strengthening and strategic dialogue; (2) SAP investments; and (3) Shared Vision Program (SVP). Institutional Strengthening will receive more detailed coverage, with progress reported on outcome and output basis.

Development of this report has been a collective effort of the NBI Secretariat, SVP projects and SAPs, coordinated by the NBI Secretariat. The report follows the Results Based System (RBS) format of reporting. Achievements are aggregated and reported based on the level of progress in reaching the key ISP indicators and milestones.

Section 1 of the report provides a brief background to the NBI – ISP and key standard data. The present context in which the NBI and its programs and projects operate is outlined in section 2. Section 3 describes actual levels of outputs achieved by outcome / component, against what was planned during the reporting period. Section 4 explains the management status, while section 5 indicates the year's management and institutional expenditures, with focus on ISP. Key challenges and constraints faced in the implementation of programs and projects during the year are outlined in section 6. Lessons learned and recommendations are highlighted in section 7. Selected appendices, which contain extra details of the issues reported in the main body of the report, are included in section 8.



Planting trees during Nile-Day Celebrations in Bujumbura, 21<sup>st</sup> February, 2009

# **Project Context as it affected Implementation**

# 1.3 Validity of the ISP Design and Rationale

The concept of ISP started in 2005, and project preparatory work was initiated in 2006. A lot of thinking went into the ISP as a support for building capacity of the NBI institutions. The rapid progress made by NBI in implementing its Strategic Action Plan between 2006 and 2008, and the progress made by NBI countries to conclude the Cooperative Framework Agreement, further justify this timely implementation of ISP.

More concerted collaboration between NBI offices and a more integrated approach to investments, with SAPs moving into the next generation of more complex regional investment projects are resulting to an emergence of a stronger "one NBI" requiring increased staff and other institutional capacities. Close collaboration between the strengthened NBI institutions, notably the NBI Secretariat, NELSAP-CU, ENTRO, and national NBI Offices is needed to consolidate good practices and technologies, policy harmonization, human capacities and other gains of the SVP projects that are now mainly focused on successful completion. The ISP is designed to meet these needs and is developing administrative systems including harmonized policies on Human Resources, Financial and Procurement Management, as well as improving communications for the NBI institutions to begin to apply.

One of the core planned activities under ISP, which has been initiated through ENTR0 is the development of a resource mobilization strategy. During the ISP period (2008 – 2011), NBI has the opportunity to consolidate and institutionalize cooperative gains to-date, complete the first round of capacity building and investment projects, streamline its focus on the core business of a river basin organization and solidify the financial basis for sustainability. The challenge of linking NBI projects to national priorities to maintain NBI relevance and ensure that identified projects are financed is one of the needs for ISP.

# 1.4 Key Changes in NBI during the reporting period

SVP Coordination Project (SVP-C) officially closed in December, 2008, as ISP became effective, thus marking the beginning of the long process of NBI transition from project mode of operation to institutional mode of operation. The year also witnessed the smooth transition of both the Nile-COM Chair and Nile-TAC Chair from Uganda to the Democratic Republic of Congo (DRC), and the position of Executive Director from Audace Ndayizeye from Burundi to Ms Henriette Ndombe of the Democratic Republic of Congo (DRC). There was also a smooth handover of the office of Strategic Planning from then Ag. Head Mr. Audace Ndayizeye to Dr. Canisius Kanangire as the substantive Head Strategic Planning and Management (HSPM). Changes in the external and internal context provided opportunities but also posed some challenges and demands, which have a significant bearing on NBI's drive towards achieving its vision.

# 1.5 External Context

The recognition of the enormous developmental potential coupled with the existence of diversified opportunities has opened up avenues for cooperation in the entire Nile basin. The countries have realized that within the Nile Equatorial Lakes, and the Eastern Nile sub-basins, there is need for the joint management and exploitation of water resources in a collaborative manner. This will underpin increased sub-regional cooperation, stimulate sustained socio-economic growth and development and guarantee the much needed transboundary social cohesion as a building block to cultural-political-socio-economic stability that allows harmonious co-existence across national boundaries. The countries have acknowledged that as a group they stand a better chance of enhancing their bargaining power internationally while at the same time increasing south-south cooperation in their areas of comparative advantage in ways that identify innovative investment opportunities that generate "win-win" benefits that can be equitably shared across all countries.

The demonstrated increase in countries' commitment to and confidence in NBI, has greatly improved the cash flow for core operations the NBI secretariat. In March, 2009, all the countries of NBI had unpaid annual cash contributions for the operations of the NBI Secretariat and NELSAP-CU. By June, 2009, the countries had made cash payment of USD 399, 075, and this figure has further increased during July, 2009. NBI programs and projects activities have also increased in all basin countries. DRC successfully hosted the 16<sup>th</sup> Nile-COM and the 26<sup>th</sup> Nile-TAC meetings in Kinshasa in July, 2008, and the 18<sup>th</sup> NELTAC, 13<sup>th</sup> NEL-COM and extraordinary Nile-COM meetings in Kinshasa in May, 2009.

There was concerted effort by the Nile-COM Chair and the NBI Executive Director to bring to a successful conclusion the Nile Cooperative Framework Agreement, which will provide legal status for NBI operations in all countries as well as paving the way for setting up a permanent River Basin Organization. Bilateral discussions were held during the reporting period with all the countries through their Nile-COM members, in which options were considered to facilitate the finalization of the CFA. In the Extra-ordinary Nile-COM meeting held in Kinshasa on May, 22<sup>nd</sup> 2009, the Nile Council of Ministers, with the Exception of Egypt, that presented some reservation, resolved to set up a Nile Basin Commission, and annex article 14b to be considered by an international audit committee to fine tune.

Countries of the Nile Basin have experienced reduced Foreign Direct Inflows (FDI) following the present global financial crisis. This is likely to affect the development programs of the NBI countries, including SAP facilitated investments. There has however been enhanced liaison and collaboration with Development Partners, through consultations with their Embassies in the Basin countries.

NBI continued to collaborate with other regional initiatives such as the Lake Victoria Basin Commission (LVBC) and specifically with the Lake Victoria Environmental Management Program (LVEMP II) on water hyacinth abatement in the Kagera River Basin. This is covered under the MOU signed between NBI and East African Community, which now includes Burundi and Rwanda as members. NELSAP held further collaborative meetings with the LVBC and areas for cooperation and creating synergies identified with possible twinning of financial and human resources to implement investment interventions. Another regional organization is the Economic Community of Great Lakes Countries - CEPGL – Burundi – Rwanda – DRC with its branch Energy of Great Lakes (EGL). This new organisation has been taken into consideration and NELSAP was given the mandate to coordinate the institutionalization of Coordination meetings for the three regional organizations to avoid duplication and enhance complementarity. Under the Regional Agricultural Trade and Productivity (RATP) Project, synergy has been sought with COMESA, the EAC, the FAO Nile Project and other RECs.

# 1.6 Internal Context

NBI operations initiated the process transitioning from project approach to institutional approach. There has been a focus on developing mechanisms for sustaining the gains from projects and programs. As SVP projects wind up, the integration of their final outputs into SAPs activities has been speeded up. This is greatly augmented by the initiation of activities toward the development of the Nile Basin Sustainability Framework (NBSF) and the Benefit Sharing Framework (BSF.

The SVP-C project, which was formulated to support and build capacity of NBI Secretariat to operate effectively, and the Institutional Strengthening Grants of ENTRO and NELSAP- CU successfully closed in December, 2008. The NBI – ISP therefore assumed the support to the three key institutions of NBI Nile-SEC, NELSAP-CU, and ENTRO), which will in turn strengthen the national NBI offices. The staff working in the three institutions funded through countries contributions and projects were absorbed into the ISP upon fulfilment of criteria set the World Bank and a rigorous system of appraisal and vetting to transfer staff contracts from closing grants and projects into ISP.

The Executive Director participated in a number of international activities. These include among others; the Tolberg Forum in Sweden on sustainable development, UNEP conference on climate change, Regional Climate Change in Bamako. A concept note on climate change has been developed and approved by Nile-TAC.

New recruitments were made to fill positions in the organisation. These include the following: Head Strategic Planning and Management (HSPM), Head Finance and Administration (HFA) Regional Human Resources Manager (HRM), and two new Communications Specialists recruited under CBSI in July, 2008 to support the corporate level communication function of Nile-SEC. The Regional Procurement Specialist started work in July, 2009, and the following Regional staff are expected to join the NBI secretariat team by August, 2009; IWRM Specialist; Water Policy Specialist; Environment Specialist and Knowledge Management Specialist. The Senior Economist, GIS Specialist, and IT/Information Management Assistant will be recruited later in the year. Building up of the Technical team at the NBI secretariat is therefore nearly complete. This will boost the human capacity at the Nile-SEC and lead to speedy implementation of the planned activities during the ISP period.

NELSAP-CU has operated at near full human capacity, and by June, 30<sup>th</sup> 2009, the CU will have engaged the services of a Social Development Officer, a Water Modeler, a Junior Professional/GIS, a Librarian and a Senior Secretary. At ENTRO, Recruitment process for senior and regional posts was completed for five (ED, Senior Regional Project Coordinator/Head, WR Development Unit, Regional Finance and Admin Head, Senior Operations Officer, and JMP Regional Project Coordinator). The process is underway to recruit five other staff (Senior WR Planner/Head WR Planning Unit, EN Planning Model Regional Project Coordinator, WR Economist, Financial Analyst and Hydropower Expert), as well as Librarian. NELSAP-CU, has engaged the services of a Social Development Officer, a Water Modeler, a Junior Professional/GIS, a Librarian and a Senior Secretary.

The Nile-TAC besides overall oversight of all the programs and projects of NBI, has taken on the responsibility of Project Steering Committee for the ISP with effect from July, 2008. Review and approval of major ISP documents, reports and work plans will be speedy under one forum acting as PSC and Nile-TAC. An institutional assessment of the NBI Secretariat, NELSAP-CU, and ENTRO was carried out between October and December, 2008. Based on findings of this assessment, recommendations were made, and an action plan to re-orient the Nile-TAC to fully act as a Governing Board for the NBI, and introduce better organizational work methods at the three NBI centres has been prepared. This is expected to lead to increased organizational effectiveness of the NBI in carrying out functions to fulfill the mandates.

The first World Bank Implementation review for ISP conducted from January, 21<sup>st</sup> to February, 16<sup>th</sup> was useful in streamlining the start-up of the implementation of the agreed ISP work plans at the three main units of NBI. Several recommendations were made and the key indicator targets in the Performance Monitoring Framework of ISP were updated to include biannual supervision milestones. This provides clearer performance targets and a management tracking system, which will greatly aid speedy implementation. The three NBI units have implemented the key recommendations from the 1<sup>st</sup> supervision mission, and with the exception of some delayed recruitments, have met most of the agreed 6-month deliverables.

# 2 Actual Results and Specific Achievements FY 2008/09

In summary, having started on a solid foundation laid by the SVP, the NBI –ISP has during this short first year of operation (effectively from Jan to June, 2009) made substantial progress towards realization of the key results in all the five components / outcome areas: Procurement for the key institutional and administrative studies has advanced, and the studies are expected to start in the second Financial Year (FY) of ISP. In addition, an institutional effectiveness rapid assessment has been conducted and work initiated to address the three early priorities it identified, namely; (i) improving NBI internal communications; (ii) undertaking a management structure review at NBI Secretariat; and (iii) initiating an early governance review in advance of the Institutional Design Study. The SVP has largely achieved its objectives of building capacities, confidence and cooperation in the NBI countries. The strategy for mainstreaming critical SVP outputs and products for sustainability has been developed. An MoU has been signed with Tanzania, paving way for Nile-SEC execution of the second phase of RPT project. Staff recruitments were undertaken at the NBI Secretariat (Nile-SEC), ENTRO, and NELSAP-CU: development of the Nile Basin Sustainability Framework was launched and is progressing on time. NELSAP and ENSAP continued to prepare trans-boundary and in-country investment projects.

# 2.1 Specific Achievements under the ISP

2.1.1 Outcome 1, Strengthened NBI governance structure and capacity

# Output 1.1: Corporate management capabilities for NBI strengthened

All key recruitments are nearing completion with 66% positions filled in the three main NBI Institutions. The development of an NBI-wide Resources Mobilization Strategy is in progress, led by ENTRO. The ToRs and a roadmap, including roles and responsibilities, for its implementation having been developed. The NELSAP program level Results Based System (RBS) framework was further reviewed, with the refinement of monitoring and evaluation instruments coupled with provisions of relevant applied training. The ENSAP framework was reviewed for alignment with the overall NBI Results Chain, and in the context of the review and update of ENTRO Strategic Action Plan (2006-2010), and submitted to ENSAPT. In-house development of the NBI Monitoring and Evaluation Policy and Strategy was initiated. NBI's own Internal Evaluation of the SVP projects was also launched in April, 2009 to assess the extent to which the NBI targeted stakeholders have been reached and level of achievement of key results of the projects. All these concerted efforts will greatly improve program/project level planning and reporting thereby entrenching the tenets of effectiveness, efficiency and timeliness in service delivery for the benefit of all NBI stakeholders.

# Output 1.2: Legal foundation, institutional governance arrangements for NBI, plus operational plans for future arrangements completed.

Selection of a firm for the Institutional Design Study (IDS), intended to rationalize roles and functions of NBI, and identify and explore possible institutional arrangements for NBI in the transition to a river basin organization is being finalized. The successful firm is expected to start the design studies during the first quarter of the FY 2009/10.

NELSAP also held a consultative workshop with the LVBC in 2008 during which areas of further collaboration were explored and discussions held to provide guidance to the wider NBI institutional design study. ENTRO has followed up the signing of agreements with Egypt and Sudan.

Action Plan for implementation of medium term and long term recommendations for enhancing NBI organizational effectiveness was developed and is being discussed for finalization.

Several high level meetings were held during the period, which provided strategic guidance into the ISP start up activities. The 28<sup>th</sup> Nile-TAC meeting, the 2<sup>nd</sup> NBTF-C and Nile-TAC Consultative Dialogue, and the 6<sup>th</sup> Formal NBTF-C meetings were successfully held in Entebbe during May, 2009. An extra-ordinary Nile-COM meeting was held in Kinshasa on 22<sup>nd</sup> May, 2009, in which the Nile Council of Ministers, with the Exception of Egypt, that presented some reservation, resolved to set up a Nile Basin Commission, and annex article 14b to be considered by an international audit committee to fine tune. The 18<sup>th</sup> NEL-TAC, 13<sup>th</sup> NEL-COM meetings were also held in may in Kinshasa.

# Output 1.3: Administrative systems and functions of Nile-SEC, ENTRO, & NELSAP-CU strengthened and harmonized.

Progress has been made to strengthen and harmonize administrative systems and functions: NBI has initiated policy development in the key areas of human resources, financial management, and procurement. This includes setting new human resource policies to attract high-quality technical and managerial candidates to the NBI, as well as a new performance management system to ensure clear staff responsibilities and accountability. Financial Management Action Plan developed in July 2008 is now being implemented, with development of finance and procurement manuals in progress. Sun Accounting System for Nile-SEC and NELSAP-CU, and the Solomon Accounting System for ENTRO were upgraded. IT and communication systems have been well maintained, and the process of further improvements are being sought through continued assessment in all the three units as well as the investment projects. Staff training needs specific to each of the three NBI entities were identified, and there has been continued training of finance staff to meet the identified training needs, with focus on the harmonized financial management system. ENTRO finance staff held a refresher clinic and an advanced procurement training both facilitated by World Bank country office in Addis-Ababa, Ethiopia.

Inventory of SVP assets was completed, and transfer of assets is being implemented in line with the strategy developed for assets transfer.





The 28<sup>th</sup> Nile-TAC meeting and 2<sup>nd</sup> Dialogue with NBTF-C were held at Entebbe 11 – 15 May, 2009. Dialogue was opened by Hon. Minister of State for Environment of Uganda

2.1.2 Outcome 2, Strengthened NBI knowledge-based integrated water resources management function

### Output 2.1: IWRM function created.

Nile-TAC endorsed the preparation of a Nile Basin Sustainability Framework (NBSF) at its October 2008 meeting, and the development process has since been initiated. A draft action plan and concept for the Nile Basin Sustainability Framework was developed by the NBI working group in March, 2009, leading to the development of draft 1, which was discussed during the April, 2009 Stakeholders workshop. The concept and action plan were approved during the 28<sup>th</sup> Nile-TAC meeting in Entebbe in May, 2009, and guidance provided on its implementation. The framework will ultimately deliver a structured set of common policies, strategies, and procedures to achieve water and natural resource sustainability in the Nile Basin, guided by the principles articulated in the Cooperative Framework.

The Subsidiary Action Programs (SAPs) have operationalized NBI policies related to social and environmental safeguards. As a complement to the 2008 NBI Strategy for Addressing Environmental and Social Safeguards, NELSAP is in the process of completing an Environmental Safeguards Management Framework to establish an operational protocol for safeguard issues associated with their projects. ENSAP has been similarly active in developing strategies to address social and environmental safeguards and will operationalize the NBI-wide strategy under its work in the Joint Multipurpose Project (JMP).

# Output 2.2: Knowledge management, integrated database systems, data sharing, library and records functions strengthened.

The WRPM in collaboration with Nile-SEC and with support of the NBI IT/KM team completed development the web based Nile Information System (Nile-IS) as a repository and platform for knowledge sharing for the SVP knowledge products. The tool is operational, and is currently hosted as part of the NBI website and can be accessed/populated online through restricted access. Data from FAO –Nile Project is currently being packaged for inclusion in the Nile-IS to enable access. The Nile-IS is however still under test and not open to the public.

A database of NBI staff is under development for online access so as to facilitate exchange of information/knowledge. Redesigning the NBI portal is expected to be undertaken after the NBI ICT infrastructure audit. The physical and web based libraries continued to receive more knowledge resources. Processing of records and incoming publications and expansion of the virtual library were the main activities. The process of establishing the digital library was also initiated as well as providing support to SAPs on management of online library systems. NELSAP has completed the process of recruiting a librarian, while Nile-SEC is in the process of advertising the positions of GIS specialist and an IT / Information Management Assistant. Interim Information Sharing Procedures have been completed and due for approval.

### Output 2.4: SVP Outputs mainstreamed into NBI and related institutions

Supervision of SVP implementation is an ongoing activity with specific attention on sustainability issues and meeting targets in accordance with project completion timetables. Extension for WRPM and RPT projects Phase II has been completed, and NBI has signed an MoU with Government of Tanzania enabling legal operation of NBI activities in the country. Based on the decisions made to extend the UNOPS MSA, a new scaled down management agreement was signed for UNOPS operation untill October 31<sup>st</sup>, 2010 to effectively close books, conduct audits and submit final financial statement. Nile-SEC in coordination with UNOPS prepared detailed Rules, guidelines and timeframe for SVP projects operations closure. Issues and procedures related to assets, project accounts, financial issues, national level operations,

records, and information dissemination were described. Detailed projects operations closure rules and procedures, with completion report formats were prepared with action plans and these are under implementation. Detailed procedures for asset transfer have been prepared as part of the implementation of the already approved action plan for each of the SVP projects for the operations closure, and a strategy to mainstream their outputs.

The two SVP projects of (1) Socio-Economic Development and Benefit Sharing (SDBS), and Efficient Water Use for Agricultural Production (EWUAP), as well as phase one of the Regional Power Trade (RPT) successfully closed in June, 2009. The phase one development of the Benefit Sharing Framework (BSF) has been concluded and approved by the 4<sup>th</sup> Project Steering Committee (PSC) of the Socio-Economic Development and Benefit Sharing (SDBS) Project in Entebbe in February 2009. The 28<sup>th</sup> Nile-TAC meeting in May, 2009 at Entebbe provided guidance on the approach for phase 2 of the development of the BSF, and approved its continued development under Nile-SEC supported by the SAPs. Highlights of SVP Achievements during the reporting period are presented in **section 3.3** of this report.

# Output 2.5: IWRM capacities that support effective river basin management strengthened

Staffing the new Integrated Water Resource Management (IWRM) unit progressed at Nile-SEC: The GTZ has appointed a technical adviser who started work in March, 2009 to support implementation of water resources management component. Development of detailed work plans, grant agreement and operational procedures was initiated. Recruitment of persons for the following positions under the Water Planning Group were completed: IWRM Specialist; Water Policy Specialist; Environment Specialist and Knowledge Management Specialist. All are expected to assume duties by August, 2009. The recruitment of the Water Modeler at NELSAP under the auspices of the WRPM Project was completed. At ENTRO, arrangements to recruit a Senior Water Resources Planner as well as a Regional Project Coordinator of the EN Planning model have been completed. The positions are to be filled in July, 2009.

2.1.3 Outcome 3, NBI has strengthened its capability for delivering development projects.

# Output 3.1: Project identification, preparation and implementation / facilitation strengthened.

The two Subsidiary Action Program (SAPs) [Eastern Nile Subsidiary Action Program (ENSAP), and Nile Equatorial Lakes Subsidiary Action Program (NELSAP)] continued to develop capacity within and in countries to identify and prepare relevant water resources-based investment projects to be implemented to enable realization of the NBI vision.

ISP / ENTRO facilitated on December 26, 2008, public consultations on the outcomes of the Eastern Nile Power Trade Investment Study Project Phase II. The findings and recommendations of the study were presented at a workshop that brought together the Utilities and Environment Agencies of the three EN countries (Egypt, Ethiopia and Sudan) as well as media people, academics and civil society organizations. A way forward towards financial closure of the identified Regional Transmission Line was agreed by participants.

The implementation of the scaling up strategy under both the Natural Resources and Power Development and Trade sub-components progressed well with the proposal on the NEL Water Resources Development Program having been submitted to the bank for financing. Funds for the Scaling up for the two sub-programs are expected in the second half of 2009. Highlights are provided in **section 3.2** of this report, which focuses on SAP Investment Projects.



ENSAP Stakeholder consultations with farmers in Gezira Sudan



ENSAP Tree Planting

# Output 3.2: Program and project management capacities for water development strengthened

The Senior Project Coordinator/ Head, Water Resources Development Unit also reported to office on June 1, 2009. The ENTRO professional staff will be migrated to budgets of their respective projects as Grant Agreements are signed. By July 2009, costs of three of coordinators (Watershed Management, Planning Model and JMP) will be shifted from ISP.

Both ENTRO and NELSAP-CU coordinated and monitored the investment projects with assistance from the RPSCs. RPSC meetings were held as scheduled, monthly, quarterly, semiannual and annual reports and work plans were completed in a timely manner, supervisory missions were undertaken to the various projects and various procurements for goods and services were implemented. Collaboration with other SVP projects and other regional initiatives was intensified over the reporting period.

2.1.4 Outcome 4, Key Stakeholders have improved understanding and involvement in the Nile basin issues

#### Output 4.1: Stakeholder engagement in NBI is increased.

The Confidence Building and Stakeholders Involvement (CBSI) project of SVP reviewed the progress of work on Stakeholder Mapping and Analysis going on in the NBI countries and terminated the contracts of consultants whose progress were below expectation. Communication activities were mainly focused on the preparation and celebration of the Nile Day, which took place on 22 February 2009. Celebrations were held in all countries while the Regional Celebrations were held in Burundi. Gender focal point Officer has been identified and assigned at the NBI Secretariat to implement the NBI Gender mainstreaming strategy and action plan.

In NELSAP-CU and ENTRO, Key stakeholders were involvement in all program and projects activities. Multi-sector consultative workshops were held to prioritize and finalize project profiles under the investment strategies, review of cooperative frameworks etc and all these activities were approved by the projects' RPSCs. Stakeholder trainings in the DSS, IWRM and project management were held. Study tours were also undertaken with full participation of key stakeholders. NELTAC/COM, ENSAPT / COM and RPSC meetings were held as scheduled.

# Output 4.2 knowledge, reputation and acceptance of NBI in readiness for the CFA is increased through implementation of the Communications Strategy and Plan approved

Operation plan for NBI Communication Strategy, which was approved during the 25<sup>th</sup> Nile-TAC meeting was completed. Implementation is on-going with the main focus of image building of NBI. The Nile story has been completed and preparations are underway to package it in components appropriate to different stakeholder categories, and have the packages approved for dissemination. Consultative meetings over the Cooperative Framework are on-going in Egypt, Ethiopia, Kenya, Sudan and Uganda the countries, facilitated by the CBSI NPCs. Strategy for campaign around CFA is under discussion in preparation for implementation.

# Output 4.3: Social development dimensions (including gender) incorporated in NBI projects, and capacity of NBI and governments in social development augmented:

Work on mainstreaming gender equality in all NBI work progressed well. The NBI Gender Working Group (GWG) held its second and third meetings during the year and developed a gender work plan for the entire NBI. A training of Trainers for the GWG was also held during the 3<sup>rd</sup> GWG meeting in May, 2009, and ToRs for the development of and NBI Gender Policy, which will incorporate the NELSAP and ENTRO Gender strategies was developed.

In NELSAP, guidelines and initial frameworks for mainstreaming social issues into investment planning were developed and their implementation has commenced. Key stakeholders of NELSAP were involvement in all program and projects activities. Multi-sector consultative workshops were held to prioritize and finalize project profiles under the investment strategies, review of cooperative frameworks etc and all these activities were approved by the projects' RPSCs. Stakeholder trainings in the DSS, IWRM and project management were held. Study tours were also undertaken with full participation of key stakeholders.

At ENTRO, public consultations on the outcomes of the Eastern Nile Power Trade Investment Study Project Phase II. The findings and recommendations of the study were presented at a workshop that brought together the Utilities and Environment Agencies of the three EN countries (Egypt, Ethiopia and Sudan) as well as media people, academics and civil society organizations. Contracts effective from January 1, 2009 were issued for the two CBSI ENTRObased staff (Regional Social Development Coordinator and Development Communications Specialist).

# 2.2 Specific Achievements under the SAP Investment Projects

Preparation of joint investments progressed under the two SAPs (ENSAP), and (NELSAP) for implementation include on-going first set of early benefit demonstrating sets of projects, as well as newly identified concrete investments. The projects focus is in power generation and trade, natural resource management, flood control and agricultural trade and production support. Todate, the NBI has through the two SAPs prepared investment projects amounting to US \$ US \$ 469 in the EN sub-basin, and US \$ 562 in the NEL sub-basin. NBI also facilitated the preparation of Tana Beles IWRD and LVEMP 2 projects worth US \$ 185 million, and additional US\$ 1.8 billion for the Eastern Power Markets.

The investments in addition to making some contribution to all the five short-term outcomes of NBI, are making a direct and significant contribution to building up the following two key short-term outcomes of NBI under the medium term outcome of increased regional cooperation in the Nile Basin, contributing to peace and security in the region:

1.1 Increased communication, trust, involvement and cooperation among NB governments and populations.

1.2 Increased joint and trans-boundary investments in the Nile Basin.

# 2.2.1 Investment Projects under NELSAP

The implementation of the scaling up strategy under the NELSAP Natural Resources program and Power Development program made good progress, which besides institutional strengthening, includes the following:

#### NELSAP Natural Resources Program.

- The Sio-Malaba-Malakisi Project completed its draft CFA which recommended its anchoring to the EAC/LVBC. The SMM also finished prioritization of the developed investment portfolio. Feasibility studies for investments estimated at USD 240 million are on-going Capacity building and stakeholder involvement activities progressed well during the reporting period. The implementation of small scale projects progressed well with some of the projects having been decommissioned in the course of the reporting period. The Project also prepared the Concept Note for phase II implementation.
- 2. The Kagera Project completed the development of the CFA that includes capacity building and stakeholder involvement plans. Unlike in the other two RBMs, the Kagera Project investment strategy is still under preparation. However, priority investment areas based on the Kagera River Basin Monograph have been identified, and these are preliminary estimated at USD 500 million. The Water Hyacinth Abatement project, implemented by the Kagera Project under the LVBC-NBI/NELSAP arrangements, was decommissioned in the course of the reporting period. In addition, the study on the navigability of the Kagera was completed and its recommendations were integrated into the wider Rwanda study on navigability of the river as a way of creating synergy in project implementation, and a Concept Note for Phase II of the project was prepared.
- 3. The Mara Project, on the other hand, completed the development of its cooperative framework and the Final Report was received in March 2009. The report recommends that the Project be anchored under the NBI and collaboration with the EAC/LVBC should continue as per the NBI/EAC MOU of July 2006. The Mara Project also completed the prioritization of its investment portfolio. Feasibility studies for investments estimated at USD 200 million are on-going. Capacity building, gender mainstreaming and stakeholder involvement plans have been developed and are awaiting implementation. Meanwhile, capacity building and stakeholder involvement activities proceeded well during the reporting period. The implementation of small-scale projects progressed well with participating countries having co-financed the implementation of some of these projects.
- 4. The transitional phase of the LEAF pilot project progressed well; preparation of the Integrated Lakes Management Plan & Project Profiles have been completed. Options for Lakes Management Secretariat are being explored, and natural resources investments focusing on Fisheries have been developed worth USD 170 million.
- 5. The Regional Agricultural Trade and Productivity Project completed preparatory studies pertaining to: regional commodity groups, cross-border trade and review of other RBOs. Another key study was initiated on the determination of the agricultural agenda for the envisaged 'one basin organization' and is nearing completion. The PMU also completed the procurement process for the consultancy on the Assessment of Agricultural models suitable for the Nile Basin DSS. The Project's implementation phase is scheduled to begin in October / November 2009 and a Project Implementation Manual (PIM) is under preparation.
- 6. NEL Water Resources Development (WRD) Project Preparation, \$3.5m, (2009-12)

The objective is to identify & prepare strategic portfolio of WRD Projects that demonstrate benefits of cooperation to each NEL country, and an endorsed proposal has been submitted to NBTF for consideration. Components include:

- a. Project Preparation of Multipurpose WRD Projects, covering;
  - Aswa River Basin Water Resources Project
  - Yala/Sio basins & Gucha-Migori and the Kano plains
  - Lakes George, Edward, Semliki and Albert WRD Project
  - Lake Kyoga basin Water Resources Project
- b. Multi Sector Investment Opportunity Assessment Identify WRD strategy for NEL region, comprised of prioritized water-related investments that promote economic growth

### Other WRD Projects Under Scaling Up include;

- 1. Bugesera Transboundary Water Management Project (Rwanda/Burundi) focusing on Feasibility study/detailed design for Irrigation Infrastructure development of the Akanyaru marshland (15,000ha), and; Development of Integrated Lake Management plans for the Cyohoha and Rweru Lakes. The investm,ent is estimated at USD 50 million.
- 2. Water Resources and Irrigation Project (Tanzania), for identification of irrigation potential, already completed with estimated investment costs of US D 70 million. Resource mobilisation is underway for detailed preparation and construction.

### NELSAP Power Program

- 1. <u>The Interconnection project</u> has the objective to strengthen and create a regional interconnected electricity network among five NBI countries of: Kenya, Uganda, Rwanda, Burundi and DR Congo. Status to-date is summarized below:
  - The Study was completed in October 2008
  - Project cost estimated at 281 Million US\$
  - About 160 million US\$ obtained from AfDB by the five countries for project implementation
  - Loans/grants agreements already signed between AfDB and Burundi, DR Congo, Rwanda and Uganda. Signing loan agreement with Kenya delayed by lack of cofinancing from the World Bank.
  - Co financings from the World Bank, Japan and The Netherlands being sought to reach the Financial closure
  - Set up the Project Coordination Unit at NELSAP-CU in progress. The Unit expected to be functional in September 2009
  - Launching meeting for the project implementation planned in September 2009
  - Works on ground to start in 2011
- 2. <u>Regional Rusumo Falls Hydroelectric and Multipurpose Project</u>, expected to generate about 70 MW to be shared equally between Burundi, Rwanda and Tanzania has the following status:
  - Feasibility studies of the Power Generation Plant and of the Transmission Lines ongoing up to April 2010. Funded by NBTF and AfDB for a total of 8.92 million US\$
  - Financing and implementation of the power generation plant being analyzed under the Private-Public Partnership option
  - Project cost estimated to USD 350 million (preliminary feasibility report)
- 3. <u>NEL Power Trade Project (\$ 3.5m, NBTF)</u>, to advance preparation of key regional power projects in the NEL Region has been endorsed by NELCOM for further social and environmental as well as detailed feasibility studies on Ethiopia-Kenya-Uganda- Tanzania-DRC-, and Burundi power generation and interconnections
- 4. <u>Kenya Tanzania Interconnection</u> to construct a 400 KV Power Interconnection between Nairobi in Kenya to Singida in Tanzania to enhance power trade among the NEL Countries is now at preparing for a detailed feasibility, environmental and social impact assessment, resettlement action plan, detailed design and tender documents for the interconnection for a

total of 510 km. Terms of reference for the study prepared and submitted to Norway that has pledged to finance the study for USD 3.4 million.

# 2.2.2 Investment Projects under ENSAP

The implementation of the ENSAP Strategic Action Plan made good progress, which besides institutional strengthening, includes the following investment projects:

- 1. <u>Eastern Nile Planning Model</u>, now finalizing consultation for grant signing and mobilizing staff.
- 2. <u>Flood Preparedness and Early Warning</u> (FPEW 1) progressing in implementation of flood risk mapping, community level activities during the flood season, and capacity building. Finance for FPEW II, amounting to US \$ 40.6 Million being sought.
- <u>Watershed Management</u>; continued to implement regional activities, and fast track projects in countries as follows; Ethiopia (\$40 M) IDA; Sudan (\$33 M) Finland/GEF/GOS; Lake Nubia/Nasser (\$17 M) GEF/WB, and Regional activities - \$2.0M GEF/WB. Funding for Cooperative Regional Assessment (CRA) totaling US \$ 4 million is being sought.
- 4. <u>Irrigation and Drainage</u>, with preparation nearly complete, supported through AfDB US \$ 2.13 M. Engineering studies to be completed in December, 2009, moving on to CRA and preparing project proposals.
- 5. <u>Ethiopia-Sudan Transmission Interconnection</u>, implementation on-going Power Utilities, with national funding from the two countries, while ENTRO monitors Environmental issues and other trans-boundary aspects.
- 6. <u>Eastern Nile Power Trade Program Study</u>; preparation involving Feasibility studies and Basin assessment / SSEA are now on-going supported by AfDB \$3.9 M grant. The study has been streamlined with the Joint Multipurpose Program (JMP)
- 7. <u>Baro-Akobo-Sobat Water Resources Development</u>; study proposals being finalized for presentation to ADB.
- 8. <u>EN Joint Multipurpose Program (JMP)</u>: Launch phase, which cost US \$1.14 million, has been completed and identification phase started on this ENSAP flagship investment program, estimated to cost US \$ 7.6 million from NBTF and EN countries. A baseline of "One System Inventory without borders" for a major program for multipurpose joint development of the Eastern Nile has been completed with a broad definition and location of first set projects (JMP 1) in water resources management and development. The next steps include critical regional analysis & consultation to identify project sites, as well as capacity building



TEKEZE subbasin- Watershed, livelihood, Gender, soil debradation.



Kenya NEL Sub-basin Tree Planting.

# 2.3 Specific Achievements under the Shared Vision Program

The summary status of the SVP program is described under Institutional Strengthening outcome 2, on strengthened NBI knowledge-based integrated water resources management function, and specifically under output 2.4 on SVP outputs mainstreamed into NBI and related institutions. This section highlights key achievements made as at June, 2009, under each specific SVP project, which are directly contributing to building up the four out of five key short-term outcomes of NBI as follows:

Under the medium term outcome: Increased regional cooperation in the Nile Basin, contributing to peace and security in the region

1.1 Increased communication, trust, involvement and cooperation among NB governments and populations.

1.2 Increased joint and trans-boundary investments in the Nile Basin.

Under the medium term outcome: Efficient trans-boundary management and optimal use of Nile Basin water and water-related resources

2.1 Enhanced basin- wide capabilities and capacities based on best practices, on transboundary issues in power development and trade, agriculture and natural resource management and development.

2.2 Increased convergence of institutional frameworks of NB countries on trans-boundary issues in power development and trade, agriculture and natural resource management and development.

2.3 Increased cooperative action on power development and trade, agriculture and natural resource management and development.

In general, the SVP has effectively functioned as the first basin-wide forum in the Nile Basin for collaborative action on a range of water-related areas. Significant capacity has been developed through building institutional and human resources, broadening networks of stakeholders and enhancing basin-wide dialogue and information exchange on issues of common concern and trans-boundary significance. SVP projects have generated a wealth of knowledge products, best practices, practical tools, strategic and analytical frameworks, policies and guidelines, etc. that are building blocks for the future permanent Nile institution Integrated Water Resources Management (IWRM).

# 2.3.1 EWUAP

Efficient Water Use for Agricultural Production (EWUAP) Project officially closed on June 30, 2009 following the Final Stakeholders' Dissemination Forum held on May 27-28, 2009. The final outputs focused on providing sound conceptual and practical basis for Nile riparian countries to increase the availability and efficient use of water for agricultural production. It has established and engaged networks of agricultural sector policy makers and professionals and other stakeholders in different consultation and validation workshops; delivered several training and conducted study tours. Substantial products that support promotion of agricultural agenda within the Nile Basin have been developed. The main outputs and achievements of the project include building of core capacity at national level in various aspects of water use for agricultural production (water harvesting, on-farm water management under small and large scale irrigation, and efficient use of water); identification, description and documentation of best practices; preparation of guidelines; provision of technical support to SAPs; An overview of agricultural water in the basin; concept note on agriculture in the future Nile Basin Organization; producing some action plans for consideration by the SAPs in up scaling and investment including irrigation potential in some areas of Tanzania; as well as identification of rosters of NBI institutions and Centers of excellences engaged in agriculture water management in the Nile Basin Countries.

# 2.3.2 SDBS

**Socio-economic Development and Benefit Sharing (SDBS) Project** officially closed on June 30, 2009 following the Final Stakeholders' Dissemination Forum held on June 8-10, 2009 in collaboration with the Nile Basin Discourse and SVP CBSI project. The project focused on enhancing the process of integration and cooperation to further socioeconomic development in the Nile Basin through development of analytical tools and framework, development of capacity of key organizations to conduct applied research on regional benefit sharing, and by establishing and promoting knowledge base and information on the principles and mechanisms for sharing potential social, economic and environmental benefits. SDBS established and supported a Nile Trans-boundary Development Network, consisting of institutions) that have worked together on a variety of activities and conducted different studies that explore in depth the opportunities for cooperative socio-economic development in the Nile Basin. The project has also conducted the 1<sup>st</sup> phase for Benefit Sharing Framework with illustrative case studies on benefit sharing, developed training modules and conducted training.

# 2.3.3 NTEAP

Nile Trans-boundary Environment Action Project (NTEAP) received a no cost extension upto June 2010 through the UNDP/GEF financing to complete the Transboundary Diagnostic Analysis (TDA), wetlands and biodiversity activities. The NBTF and the World Bank/GEF Grants will be closed by end of 2009. NTEAP provided a framework of actions to address high priority transboundary environmental issues including protection of critical ecosystems from transboundary threats through: (i) provision of forum to discuss development paths for the Nile; (ii) improvement in the understanding of the relationship between water resources management and the environment; and (iii) enhancement of basin-wide cooperation among NBI countries. The project has established several networks engaged on environmental issues namely on water quality, wetlands and biodiversity, environmental education, and community level water and environmental conservation and protection. The initiated TDA will provide a baseline of environmental challenges in the basin and guidance in setting priorities for joint action to address these issues. Among others, this study will provide state of environment of the basin, review of environmental policies from a transboundary perspective, identification of environmental performance indicators, key roles, mandates and responsibilities of permanent RBO in relation to the environment.

The Water Quality Monitoring (WQM) Component of NTEAP closed on December, 2008 having produced the following key outputs: Nile transboundary WQM strategy; Nine WQM baseline reports and one regional synthesis report with status of data management, institutional and technical capacity status and needs; 18 reports on WQ enforcement and data management assessment; four WQ manuals for sampling, standard analytical methods, data reporting formats and on site test by local communities; Key messages on WQM; draft proposal on the role of the WQ component in the permanent NBI institution.

The NTEAP Environmental Education and Awareness (EE&A) Component closed on March, 2009, having produced the following products: EE&A baseline studies in all NBI countries; The Nile Basin Environment Endangered Lifeline electronic version; State of Environmental Education and Awareness in the Nile Basin; Environmental Education best Practices, and; EE&A materials development sourcebook.

### 2.3.4 CBSI

**Confidence Building and Stakeholders Involvement (CBSI) Project,** officially closes on December 31, 2009, but will transfer communication, social and other stakeholder involvement issues to the NBI Secretariat, and the SAPs. The project has played a critical role in promoting public awareness and stakeholder involvement, understanding and confidence, and in fostering basin wide ownership of the NBI and its programs. It has produced several outputs most of them in the form of forums, networks of diversified stakeholders, sensitized populations, etc. It

has supported the SAPs in social and communication development functions. It has developed NBI communication strategy and in 2009, it will finalize stakeholders' data base, NBI gender policy and public consultation framework, to support continuation of communication and stakeholder involvement. The project has engaged national coordinators that are hosted by National NBI offices and are very instrumental in facilitating and coordination national activities. The National CBSI Coordinators will by December, 2009 hand over all functions and assets to their Government counterpart staff; the National NBI office focal point persons.

# 2.3.5 ATP

**Applied Training Project (ATP)**, which officially closes on December, 2009 has recorded significant achievements on building human resources and institutional capacity in integrated water resources management through appreciation seminars, short courses, postgraduate training at MSc and PhD levels, development of MSc and short courses curricula and training materials, staff/researchers exchange program, and applied research. The project has promoted interaction among water professionals in the basin through the regional Nile-Net of training institutions established at the onset of the project and through the national chapters of the network. The project has prepared NBI Long-Term Capacity Development Strategy which was adopted and recommended for implementation by the ATP Steering Committee. ATP has initiated collaboration with several training institutions, including; Kenya Water Institute (KEWI) to deliver short courses on IWRM related courses, and Ramboll Natura for environmental sustainable development, transboundary IWRM and EIA training. The Nile Basin University Forum was launched by the University Leaders with the signing of the Constitution during their meeting held on June 15-17, 2009. The forum will be funded by the University of Bergen after the ATP officially closes.

# 2.3.6 RPT

Regional Power Trade (RPT) Project has the following closing dates: Phase I grant - June 30, 2009 (already closed) and Phase II grant - June 30, 2011. The projects has enhanced dialogue among ministries and utilities responsible for electricity and with the SAPs to promote and develop power trade among the countries. It facilitated development of regional power markets by building capacities within the ministries and utilities, and by facilitating the development of infrastructure necessary for power trade in collaboration with the SAPs. Capacity building has been conducted in various power sector fields such as; Multi-criteria Decision Making processes, Power purchase Agreements, Power System Simulation and modeling and Public-Private Partnership Concepts. Targeted capacity development has been conducted like the negotiation of Power Purchase Agreements workshop that contributed to the successful negotiations of the Ethio-Sudan transmission line. Five key studies were completed that among others defined a long term strategy for power development including identification of the necessary institutional, regulatory and legal frameworks and the human capacity requirements. These include; An institutional, Regulatory and Cooperative Framework Model for the Nile basin Power Trade; Review of Private-Public Partnership financing and Project Implementation models for the Nile basin Countries; review of Hydropower Multipurpose Coordination regime; review of Environmental Impact Assessment Frameworks and Procedures in regional Power Investment Projects, and: Preliminary Basin Wide Study,

The Project Phase II will focus on conducting (i) a Comprehensive Basin Wide Study which will provide an indicative master plan for all the countries (including the entire DRC), allow the prioritization of available generation and transmission projects at the regional level and set preparatory stages of power trade/markets development in the Nile Basin; and (ii) capacity building for power trade development. Nile-SEC has signed MOU with the Government of Tanzania to acquire legal recognition in the country to enable Nile-SEC manage and administer the project. The Regional Project Manager has formally resigned as of June 31, 2009 hence the Nile-SEC is on the process of recruiting a new RPM.

# 2.3.7 WRPM

**Water Resources Planning and Management (WRPM) Project's** Policy Component closed in December, 2008, and the entire Phase I closed on April 30, 2009; Phase II will close December 31, 2012). The Water Policy Component delivered significant results in promoting dialogue, country exchange program and in enhancing capacities and capabilities of NBI countries on water policy related areas. Key products from the Water Policy (WP) Component include; WP baselines and needs assessment (9 national reports, and 1 regional synthesis report with a needs assessment); WP guidelines and compendium of good practices, and; strategic approach on WP review. Training, country to country exchange visits and preparation of training materials were also undertaken under the Project Planning and Management Component.

The Nile Basin DSS development process is on schedule through consultation and effective participation of key stakeholders coupled with capacity building. The Nile Basin Data and Information Sharing and Exchange Interim Procedures were completed and approved in July, 2009 during the 29<sup>th</sup> nile-TAC and 17<sup>th</sup> Nile-COM meetings in Alexandria Egypt. Preparation of the Long-term Monitoring of the Nile River Basin Strategy was initiated, to be undertaken in 3 phases: Situation Assessment, Analysis of Information Requirements, and Synthesis of Monitoring Strategy. The project has also led the development of the NBI Information System (Nile-IS), for systematic storage, retrieval and exchange of information. Project Phase II will mainly focus on the development of the DSS, DSS related activities and development of the Long-term Monitoring of the Nile River Basin Strategy.

# 2.3.8 SVP-C

SVP Coordination (SVP-C) Project officially closed on December 31, 2008 after successfully supporting Nile-SEC in operationalization of the 7 SVP projects during the initial inception phase of the SVP. It effectively coordinated and followed up the implementation of the 7 SVP projects and contributed to the overall success of the SVP in meeting its objectives and addressing the evolving needs of NBI. SVP-C enhanced synergistic implementation of NBI Programs and Projects through establishment of coordination mechanisms that include joint planning and reporting of activities through a common Results-Based monitoring and evaluation system. The SVP/SAP coordination forum was well structured to build linkages between the SVP projects and SAPs to ensure effective coordination of activities with flexibility on the part of SVP projects to meet emerging needs of SAPs. Nile-SEC was strengthened through provision of the necessary human resources, establishing a number of systems including the Results Based M&E System, financial management and procurement systems, knowledge management system, IT infrastructure, a library and archive. A large number of specific products were developed by the SVP-C project, which have formed the building blocks for the Institutional Strengthening Project (ISP) now under implementation to strengthen Nile-SEC, NELSAP-CU, ENTRO, as well as National NBI offices.

# 3 NBI Management

### 3.1 Streamlining Institutional Management

Until now, there were no official coordinating mechanisms between the three NBI institutions (Nile-SEC, ENTRO and NELSAP-CU), and these were running their activities in parallel. Both SAPs and their offices (ENTRO and NELSAP-CU) were supported through Institutional Strengthening grants from the NBTF and other development partners. The NBI Secretariat, through eight Shared Vision Program (SVP) grants, was implementing both, sectoral capacity building programs basin-wide, as well as strengthening of its office through the SVP Coordination Project. The NBI-ISP has now incorporated most institutional activities under one umbrella, and initial steps have been taken in the overall process of strengthening NBI's performance as one River Basin Organization with a number of subsidiary units and institutions.

Three Task Team Leaders (TTLs) have been appointed as follows: At Nile-SEC, the Head of Strategic Planning and Management (overall NBI ISP TTL) with primary responsibility for execution of Nile-SEC activities under NBI-ISP, and also for the coordination of activities with ENTRO and NELSAP under the guidance of the Executive Directors of NBI and ENTRO. Regional Project Coordinator of NELSAP-CU is the TTL for NELSAP- ISP, while The Senior Operations Officer of ENTRO is the TTL for ENTRO-ISP.

To harmonize general administrative and management systems, the financial years for all three units operating from three different NBI countries have been synchronised into one period from July to June. The harmonization of the Financial Management Systems is in progress, with a common Chart of Accounts already operationalised, and finance and procurement manuals under development. The NBI Results Based System adopted during the SVP implementation is now being institutionalized under ISP and its application under expansion to cover internal management and administrative systems as well as institutional progress. The Results Based Planning and Reporting formats have been modified and adapted for institutional quarterly and annual planning, budgeting and reporting.

The Nile-TAC, which previously also served as the Project Steering Committee (PSC) for the SVP-C project was constituted as the PSC for the ISP, conducting business of both the NBI Nile-TAC and the ISP PSC concurrently. The Nile-TAC serving as ISP-PSC provides strategic guidance to the project, and ensures a basin wide perspective. The PSC provides direction and oversight to ensure that the NBI-ISP objectives are achieved within the framework of NBI; it reviews and approves annual work plans and budgets, and receives and reviews annual physical and financial reports on NBI-ISP activities.

In carrying out the functions, the Nile-TAC takes into consideration the decisions of other existing NBI governance bodies (PSC of other NBI projects, NELTAC, ENSAPT), and refers any unresolved issues to Nile-COM.

The three NBI institutions are executing their respective parts of the ISP independently but in coordination and under the overall guidance of Nile-SEC, which also has the responsibility for reporting on the project. Specifically, Nile-SEC:

- Coordinates project implementation;
- Coordinates and oversees overall fund flow and disbursements;
- Ensures information sharing;
- Conducts monitoring and evaluation;
- Defines, establishes and supervises implementation of corporate NBI policies and procedures for financial management and procurement, human resources management, and information management, M&E and reporting.

# 3.2 Administration at the NBI Secretariat

# 3.2.1 Overview

The Nile-SEC is the executive arm of the Nile Basin Initiative (NBI), a transitional institutional arrangement established through an agreed minutes signed by the Nile Basin Council of Ministers on February 22, 1999 in Dar es Salaam, Tanzania. The Nile-SEC has a legal status of an international organization in the host country (Uganda), with associated immunities and privileges, as contained in the Headquarters Agreement concluded in November 4<sup>th</sup> 2002. It is therefore, an institution with legal personality to perform all of the functions entrusted to it, including the power to sue and to be sued, and to acquire or dispose of movable and immovable property. A memorandum of Understanding (MoU) was in June, 2009 signed between NBI secretariat and Government of Tanzania for executing the RPT project, with Regional Office based in Dar-salaam Tanzania.

The Nile-SEC is responsible for providing administrative, financial management, and logistics support to the Nile Council of Ministers (Nile-COM) and the Nile Technical Advisory Committee (Nile-TAC) in support of the overall NBI process. Its two primary functions are (1) to provide "core" secretariat support to the NBI, the Nile-COM and TAC, and (2) to support and coordinate basin-wide activities. The Nile-SEC also provides support to the (sub-basin) Subsidiary Action Programs.

The Executive Director is the Chief Executive Officer of the NBI Secretariat and heads the Secretariat as the Executive organ for implementation of the Nile Basin Strategic Action Program in realization of the Shared Vision for the Nile. The Executive Director fulfils both executive and representational roles in carrying out the functions of the Secretariat. Through ISP support, the position of Head Strategic Planning and Management (HSPM) was created and filled to provide technical leadership and immediate support to the Executive Director.

# 3.2.2 Organizational structure of NBI Secretariat and Personnel Issues

The NBI Secretariat is designed to be small and lean to avoid high operational costs and therefore unnecessary burden to the participating countries who contribute towards the operational costs (core budget) of the secretariat. But there is need to have an optimal size for effective and efficient operations. On-going projects including ISP support the finance, administration and human resource management which provide support services to the projects hosted at the Secretariat and other SVP and SAP's Projects. The organograms for Nile-SEC, NELSAP-CU and ENTRO are interim and under discussion to be finalized during the HR study in collaboration with the Institutional design Study.

There is a total of 29 staff housed at the Secretariat and working for the Nile-SEC and CBSI. Out of these, 25 are Nile-SEC staff, while 4 are purely CBSI staff. Total Nile-SEC staffing requirement is 44, with 15 positions still being filed as distributed below. In addition, RPT phase 2 which will be implemented directly through Nile-SEC has 7 staff and one vacant position. NELSAP-CU has 16 staff, and an additional 22 working in SAP investment projects in place, making a total of 45, with 7 vacancies to reach the needed staffing of 52. ENTRO has 50 staff recruited out of a required total of 72 for both program level and regional investment projects. In addition, the NBI Secretariat houses and works in partnership with the Global Water Partnership eastern Africa Office, with 4 professional staff and 2 support staff. The list of the current staff and their contract period is attached as Annex 8.6.

# Total Staffing based at NBI Secretariat by category

Staffing	Number	%
Regional	9	31 %
National	20	69 %
Total	29	100%

#### Nile-SEC Staff Gender Ratio

Staff	Number	%
Female	13	55 %
Male	16	45 %
Total	29	100%

#### Staff hired during 2008/2009 Financial Year.

No.	Name	Title	Date of Recruitment	Type of Contract
1.	Dr. Canisius Kanangire	Head of Strategic Planning and Management	June, 2009	Regional
2.	Elizabeth Mueni Musyoka	Head of Finance and Administration	August, 2008	Regional
3.	Nazar Abu Elzoul	Regional procurement Specialist	Reporting in July, 2009	Regional
4.	Daniel Massamba	Communication Specialist	August 2008	Regional
5.	Jane Baitwa	Communication Specialist	September, 2008	Regional
6	Willy Kayondo	Human Resource Manager	1 <sup>st</sup> April 2009	Regional

#### Staff to be hired within 2009/2010 Financial Year

Des	ignation	Funding Source
1.	Receptionist	CC
2.	Regional Gender Specialist	NBTF
3.	Senior Advisor	NBTF
4.	Senior Economist	NBTF
5.	Regional Water Policy	GTZ
6.	Environmental Specialist	GTZ
7.	Knowledge Management Specialist	GTZ
8.	GIS Specialist	GTZ
9.	Public Participation Specialist	NBTF
10.	IWRP Specialist	NBTF
11.	Regional Procurement Specialist	NBTF
12.	Translator	NBTF
13.	Assistant IT Officer	GTZ
14.	Asst Accountant	NBTF
15.	Driver	NBTF

#### Personnel Records and Staff Performance Appraisal.

A Personal file for each staff is opened on appointment and regularly updated.

After adopting the Result Based System, regular staff evaluation has been a very important exercise. A good appraisal is a requirement for extending the annual contract of each staff member. At the moment performance evaluation system is designed in a way that outstanding outputs are the yard stick. This will be reviewed and further improved during the Human Resources Study.

#### Annual Leave

As per the Terms and Conditions of Services approved by the Nile-COM in their 8<sup>th</sup> Meeting held in Khartoum, Sudan in August 2000, annual leave is scheduled at the mutual convenience of staff

and thus, the annual leave due effectively administered. NBI pays leave allowance not exceeding 50% of the monthly salary of the individual staff proceeding on leave. This is a concession for leave expenses including transport for staff and family to leave destination. Among other leave categories staff are entitled to include; sick leave, compassionate leave and maternity leave.

### **Training and Development**

Given the ever changing environment staff operate in such as; technologies, ideas, systems and ways of performing activities, there has been need to encourage Nile SEC staff to get involved in training and development. Among others, several Nile SEC staff have benefited from Workshops and Training on M&E, Audit, Financial management and IWRM. Where relevant, some money have been set aside for Workshops and Training in the proposed budget in recognition of the fact that productivity and performance of NBI ultimately depend on the depth and quality of knowledge and skills of staff and ability to learn new skills. It is also a requirement in some professions like Accounting, engineering, etc for members to renew their accreditation. This is also being encouraged and NBI shall strive to support staff to get accreditation and/or registration

# Pension

Every month 12.5% of staff monthly salary is set aside as pension and deposited in a special account. The staff is entitled to the total amount of money at the end of contract period.

### Insurance

Medical Cover for Staff

In the year 2008/09, staff at the NBI Secretariat were not provided with medical cover. A proposal has been included in the 2009/10 budget to provide staff and their dependants with medical cover, as well as personal insurance. This will improve NBI staff working conditions once approved.

### • Property Insurance

In line with Auditor's recommendation, all NBI assets at Nile SEC are fully covered incase of fire, burglary, etc.

### Human Resource Strategy

The Human Resource Policy includes all policies, rules and procedures governing Nile SEC's staff acquisition, retention, their conduct and separation. At the moment Nile SEC personnel are governed by Terms and Conditions of Service Approved by the Nile-COM in their 8<sup>th</sup> Meeting held in Khartoum, Sudan 4 – 5 August 2000. Given the changes that have taken place overtime, guidelines are earmarked for review to develop a new Human Resources Policies Manual. This will ensure comprehensiveness and uniform administrative and management of Human Resource in the whole of NBI as one institution.

### 3.2.3 General Administration

### Facilities

In line with expectations, Nile SEC offices at Entebbe are appropriately equipped to enable smooth working conditions. Despite scarcity of space, apart from accommodating local and international staff, the office is able to cater for consultants/experts on mission by providing them with temporary offices and internet connection. The office building provided by Government of Uganda to the SDBS project which has now closed is also available and in use by the NBI secretariat. In addition a well equipped library is available for reading, research and referencing. There is need however for major repairs on the main office building as part of proper maintenance. Arrangements are being made pending securing funding, which is not presently provided for.

### Vehicle' Management

The overall responsibility of Nile SEC vehicles is delegated to the Finance and administration unit. To date no accident has been reported. The vehicles are well maintained. Arrangements have been made to procure two new vehicles under ISP.

Asset Description	User/Project	Make	Model	Year of Purchase
CD 116 01 U	ED-Official Vehicle	PRADO	2005	2005
CD 116 11 U	SVP-CU	PRADO	2004	2004
CD 116 13U	Nile-SEC Operations	PRADO	2007	2007
Generator	Nile-SEC		2005	2005
Generator	ED's Residence		1999	1999

There are three Nile-SEC vehicles with the following registration numbers and two Generators:

### Vehicle Fuel

The fuel for the vehicles is bought from Total (U) Ltd with duty after which the Nile-SEC request refund from Uganda Revenue Authority after payment is done but the fuel is stored with Total (U) Ltd Entebbe Service station. There are fuel plus card for each vehicle and fuel is authorized after the driver has filled the fuel request form and .at the end of the month a statement of transactions is provided by Total (U) to the Administration Officer of NBI Secretariat, who then makes the reconciliation and computes the vehicle fuel consumption analysis. There is arrangement by which Nile-SEC Internationally recruited staff are provided with duty free fuel and invoiced at a cost less of duty.

#### Utilities

Telephone, Internets, Fax, Electricity and Water supply invoices are settled on monthly basis to ensure smooth running of the office. However, Nile SEC has been incurring high cost on power generation via the generator due to power cut off and power fluctuations on the main grid. In many occasions the office has been running on generator when the main power goes off. This, has, however not affected the smooth running of the office except on high cost of running and maintaining the generator.

#### **Security Services**

At Nile SEC we have outsourced the 24hr security service to ensure that all our properties are safe and secure. This arrangement has worked well and no major losses / theft has occurred during the FY. Funds permitting, plans are underway to introduce security locking system.

#### **Cleaning Services**

This service is outsourced from a local company and is able to keep our offices clean and habitable. Regular cleaning is done on a daily basis and a major cleaning is done over the weekend. Fumigation is done on a regular basis to keep away insects and worms from the lake.

#### Local Procurement

Nile SEC Procurement procedures are governed by the existing Financial Management guidelines, and World Bank procurement guidelines. Most of the procurement for goods and services is done by Procurement Officer currently hired by CBSI, to be boosted by the newly recruited Regional Procurement Specialist.

All procurements at Nile SEC are approved by a Procurement Committee composed of a minimum number of 3 staff to ensure all rules and regulations on procurement are followed. The LPC is supported by adhoc evaluation committees constituted according to the nature of a particular procurement.

The duration of the Local Procurement Committee (LPC) is one year and is reviewed and extended when felt necessary.

#### Office supplies/store

There is an Office Supplies Store where office consumables and supplies like stationery are kept. The Administration Officer keeps office supplies inventory records. Periodic stock taking is done to verify the actual stock balance against the records. Requisitions are made for issuing of stock from the store, which are certified and approved by the Senior Program Officer.

#### **Inventory Register**

As and when new fixed assets are acquired or disposed of, the asset register is updated regularly. Nile SEC and UNOPS have carried out inventory for year 2008/2009, fovussing on closing of SVP projects of SDBS abd EWUAP.

#### **Fixed Assets Office Equipment**

The Fixed Asset register is kept, maintained and always updated by the Administration Officer. The fixed assets inventory is being maintained by the Administration Officer and the records up dated periodically. The fixed assets are the office equipment .e.g. Computers, photocopiers, printers, generators, furniture and vehicles. The assets have been engraved for identification of ownership and safeguard the assets against loss of theft. The Administration Officer together with the Information Technology Officer, make sure that the office equipment and vehicles are in good working conditions and strictly used for the office activities. The fixed asset register is attached as Annex 2

### 3.2.4 Public Relations

NBI Secretariat has established strong links with the following organizations in their respective countries to facilitate smooth execution of activities at Entebbe, Uganda:

	External Relations				
	Countries		Partner Organization		
1	Burundi	1	FAO		
2	D.R Congo	2	EAC		
3	Egypt	3	GWP		
4	Ethiopia	4	LVFO		
5	Kenya	5	LVEMP		
6	Rwanda	6	ASERECA		
7	Sudan	7	NEMA		
8	Tanzania	8	DWD		
9	Uganda	9	WRMD		
		10	UEDCL		
		11	NWSC		
		12	Entebbe Municipal Council		
		13	Nile Basin Discourse		
	NBI Country Embassies/HC and International;				
	Organizations in Uganda		Service Providers		
1.	Embassies of all other 8 NBI countries	1	Ernest & Young		
2.	Ministry of Foreign Affairs -Uganda	2	Price Water cooper House		
3.	Cooperating Partners	3	Soft Ware Applications		
4.	The World Bank	4	DHL International		
5.	UNDP	5	Lets Go Travel		
6.	Swedish Embassy/SIDA	6	Stardand Chartered Bank		
7.	British High Commissioner	7	Stanibic Bank		
8.	Norwegian	8	Nile Bank		
9.	American Embassy	9	Total (U) Ltd		

	External Relations				
10	Canadian Consulate/CIDA	10	MTN (U) Ltd		
11	ADB	11	Facilities Consult		
12	Finish Embassy	12	Security Group		
	Germany Embassy	13	Windsor Lake Victoria Hotel		
14	Netherlands Embassy	14	Botanical Beach Hotel		
15	Japanese Embassy	15	Resort Beach Hotel		
16	Swiss Consulate	16	Toyota (U) Ltd		
17	Italian Embassy	17	Kampala Nissan		
18	European Commission	18	Nis Uganda		
19	Danish Embassy				
20	WHO Representative		Govt Ministries-Uganda		
21	GTZ	1	Office of the Prime Minister		
22	GEF	2	Parliament of Uganda		
23	AMCOW	3	Ministry of Water & Environment		
			Ministry of Lands & Urban		
24	UWASNET	4	Development		
25	NORPLAN	5	Ministry of Foreign Affairs		
		6	Ministry of Internal Affairs		
		7	Chief of Protocol		
			Ministry of Justice & Constitutional		
		8	Affairs		
		9	Ministry of Agriculture		
		9	Solicitor General		
		10	Ministry of Finance		

# 4 Financial Management and Expenditures FY 2008 / 2009

# 4.1 Overall NBI resources in 2008/2009

The total NBI projects portfolio managed under the NBI Institutions for the two complementary programs (SVP and SAPs), as well as Institutional support and the CFA dialogue process is attached as *Annex 8.6* to this report. The portfolio for the FY 2008/2009 comprised NBI – ISP, Eight SVP projects, Two SAP programs, and 22 pre-investment and investment projects from the SAPs, all with a present total approved grant of **US \$ 205,052,044**, out of which a cumulative total of **US \$ 108,625,102** was disbursed and **US \$ 100,265,659** actually spent by June, 30<sup>th</sup> 2009. Summary is indicated in the table below.

	APPROVED GRANT AMOUNT	DISBURSED TODATE	EXPEND. TO DATE	BALANCE	PLANNED EXPEND. FY2009-10-9
TOTAL NILE-SEC	117,520,318	75,713,490	70,160,070	47,360,248	20,403,841
TOTAL ENTRO	42,091,242	14,838,574	14,571,537	27,519,705	12,575,638
TOTAL NELSAP-CU	45,440,484	18,073,038	15,534,052	29,906,432	3,907,093
TOTAL NBI RESOURCES	205,052,044	108,625,102	100,265,659	104,786,385	36,886,572

### SUMMARY TABLE: NBI TOTAL FINANCIAL RESOURCES - AS AT JUNE. 2009 USD)

# 4.2 Country contribution to Nile-SEC and NELSAP

The riparian member countries contribute each year USD 35,000 towards the operations of the Nile Secretariat. The member countries of the Nile Equatorial Lakes Subsidiary action Program

contribute another USD 15,000 to the operational activities of NELSAP, while the 3 ENSAP countries contribute another US \$ 70,000 for ENTRO. The table below shows the country contribution budget and actual for 2008/2009.

Country Contribution FY 2008/2009								
	Balance b/f	NileSEC	NELSAP	Receipts	Balance Due			
Burundi	8,144.11	35,000.00	15,000.00	0.00	58,144.11			
DRC	-35,000.00	35,000.00	15,000.00	0.00	15,000.00			
Egypt	12.50	35,000.00	15,000.00	50,000.00	12.50			
Ethiopia	25.00	35,000.00	0.00	35,000.00	25.00			
Kenya	6,654.65	35,000.00	15,000.00	29,162.45	27,492.20			
Rwanda	35,000.00	35,000.00	15,000.00	85,000.00	0.00			
Sudan	12.50	35,000.00	15,000.00	50,000.00	12.50			
Tanzania	33,268.42	35,000.00	15,000.00	36,408.12	46,860.30			
Uganda	31,572.43	35,000.00	15,000.00	113,505.42	-31,932.99			
TOTAL	79,689.61	315,000.00	120,000.00	399,075.99	115,613.62			

#### Status of country contributions to Nile-SEC and NELSAP-CU as at June, 30, 2009 (USD)

A part from Rwanda, that is upto date in payments, and Uganda that has paid USD 31.9 thousand upfront for 2009 / 10, all other countries owe NBI their annual subscriptions for the just concluded FY 2008 / 2009, with Burundi and Tanzania owing the highest amounts exceeding USD 46 thousand each.

# 4.3 ISP Financing

The financial statements for the FY 2007/ 2008 were audited and passed as unqualified. The final audit report was completed.

The financial management systems of NBI Secretariat have been strengthened by creating a centralized department for Finance and Administration to provide support and coordination services to all programs and projects.

In addition to managing country contribution, the Nile Basin Initiative Secretariat through the ISP is executing a 3-year grant from our development partners of US D 30.79 million (NBTF 24.02; GTZ 6.75). The three NBI Institutions (Nile-SEC, NELSAP-CU, and ENTRO) are currently funded through a US D US \$ 33.76 million earmarked as follows: Nile-SEC US D 19 mill; ENTRO US D 5.21 mill; and NELSAP-CU US D 4.61. Countries also contribute USD 1.91mill shared out among the three Institutions. The budget for the FY 2008/2009 for the three Institutions was US D 6.989 million, out of which US D 2.718 million has been spent. A summary is indicated below, and detailed output based expenditure is shown in *Annex 8.1*.

Institution	Budget 2008/09	Expenditure 2008/09	Budget Variance	Budget for 2009 / 10
NBI Secretariat	3.797	1.157	2.64	10.131
NELSAP-CU	1.251	0.766	0.485	2.708
ENTRO	1.941	0.795	1.146	2.614
NBI TOTAL	6.989	2.718	4.271	15.448

### SUMMARY OF ISP EXPENDITURE BY NBI CENTRE FY 2008/09 (US \$ MILLION)

### 4.4 Explanation of variances

Relatively high expenditure was realized in component one on enhancing corporate governance, while very low expenditure was realized in component 2 overall. Significant progress was made in recruitments under component one. There was also increased activity under component one through procurement of equipment, short consultancy studies, monitoring and evaluation, etc. Major reason for the variance was the delays in recruitment of the required personnel, especially for component 2 under the NBI secretariat, as well as delays in starting the large consultancies of HR and Institutional Design Studies.

The FY 2008/09 was a short year, with ISP becoming effective in October, 2008, and actual disbursement starting in December, 2008 after the necessary Bank accounts and signatories were obtained. This reduced the time for spending the 12 month budget by 6 months.

# 5 Challenges and Constraints

- Prioritization when "Taking on board" all of the urgent NBI program and project needs under ISP remains a major challenge continually addressed by all the 3 NBI units through strategic prioritization. Communication channels and procedures for consultations within the NBI ISP team posed an added challenge.
- The vacant positions in all the three NBI units constrained progress in strengthening activities in all the technical components.
- The absence of an institutional and legal framework will continue to delay implementation of SAP projects investment proposals through constrained borrowing, As SAP pre-investment grants come to an end investment projects progress to the next phase, mobilizing resources is becoming a priority for all the three NBI units, and putting a strategy in place as fast is a major challenge. Capacity gaps at the country levels in IWRM could also hinder implementation. Lack of CFA also continued to work against the full operation of one NBI through the NBI Secretariat, as some SVP project are still managed through UNOPS.
- Having enhanced confidence and trust among the countries through the first set of micro investment projects, there is pressure, from the countries, to implement more concrete projects on the ground.
- Long procurement procedures continue to bog down the implementation of activities.
- Visibility at the national levels in the NBI countries continues to be a challenge that requires urgent attention.

# 6 Lessons Learned and Recommendations

# 6.1 Lessons learned.

- Conceptualization, preparation and implementation of regional cooperative projects based on a shared finite resource such as water is a complex process, which requires continuous and nurtured dialogue amongst partners and extensive consultation. This builds confidence and instills a sense of country ownership only if beneficiary countries and stakeholders are involved in entire processes at all stages.
- All NBI countries have recognized the central role played by environmentally sustainable development, and each country gives prominence to different aspects of sub-sectors related to water resources management (such as irrigation and agricultural production, power generation and rural electrification, water supply and sanitation). Regional cooperation and integration features prominently. There is increasing interest in cooperation as a vehicle towards the eradication of poverty and disease, stimulation of economic growth, and reversal of environmental degradation. The NBI countries see cooperation as a means to meeting the pledges contained in their development blue prints and a vehicle to the attainment of the MDGs, and as a vital contribution for stability and development in the region.

- The emergence of the Lake Victoria Basin Commission and other regional organizations e.g IGAD, as partners in development will create a partnership especially with the SAPs that will lead to efficient and optimal utilization of resources to the benefit of all riparian countries.
- The future of NBI is highly dependent on the developments and final in the CFA dialogue, and NBI countries' need and response to meet more of the core costs of the key Secretariats.

### 6.2 Recommendations

- There is need for greater country commitment through continuity in participation at consultative meetings and Regional Steering Committee Meetings. This will ensure that the projects under implementation are given timely and adequate strategic guidance.
- As the pre-investment grant commitments come to an end, it is time for the SAPs and all NBI to focus on issues of sustainability of programs and projects, and operationalising resource mobilization strategies, while also mainstreaming pre-investment projects into countries' development plans to ensure sustainability.
- The institutional structure and status of the NELSAP requires to be clearly defined in line with the evolution of the Nile Basin Initiative and emerging institutions like the Lake Victoria Basin Commission within the East African Community. This is further enhanced by the developed cooperative frameworks under the pre-investment projects whose recommendations need to be viewed in the context of the "One Basin" philosophy, on the one hand and existence of other regional initiatives on the other.
- The need for increased visibility at national level calls for greater improvements in communication and stakeholder involvement, requiring concerted efforts from all NBI organs and programs. There is urgent need to integrate social development issues, which include gender mainstreaming, communication, youth programs, HIV/AIDS etc into the SAPs' development process as the program continues to evolve.
- Given that most of the pre-investment projects have developed monographs and information data bases and other information, there is need to speed up initiatives geared towards the establishment data sharing protocols.
- It is NBI's obligation to conform to national laws and regulation, it is proposed for consideration that NBI staff both national and Regional contribute to **National Social Security Fund (NSSF)**. The Employee contributes 5% of his./her monthly earnings while the employer contributes 10%. This is different from gratuity which is end of contract benefit. NSSF is drawn from the fund on retirement or upon leaving the country.

### 7 Appendices

- 8.1 Output Based Expenditure FY 2008/09
- 8.2 Logical Frameworks (NBI ISP, NBI, NELSAP-CU, ENTRO)
- 8.5 Details of NBI Results Achieved
- 8.6 List of NBI staff based at the NBI Secretariat, NELSAP-CU and ENTRO.



7 1 The 28<sup>th</sup> Nile-TAC Session 11<sup>th</sup> May, 2009, Entebbe, Uganda

Components/ Outcomes; Subcomponents / Outputs	TOTAL PAD	ACTUAL EXPENDITURE FY2008-9			BUDGET BALANCE FOR 2009 - 2012	
		NILE-SEC	ENTRO	NELSAP	NBI TOTAL	
1. Component / Outcome 1: Strengthen & Harmonize NBI Corporate Management						
Subcomponent / Output 1.1: Corporate Management Capabilities	2,680,000	410,209	107,593	117,370	635,172	2,044,828
Subcomponent / Output 1.2: Legal Foundation & Formal Institutional Arrangements	1,665,000	21,601	39,114	110,866	171,581	1,493,419
Subcomponent / Output 1.3 Administrative Systems and Functions	4,130,000	467,194	314,401	193,107	974,702	3,155,298
Subcomponent / Output 1.4: NBI National Focal Points and NBI linkages	105,000		0	2,212	2,212	102,788
Total Component / Outcome 1	10,490,000	899,004	461,108	423,555	1,783,667	8,706,333
2. Component / Outcome 2: Enhance the Foundation for Knowledge Based WRM						
Subcomponent / Output 2.1: Establishing the IWRM function	4,267,000	790	6,497	22,428	29,715	4,237,285
Subcomponent / Output 2.2: Knowledge Management Systems	2,321,000	10,478	0	0	10,478	2,310,522
Subcomponent / Output 2.3: Basin wide guidelines and standards	1,500,000		0	0	0	1,500,000
Subcomponent / Output 2.4: Mainstreaming the Shared Vision Program	1,031,000	73,294	95		73,389	957,611
Subcomponent / Output 2.5: Capacity Strengthening In IWRM and related areas that support effective RBO					0	0
Total Component / Outcome 2	9,119,000	84,562	6,592	22,428	113,582	9,005,418
3. Component / Outcome 3: Enhance the Foundation for Water Resources Devt.						
Subcomponent / Output 3.1: Project Identification, Preparation & Implementation	2,769,000		265,103	186,304	451,407	2,317,593
Subcomponent / Output 3.2: Program and Project management	603,000		0	104,654	104,654	498,346
Total Component / Outcome 3	3,372,000		265,103	290,958	556,061	2,815,939
4. Component / Outcome 4: Strengthen Stakeholder Participation &Communication						
Subcomponent / Output 4.1: Stakeholder participation	641,000	173,872	0	0	173,872	467,128
Subcomponent / Output 4.2: Corporate Communication	1,495,000	0	0	0	0	1,495,000
Subcomponent / Output 4.3: Social Development and Development Communication	1,634,000	0	62,693	28,990	91,683	1,542,317
Total Component / outcome 4	4,850,000	173,872	62,693	28,990	265,555	4,584,445
Unallocated	3,030,000	110,012		20,000	200,000	3,030,000
5. Component/ Outcome 5: Management of SVP Projects	2,900,000	506,000			506,000	2,394,000
Total ISP	33,761,000	1,663,438	795,496	765,931	3,224,865	30,536,135

# 7.2 NBI Institutional Strengthening Project: LOGICAL FRAMEWORK

HIERARCHY OF RESULTS	PERFORMANCE INDICATORS	CRITICAL ASSUMPTIONS
Impact		
NBI has strengthened foundation for institutional	Strategy for institutional and financial sustainability     presented to the Nile-COM	
sustainability, enhanced capacity and harmonized	Strategy developed to mainstream critical SVP outputs and functions into NBI operations and implementation started	
corporate management to more effectively deliver programs and projects.	Harmonized corporate management systems in place, including financial management, procurement and human resources	
	<ul> <li>Investment projects with trans-boundary relevance are able to attract international financing</li> </ul>	
Outcomes		
1 NBI has the governance structure and capacity to	Institutional options identified and immediate directions     (post-ISP) clarified	1. NBI regional cooperation continues, backed by
operate according to its mandate on a sustainable	Strategic planning function and Results Based System     operational across NBI (Nile-SEC, ENTRO, NELSAP-CU)	strong commitment at the national level.
basis	Nile-SEC produces improved consolidated performance and financial reports for NBI	2. There is willingness among national
2. NBI has strengthened its knowledge-based	Basin Sustainability Framework of integrated water resources development policies and strategies initiated	Governments to recognize and support
integrated water resources management function	NBI bodies/projects confirm that there is improved access to information and knowledge	NBI activities. 3. There will be significant
	Seven SVP projects successfully completed and closed	and rapid progress in concluding and ratifying
3. NBI has strengthened its capability for delivering development projects	<ul> <li>SAPs fully staffed according to ISP staffing plan, and training received on program and project management capabilities</li> </ul>	the Nile basin Cooperative Framework.
	<ul> <li>Projects with transboundary relevance are identified and prepared in line with SAP's strategic plans, and according to international standards.</li> </ul>	4. NB countries and populations are willing to share and apply
4. Key stakeholders have	NBI-wide stakeholder database developed and operational	information and knowledge.
improved understanding and involvement in Nile	NBI communication strategy developed and implemented	
Basin issues	Investment projects are prepared following good practice in communications and stakeholder engagement	
5. SVP Projects are efficiently and effectively managed	Completion rating of each SVP project	
Project Outputs		
1.1 Corporate management capabilities for NBI strengthened	<ul> <li>New positions (Strategic planning, communications) and functions fully operational as % of required establishment at Nile-Sec, ENTRO and NELSAP-CU</li> </ul>	Sustainable National and regional Implementing institutions are available
1.2 Legal foundation, institutional governance arrangements for NBI,	<ul> <li>Level of countries' financing of NBI activities</li> <li>Level of adoption of one line of responsibility within one NBI</li> <li>Approved strategy and plan for set up of permanent</li> </ul>	Countries continue to actively contribute to identified 'core costs'
plus operational plans for future arrangements completed.	Institution	Continued confidence, especially from
1.3 Administrative systems and functions of Nile-	<ul> <li>% level of operation of NBI integrated financial management system.</li> </ul>	development partners in NBI as an International Organization.
SEC, ENTRO, & NELSAP-CU strengthened and harmonized.	<ul> <li># Operating policies and other internal management systems harmonized (FMS, HR, PROC, RBS, IMS, etc).</li> </ul>	Qualified and motivated staff is retained to effectively implement and
1.4 Nile National Focal Point Offices and NBI Regional Linkages Strengthened	<ul> <li>% of cost of NBI National offices financed by NB countries</li> <li>% implementation of agreements on NFP roles, and on linkages with other bodies.</li> </ul>	sustain the programs and projects.
2.1 IWRM function created	<ul> <li>Level of set up and operation of the water planning group</li> </ul>	
	<ul> <li>% completion and operationalisation of basin sustainability framework</li> </ul>	

HIERARCHY OF RESULTS	PERFORMANCE INDICATORS	CRITICAL ASSUMPTIONS
2.2 Knowledge management, integrated database	<ul> <li>Level of establishment and functioning of the architecture for integrated database</li> </ul>	
systems, data sharing, library and records	Completion and level of operation of data exchange protocols	
functions strengthened	<ul> <li>Access as measured by number of regular library users per year</li> </ul>	
2.3 basin-wide guidelines and standards for selected IWRM	<ul> <li>IWRM guidelines and standards presented to countries for adoption</li> </ul>	
principles developed	<ul> <li>% Sector coverage of developed and approved IWRM guidelines</li> </ul>	
2.4 SVP Outputs mainstreamed into NBI	<ul> <li>% implementation of agreed SVP mainstreaming strategy &amp; action plan.</li> </ul>	
and related institutions	Number of activities implemented jointly in support of SAPs	
	DSS development on target	
	<ul> <li>Number of Institutions accessing DSS</li> </ul>	
2.5 IWRM capacities that support effective River Basin management strengthened	<ul> <li>New IWRM positions (Environment, Water, Socio-economics , etc) and functions fully operational as % of required establishment at Nile-Sec, ENTRO and NELSAP-CU</li> </ul>	
Strengtheneu	<ul> <li>IWRM training provided to professionals in countries and NBI programs and projects as % of planned</li> </ul>	
3.1 Project identification, preparation and	<ul> <li>Average duration for completing preparation of investment project cycle</li> </ul>	
implementation / facilitation strengthened.	<ul> <li>% staff with project management training</li> </ul>	
3.2 Program and project management capacities for water development	<ul> <li>Project management training provided to professionals in countries and NBI programs and projects as % of planned</li> </ul>	
strengthened	<ul> <li>% of trained professional working ful-time in the water sector of the NBI countries &amp; in Regional Institutions</li> </ul>	
4.1 stakeholder engagement in NBI is increased	<ul> <li>National level of operation of community and stakeholders reference panels for policy matters as measured by frequency of meetings</li> </ul>	
	<ul> <li>% implementation of public participation strategy and action plan</li> </ul>	
	% of key stakeholders actively engaged	
4.2 knowledge, reputation and acceptance of NBI in	Number and nature of clients' feed back	
readiness for the CFA is	% implementation of communication strategy	
increased through implementation of the Communications Strategy and Plan approved	<ul> <li>media monitoring (already programmed in 2008 for CBSI Phase I)</li> <li>opinion survey ((already programmed in 2008 for CBSI Phase I)</li> </ul>	
4.3 Social development dimensions (including gender) incorporated in NBI projects, and capacity of NBI and governments in social development augmented	<ul> <li>Number of NBI projects including participatory and gender- sensitive project design</li> <li>Number of people trained</li> </ul>	
5.1 SVP Projects are effectively and efficiently managed	<ul> <li>Timely completion and successful closure of all SVP projects</li> </ul>	

### 7.3 NBI Log frame

RESULTS	INDICATORS	ASSUMPTIONS AND RISKS
Impact:	Impact Indicators:	Assumptions and Risks:
Sustainable socio-economic development in the Nile Basin through the equitable utilization of, and benefit from, the common Nile Basin water resources.	<ul> <li>Changes in quality of life<sup>4</sup> and quality of environment<sup>5</sup> in the Nile Basin investment project areas.</li> </ul>	Continued political and socio- economic stability of NB countries in favour of long-term development.
Medium-Term Outcomes:	Medium-Term Outcome Indicators:	Assumptions and Risks:
1. Increased regional cooperation in the Nile Basin, contributing to peace and security in the region.	<ul> <li>A permanent Nile Basin institution is established, funded and functioning effectively.</li> <li>Conclusion and operation of the Nile Basin cooperation Framework Agreement.</li> </ul>	Continued political support for NBI in the Nile Basin countries.
2. Efficient trans-boundary management and optimal use of Nile Basin water and water-related	• Number and value of water-related economic / conservation investments instituted in the Nile Basin that are cooperative or involve joint action by NBI countries, relative to the number of unilateral investments.	
resources.	Av. access to improved water source for the 9 countries	
	Av. access to improved sanitation facilities for the 9 countries	
Short-Term Outcomes:	Short-Term Outcome Indicators:	Assumptions and Risks:
1.1 Increased communication, trust, involvement and cooperation among NB governments and populations.	<ul> <li>Evidence of involvement of the civil sector and private sector at the community, national and regional levels in decision making related to water in the Nile Basin region.</li> <li>Number of community initiated trans-boundary projects in the NB.</li> </ul>	There will be continued political and financial commitment by the NB countries, and continued donor support
1.2 Increased joint and trans-boundary investments in the Nile Basin.	Number / Value of trans-boundary investment projects in NB countries based on water resources.	

<sup>&</sup>lt;sup>4</sup> As measured by; access to improved water and sanitation, access to modern energy, per capita income, food security, and infant mortality.

<sup>&</sup>lt;sup>5</sup> As measured by water quality, soil erosion rate, and biodiversity.

RESULTS	INDICATORS	ASSUMPTIONS AND RISKS
2.1 Enhanced basin- wide capabilities and capacities based on best practices, on trans-boundary issues in power development and trade, agriculture and natural resource management and development.	<ul> <li>Number of common best practices adopted and applied by national institutions.</li> <li>Water reserve / storage capacity for development in NB.</li> <li>Common knowledge base and information sharing among NB countries.</li> <li>Number of functioning basin-wide networks and local professionals.</li> <li>Sustained capacity of training institutions to deliver programs that address IWRM principles and approaches on trans-boundary issues.</li> </ul>	
2.2 Increased convergence of institutional frameworks of NB countries on trans-boundary issues in power development and trade, agriculture and natural resource management and development.	<ul> <li>Level of adoption and implementation of harmonized, trans-boundary policies/frameworks in NB countries.</li> <li>Number of operational harmonized national-level institutional frameworks within NB countries addressing trans-boundary dimensions.</li> </ul>	
2.3 Increased cooperative action on power development and trade, agriculture and natural resource management and development.	<ul> <li>Number of joint action trans-boundary projects in NB countries based on water resources.</li> <li>Volume of electric power traded among NB countries.</li> </ul>	

# 7.4 ENTRO program level LOGICAL FRAMEWORK

Impact:	Indicators	Assumptions
Poverty level reduced, economic growth fostered, and environment sustained in EN countries.	<ul> <li>Annual GDP growth rate and its distribution</li> <li>%age of people under poverty line</li> </ul>	Continued political and socio-economic stability of EN countries in favor of long-term development.
Medium-Term Outcomes:	Indicators	Assumptions
1. Enhanced cooperation among Eastern Nile countries `	<ul> <li>Number of functioning cooperative agreements in place among EN countries.</li> <li>Amount of annual Countries contribution to ENTRO.</li> </ul>	<ul> <li>Continued political support for ENSAP in the Eastern Nile countries.</li> <li>Sense of ownership and capacity created to sustain interim results.</li> </ul>
2. Increased number of environmental friendly, water resources development projects operational in EN countries	<ul> <li>Number of operational projects in the EN countries</li> <li>Number of environmental mitigation measures</li> <li>Number of EN citizens employed by projects</li> </ul>	
Short-Term Outcomes:	Indicators	Assumptions
1.1 Increased dialogue and partnership among EN institutions, private sector and civil society	<ul> <li>Number of regional working groups.</li> <li>Volume of cross border investments among EN countries.</li> </ul>	
2.1 Enhanced Regional and national capacities to identify, prepare and implement investment projects	<ul> <li>Efficiency in project preparation and implementation.</li> <li>Quality and timeliness of planning and reporting.</li> <li>Level of adoption of functional units.</li> </ul>	<ul> <li>ENSAP stakeholders are committed enough to cooperate for the joint and trans-boundary investments in the sub-basin</li> </ul>
2.2 Strong functional/management systems established and operational for efficient and effective management of investment projects	<ul> <li>Number of well functioning management systems.</li> <li>% of budget utilization in each fiscal year.</li> <li>Staff turn-over.</li> </ul>	<ul> <li>Knowledge transferred through various methods changed in to action</li> </ul>
2.3 Increased implementation of projects in water and water related resources by incorporating cross cutting issues	<ul> <li>Number of investment projects under implementation.</li> <li>Number of projects incorporating cross-cutting issues.</li> </ul>	

Outputs	Indicators	Assumptions
1.1.1 Stakeholder consultations and communication facilitated 1.1.2 Eastern Nile regional networks established and	<ul> <li>Number of stakeholders consultations facilitated</li> <li>ENSAP communication strategy developed and disseminated</li> <li>Number of communication materials prepared and disseminated</li> <li>Number of regional networks established</li> </ul>	
functioning	Number of information exchange facilitated	<ul> <li>Qualified professionals available in the market</li> </ul>
2.1.1 Capacity needs assessment conducted at national and regional level	<ul><li>Number of needs assessment conducted</li><li>The extent of opportunities and gaps identified</li></ul>	<ul> <li>Secured funds timely disbursed by financers</li> <li>Countries committed for cooperative</li> </ul>
2.1.2 Capacity Building elements facilitated at national & local level	<ul> <li>Number of trainings, study tours/experience sharing facilitated</li> <li>Volume of physical support provided</li> <li>Volume of technical support provided</li> </ul>	development
2.1.3 Capacity Building elements facilitated at Regional (Eastern Nile) level	<ul> <li>Number of trainings, study tours/experience sharing facilitated</li> <li>Volume of physical support provided</li> <li>Volume of technical support provided</li> </ul>	
2.2.1 Finance, Procurement and HR management systems established & operational in harmony with NBI system	<ul> <li>Financial management manual prepared and operational</li> <li>Procurement guideline prepared and operational</li> <li>Human resource and administration manual developed and operational</li> </ul>	
2.2.2 Knowledge based management system introduced & strengthened	<ul> <li>Tools and information systems in place</li> <li>Access to reliable information for decision making</li> </ul>	
2.2.3 Results-Based M & E system established and operational in harmony with NBI system	<ul> <li>Number of ENSAPT and ENCOM meetings facilitated.</li> <li>Results-Based timely &amp; quality periodic reports prepared and distributed</li> <li>Results-based work planning and budgeting prepared</li> </ul>	
2.3.1 Investment opportunities and gaps identified in the EN countries	<ul> <li>Number of cooperative regional assessments conducted</li> <li>The level of regional opportunities and gaps identified in the EN.</li> </ul>	n
2.3.2 Joint and trans-boundary investment ready projects identified & prepared	<ul> <li>Number of investment potential projects identified for preparation</li> <li>Number of investment projects under preparation</li> </ul>	

# 7.5 NELSAP Program level LOGICAL FRAMEWORK

Results	Indicators	Assumptions and Risks
<b>Impact</b> : Poverty Reduced, Sustainable Socio-economic Development Achieved and Environmental Degradation Reversed in the NEL Region	Impact Indicators: <ul> <li>Changes in the HDI</li> <li>Changes in Per Capita GDP</li> <li>Changes in Environmental Index</li> </ul>	<ul> <li>Political stability in NEL region</li> <li>Country willingness to participate in TB investments</li> <li>Availability of resources</li> </ul>
<b>Medium-Term Outcome 1:</b> Enhanced Cooperative and Consultative Investments in Trans-boundary Water Resources, Agriculture and Power in the NEL Region.	<ul> <li>Outcome Indicators:</li> <li>Number of new investment projects prepared</li> <li>Number of prepared projects implemented</li> <li>Finances mobilized for investment</li> </ul>	<ul> <li>Political stability in NEL region</li> <li>Country willingness to participate in TB investments</li> <li>Availability of resources (human and financial)</li> <li>Support from governance structures</li> </ul>
Medium-Term Outcome 2: Improved Management of Water, Water Related Resources and Environment in the NEL Region	<ul> <li>Outcome Indicators:</li> <li>Number of joint cooperative frameworks established</li> <li>Number of watershed management projects implemented</li> <li>Number of natural resources projects prepared &amp; implemented</li> </ul>	<ul> <li>Adequate policy and regulatory frame works with respect to TB natural resources governance exists</li> <li>Availability of resources (human and financial)</li> <li>Support from governance structures</li> <li>Political stability in NEL region</li> </ul>
<b>Short-term Outcome 1.2:</b> Strengthened Institutional Capacity at National and Regional Levels for Resource Mobilization and Effective Delivery of Investments Projects	Outcome Indicators: <ul> <li>Resources mobilization framework developed</li> <li>Number of projects prepared</li> <li>Number of riparian staff trained and retained</li> <li>Number of institutions equipped</li> </ul>	<ul> <li>Availability of resources (human and financial)</li> <li>Support from governance structures</li> </ul>
Short-term Outcome 1.3: Increased Knowledge and Information for Decision Making on investments	Outcome Indicators: <ul> <li>Number of feasibility and design studies completed</li> </ul>	<ul> <li>Availability of resources (human and financial)</li> </ul>
Short-term Outcome 2.1: Enhanced Environmental and Social Compliance of Investments Projects	Short-Term Outcome Indicators:      Strategic Environmental Assessment framework developed      Number of projects integrating ESIA in the implementation process      Increased adaptability to Climate change	<ul> <li>Availability of resources (human and financial)</li> <li>Countries willing to implement environmental and social assessment</li> </ul>

Results	Indicators	Assumptions and Risks
Short-term Outcome 2.2: Increased Knowledge and skills for Improved Resource Management	Short-Term Outcome Indicators: <ul> <li>MIS for WR (quality and quantity), agriculture, and power established</li> </ul>	<ul> <li>Availability of resources (human and financial)</li> <li>Interim Data and information sharing procedures in place</li> </ul>
	<ul><li>Appropriate communication tools developed and disseminated</li><li>Number of relevant training events undertaken</li></ul>	
Outputs:	Output Indicators:	
1.1.1 Studies for Joint management frameworks (WR, Agric and power) completed and approved.	Number of study reports produced and approved	Competent service providers available
1.1.2 Sustainable Investments Strategies (Master Plans) and portfolio of investment projects completed and approved.	<ul> <li>Number of investment strategies produced and approved</li> <li>Portfolios of investment projects</li> </ul>	<ul> <li>Investment projects developed are within National sector development plans and PRSPs</li> </ul>
1.2.1 Resource Mobilization Framework developed	Resource Mobilization Framework report	<ul> <li>Availability of resources (human and financial)</li> </ul>
1.2.3 Investment projects implemented	Number of investment projects successfully implemented	<ul> <li>Availability of resources (human and financial)</li> </ul>
1.2.4 Functional management units established	Number of Functional management units established	Availability of resources (human and financial)
1.3.1 Project Preparation (Feasibility and design) studies and implementation (WR, power and agriculture) completed	Number of Project Preparation study (Feasibility and design) reports	Availability of resources (human and financial)
2.1.1 Strategic Environmental Assessment framework developed for development projects	Number of Project completion reports     Strategic Environmental Assessment framework report Completed     and approved	<ul> <li>Availability of resources (human and financial)</li> <li>Appropriate national policy frameworks on environmental management in place</li> </ul>
2.1.2 ESIA integrated into project design and implementation for all SAP Investment projects	<ul><li>Number of project ESIA reports</li><li>Number of compliance certificates</li></ul>	<ul> <li>Availability of resources (human and financial)</li> <li>Appropriate national policy frameworks on environmental management in place</li> </ul>
2.2.1 Climate change adaptability Strategies for the NEL region developed and disseminated	<ul> <li>Climate change adaptability study report</li> <li>Number of awareness materials developed</li> <li>Number of awareness materials disseminated</li> <li>Number of stakeholder and public awareness events</li> </ul>	<ul> <li>National policy frameworks incorporate the climate dimension</li> <li>Availability of resources (human and financial)</li> </ul>
2.2.2 MIS for WR (quality and quantity), agriculture, and power developed	<ul> <li>Number of Hydrometric networks established</li> <li>Water quality assessment reports</li> <li>Databases established on WR agriculture, and power</li> <li>Monographs published</li> </ul>	<ul> <li>Availability of resources (human and financial)</li> <li>Interim Data and information sharing procedures in place</li> </ul>

## 7.6 NBI Details of ISP achievements October, 2008 – June, 2009 (Nile-SEC; ENTRO; NELSAP-CU)

Results & Activities for the period (1)	Indicators (2)	Brief narrative of physical achievements for the period (4)	Progress Variance, reasons & Remedial Plans (5)
Outcome 1: NBI has the governance structure and capacity to operate according to its mandate on a sustainable basis.	<ul> <li>Institutional options identified and immediate directions (post-ISP) clarified</li> <li>Strategic planning function and Results Based System operational across NBI (Nile-SEC, ENTRO, NELSAP-CU)</li> <li>Nile-SEC produces improved consolidated performance and financial reports for NBI</li> </ul>	<ul> <li>All key Recruitments nearing completion in the three main NBI Institutions (66% positions filled):</li> <li>Selection of a firm for the Institutional Design Study, intended to identify and explore possible institutional arrangements for NBI in the transition to a river basin organization is being finalized and the study will begin early in FY 2009 /10.</li> <li>Development of policies in the key areas of human resources, financial management, procurement and M&amp;E has been initiated.</li> <li>A number of high level meetings attended by the Executive Director were held between the Nile-COM Chair and the Nile-COM members and other senior Government officials of the NBI countries to move forward the Cooperative Framework Process.</li> </ul>	• There was a -4-month delay in ISP effectiveness (1 <sup>st</sup> Oct. instead of 1 <sup>st</sup> July, 2008).
Output 1.1: Corporate management capabilities for NBI strengthened • Strategic planning, including ISP implementation, corporate effectiveness • Strengthen and implement the NBI Results Based System to harmonize planning, reporting, monitoring and evaluation throughout NBI on regular basis	New positions (Strategic planning, communications) and functions fully operational	<ul> <li>At Nile-SEC, Recruitment of Head Strategic Planning and Management, HF&amp;A, HRM, 2 Communication Specialist, Procurement Specialist was completed.</li> <li>Recruitment process for ENTRO Executive Director, Senior Regional Project Coordinator (SPRC)/Head, Water Resources Development Unit, and the Regional Finance and Administration Head (RFAH) was successfully completed. Recruitments are underway for Senior Water Resources Planner/Head, Water Resources Planning Unit; Regional Coordinator for the Eastern Nile Planning Model Project, Accountant, and Librarian.</li> <li>ENTRO Senior Operations Officer reported in November 2008, and the Strategic Planning Unit was established within ENTRO Executive Office</li> <li>The ED NBI participated in a bilateral meeting was held between H.E President Yoweri Museveni of Uganda and H.E President Joseph Kabila of Democratic Republic of Congo on cooperative resources development.</li> <li>The 1<sup>st</sup> ISP implementation Review was conducted by the WB during February, 2009. Key implementation milestones were agreed upon.</li> <li>Concept was prepared to initiate development of capacity building strategy.</li> <li>Review and update of the NBI Resource Mobilization Strategy initiated through ENTRO, with working Note on the approach to the process drafted and shared with key stakeholders. TORs for a NELSAP Resource Mobilization Framework were also developed.</li> <li>Two pronged NBI internal evaluation involving on-line questionnaires as well as consultative interviews with selected stakeholders was initiated, with first phase covering SDBS, EWUAP &amp; 1<sup>st</sup> Phase of RPT. A short-term consultant was hired to support the NBI secretariat.</li> <li>The first draft policy and strategy document for NBI M&amp;E was reviewed by the NBI focal point persons on the Results Based System during their 3<sup>rd</sup> meeting held in Nairobi on 9 – 14 March, 2009.</li> <li>The ENSAP Program level Results Chain and Logframe were further revised in preparation for review of projects' LGFs.</li> <li>Relevant RBS</li></ul>	<ul> <li>Substantive component heads to be assigned after completion of key recruitments</li> <li>All other activities on schedule.</li> <li>Nile SEC is to develop an NBI Gender Policy</li> </ul>
Output 1.2: Legal foundation, institutional governance arrangements for NBI, plus operational plans for future arrangements. • Studies on roles and responsibilities, core costs, Institutional options for future NBI Organization • Consultations • Mandatory meetings • Subsidiary Headquarters Agreements with countries.	<ul> <li>Level of adoption of one line of responsibility within one NBI.</li> <li>Level of countries' financing of NBI activities</li> </ul>	<ul> <li>Procurement is being finalized to initiate the four main Institutional Design Studies (IDS) for the whole NBI, covering: Diagnostic Study of Existing NBI Transitional Arrangements; Diagnostic Study of Existing NBI Transitional Arrangements; Diagnostic Study of International River Basin Organizations (RBOs); NBI Regional Collaboration and Synergy Study.</li> <li>Rapid Assessment of NBI Organizational Effectiveness, which was conducted for Nile-Sec; NELSAP and ENTRO was completed, &amp; Action Plan for implementation of medium term and long term recommendations for enhancing NBI organizational effectiveness developed.</li> <li>The 28<sup>th</sup> Nile-TAC meeting, the 2<sup>nd</sup> NBTF-C and Nile-TAC Consultative Dialogue, and the 6<sup>th</sup> Formal NBTF-C meetings were successfully held in Entebbe during May, 2008.</li> <li>An extra-ordinary Nile-COM meeting was held in Kinshasa on 22<sup>nd</sup> May, 2009, in which the Nile Council of Ministers, with the Exception of Egypt, that presented some reservation, resolved to set up a Nile Basin Commission, and annex article 14b to be considered by an international audit committee to fine tune.</li> <li>The Egypt Minister of Water Resources and Irrigation and Nile-COM/ENCOM Member on his 5 May 2009 visit to ENTRO reiterated commitment to NBI and ENSAP, and pledged to expedite the process of signing of H.Q. Agreement between ENTRO and the Government of the Arab Republic of Egypt.</li> </ul>	Launch of the ISP and ISP PSC was held during the 28 <sup>th</sup> Nile-TAC meeting in May, 2009.

Results & Activities for the period (1)	Indicators (2)	Brief narrative of physical achievements for the period (4)	Progress Variance, reasons & Remedial Plans (5)
Output 1.3: Administrative systems and functions Strengthened • Harmonize and strengthen all corporate services. • Strengthen IT, telecoms, and office systems capacity. • Provision of necessary logistics, support and services to the project operation	<ul> <li>% level of operation of NBI integrated financial management system.</li> <li># Operating policies and other internal management systems harmonized (FMS, HR, PROC, RBS, IMS, etc).</li> </ul>	<ul> <li>Financial Management Action Plan developed in July 2008 is now being implemented, with development of finance and procurement manuals in progress. Two short-term consultants have been hired for the process.</li> <li>Development of the ToRs for the wider Human Resources Study was completed</li> <li>NELSAP CU continued training of finance staff on the new financial management system and collaboration with the Nile-SEC in matters related to the adoption of an NBI-wide harmonized chart of accounts, the production of a draft procurement manual and the hiring of a consultant to harmonize the manuals across the NBI sister institutions.</li> <li>Chart of accounts has been harmonized and uploaded for use across NBI. Final detailed harmonization of the financial management System is in progress. ENTRO &amp; Nile-Sec have same financial year.</li> <li>Consolidated Quarterly FMRs are prepared and submitted on time, with the next FRM to be submitted by 15<sup>th</sup> May, 2009.</li> <li>Both External &amp; Internal Audit policy and Procedure as part of Financial Management and Administration Policy and Procedures Manual have been developed</li> <li>To augment the capacity of staff in the ENTRO Finance Office to use the new harmonized FM system, training needs were identified. Training in three modules was organized. Refresher Clinic on and advanced procurement training issues for ENTRO staff was organized by WB Country Office Addis Ababa.</li> <li>As of October 2008, ISP started to cover the costs of maintaining professional staff (bridging fund for the Regional Project Coordination Unit). The professional staff for upgraded IT support were assessed and addressed, while durable solution to the Internet connection at ENTRO and the Water Resources Planning and Management Project PMU is being sought to meet the growing needs of two ENSAP Projects (The Eastern Nile Planning Model and the Flood Project) now under implementation.</li> <li>Forecasted staffing and office needs for ENTRO have been determined and small repairs and renovatio</li></ul>	Reporting lines to be finalized upon completion of NBI-HR Study     The Senior Project Coordinator/ Head, <i>ENTRO</i> Water Resources Development Unit will report to office on June 1, 2009
Output 1.4: NBI National Focal Points and NBI linkages • Conduct consultations to formulate, agree upon and implement consistent NNFPO roles, structured linkages and communications	<ul> <li>% implementation of agreements on NFP roles, and on linkages with other bodies.</li> <li>% of cost of NBI National offices financed by NB countries</li> </ul>	<b>NELSAP</b> undertook incremental support to national focal points through consultative workshops and meetings. In addition, earlier initiated planning and consultative meetings with other regional initiatives under both the Natural Resources and Power sub-programs were undertaken.	The study on roles and responsibilities of national Focal point Offices is part of the main IDS
Outcome 2: NBI has strengthened its knowledge-based integrated water resources management function	<ul> <li>Basin Sustainability Framework of integrated water resources development policies and strategies initiated</li> <li>NBI bodies/projects confirm that there is improved access to information and knowledge</li> <li>Seven SVP projects successfully completed and closed</li> </ul>	Staffing the new Integrated Water Resource Management (IWRM) unit progressing at Nile-SEC. SAPs initiated operationalizing NBI policies related to social and environmental safeguards. NELSAP is in the process of completing an Environmental Safeguards Management Framework as a complement to the 2008 NBI Strategy for Addressing Environmental and Social Safeguards to establish an operational protocol for safeguard issues associated with their projects. Nile-TAC endorsed the preparation of a Nile Basin Sustainability Framework at its October 2008 meeting, and the development process has since been initiated. The framework will ultimately deliver a structured set of common policies, strategies, and procedures to achieve water and natural resource sustainability in the Nile Basin, guided by the principles articulated in the Cooperative Framework.	

Results & Activities for the	Indicators	Brief narrative of physical achievements for the period	Progress Variance, reasons
period (1)	(2)	(4)	& Remedial Plans (5)
Output 2.1: NBI IWRM function created. • Sustainable Water Management group to be progressively created • Create research budget for special studies and research • Formulate a 'Basin Sustainability Framework' of IWRM policies and strategies for adoption and operationalising	<ul> <li>Level of set up and operation of the water planning group</li> <li>% completion and operationalisation of basin sustainability Framework</li> </ul>	<ul> <li>The GTZ adviser started work at the NBI Secretariat in March, 2009, and development of detailed work plans, grant agreement and operational procedures was initiated.</li> <li>NBI participated in the Regional Climate Change Resilience and Sustainability workshop in Bamako, Mali, Feb., 24 – 25.</li> <li>A draft action plan and concept for the Nile Basin Sustainability Framework was developed by the NBI working group in March, 2009, leading to the development of draft 1, which was discussed during the April, 2009 Stakeholders workshop</li> </ul>	Progress is on schedule, and is dependent on accessing GTZ direct funding There is need to source for research fund as NBI participates in more regional meetings, which are still to come.
Output 2.2 Knowledge management and integrated database systems strengthened • Assessment of knowledge needs and knowledge management tools in NBI • Design of knowledge management system and procedures, databases, GIS. • Strengthen library function and Documentation Centre,	NBI bodies/projects confirm that there is improved access to information and knowledge Level of establishment and functioning of the architecture for integrated database Completion and level of operation of data exchange protocols	<ul> <li>Redesigning of the website has been deferred pending the execution of the planned knowledge management and IT infrastructure audit. The terms of reference for the audit have been drafted and it is expected to be done in the next quarter</li> <li>A process of expanding the data network at the Nile-SEC started as well as upgrade of the voice (telephone) network to enable teleconferencing capability with multiple locations. A concept note for the development of Wide Area Network (WAN) for the entire NBI is also was also drafted.</li> <li>An online registration for Nile media awards, and the SVP internal evaluation on-line were developed in the website, and orientation/support given to new ATP IT staff in knowledge management and IT in addition to carrying out routine website updates.</li> <li>A database of NBI staff is under development for online access so as to facilitate exchange of information/knowledge. Redesigning the NBI portal is expected to be undertaken after the NBI ICT infrastructure audit.</li> <li>The physical and web based libraries continued to receive more knowledge resources. Processing of records and incoming publications and expansion of the virtual library were the main activities. The process of establishing the digital library was also initiated as well as providing support to SAPs on management of online library systems.</li> <li>Interim Information Sharing Procedures have been developed, and progress is on schedule</li> </ul>	The main Data Protocol has been stayed pending the conclusion of the Main CFA by the countries. Current efforts are aimed at expansion of library reach and improvement of individual access
Output 2.3: Basin-wide guidelines and standards for selected IWRM principles developed		Activities will start after formation of IWRM group	

Results & Activities for the period (1)	Indicators (2)	Brief narrative of physical achievements for the period (4)	Progress Variance, reasons & Remedial Plans (5)
Output 2.4: SVP Outputs mainstreamed into NBI and related institutions • Strategy for mainstreaming and sustaining SVP outputs into regular NBI functional • strategy for institutionalizing the DSS, including operationalizing data sharing procedures and the Nile-IS • Supervision and oversight of SVP completion & UNOPS transition	<ul> <li>Seven SVP projects successfully completed and closed</li> <li>% implementation of agreed SVP mainstreaming strategy &amp; action plan.</li> <li>Number of Institutions accessing DSS</li> </ul>	<ul> <li>Supervision of SVP implementation is an ongoing activity with specific attention on sustainability issues and project completion timetables.</li> <li>Extension for WRPM and RPT projects Phase II has been completed.</li> <li>Based on the decisions made to extend the UNOPS MSA, a new scaled down management agreement has been signed.</li> <li>Detailed projects operations closure rules and procedures, with completion report Formats were prepared with action plan and is under implementation</li> <li>Detailed projects operations closure rules and procedures, with completion report Formats were prepared with support of the NBI IT/KM team completed development the web based Nile Information System (Nile-IS) as a repository and platform for knowledge sharing for the SVP knowledge products. The tool is up and running and is currently hosted as part of the NBI website and can be accessed/populated online through restricted access. Arrangements for independent hosting are in advanced stages and because of the internet connectivity limitations in Addis Ababa and at the Nile-SEC at the moment, the hosting is being outsourced to professional service providers oversees pending the assessments of the IT infrastructure and human resource at the Nile-SEC.</li> <li>Metadata template was developed for categorization and description of the various products and shared with the Regional Project managers for use. All projects have prepared a matrix of knowledge products and shared with the Regional Project managers for use in the Nile basin, Best practice report for harvesting community managed irrigation and large scale irrigation and Rapid baseline assessment, among others</li> <li>SDBS has uploaded among other outputs Scoping Study on Water and Natural Resources and Energy Sector in Rwanda, Scoping Study on Energy Water Resources and Food Security in Sudan.</li> <li>Other SVP projects have also uploaded content and all projects continue to develop metadata and upload content. FAO-Nile Data was handed over to the NBI at clos</li></ul>	Progress on schedule
Output 2.5: IWRM capacities that support effective River Basin management strengthened Creation of IWRM positions and staff recruitments IWRM Training		<ul> <li>At Nile-SEC, recruitment of persons for the following positions under the Water Planning Group were completed: IWRM Specialist; Water Policy Specialist; Environment Specialist and Knowledge Management Specialist. All expected to be on board by August, 2009. Positions of Senior Economist, GIS and Remote Sensing Specialist, and IT / Library Assistant have been advertised.</li> <li>The position of Senior Water Resource Planner at ENTRO was advertised, short-listing and interviews for selection are planned for late May 2009.</li> <li>The recruitment of the Water Modeler at NELSAP under the auspices of the WRPM Project and the Junior Professional are almost complete.</li> </ul>	It is expected that all key positions will be filled during the first half of FY 2009/10. Activities to start after formation of the IWRM group
Outcome 3: NBI has strengthened its capability for delivering development projects	<ul> <li>SAPs fully staffed and training received</li> <li>Projects with transboundary relevance are identified and prepared.</li> </ul>		
Output 3.1 Program and project management capacities for water development strengthened. • Conduct targeted program and project management training	<ul> <li>Project management training provided to professionals in countries and NBI programs and projects as % of planned</li> <li>% of trained professional working full-time in the water sector of the NBI countries &amp; in Regional Institutions</li> </ul>	<ul> <li>Technical short-term consultancy support to ENTRO's national project coordinators, and to finalize the operational manual for the fast track projects to be implemented in Sudan was approved.</li> <li>NELSAP-CU coordinated and monitored the work of PMUs with assistance from the RPSCs, with all scheduled meetings held and reporting done. Supervisory missions were undertaken to the various projects and various procurements for goods and services were implemented. Collaboration with other SVP projects and other regional initiatives was intensified over the reporting period.</li> </ul>	

Results & Activities for the period (1)	Indicators (2)	Brief narrative of physical achievements for the period (4)	Progress Variance, reasons & Remedial Plans (5)
3.2 Project identification, preparation and implementation / facilitation strengthened (SAPS PROGRAM LEVEL)	<ul> <li>% staff with project management training</li> <li>Average duration for completing preparation of investment project cycle</li> </ul>	<ul> <li>ISP/ENTRO facilitated on December 26, 2008, public consultations on the outcomes of the Eastern Nile Power Trade Investment Study Project Phase II. The findings and recommendations of the study were presented at a workshop that brought together the Utilities and Environment Agencies of the three EN countries (Egypt, Ethiopia and Sudan) as well as media people, academics and civil society organizations. A way forward towards financial closure of the identified Regional Transmission Line was agreed by participants</li> </ul>	
3.2 Project identification, preparation and implementation / facilitation strengthened (INVESTMENT PROJECTS)	<ul> <li>% staff with project management training</li> <li>Average duration for completing preparation of investment project cycle</li> </ul>	<ul> <li>The implementation of the scaling up strategy under both the NELSAP Natural Resources and Power Development and Trade sub-components progressed well with the proposal on the NEL Water Resources Development Program submitted to the bank for financing.</li> <li>Under the NELSAP Power Program, the Interconnection project is ready for the implementation phase. Pre-feasibility reports for the Rusumo Project power generation and transmission lines were completed and reviewed and feasibilities studies are under implementation.</li> </ul>	
Outcome 4: Key Stakeholders have improved understanding and involvement in the Nile basin issues	<ul> <li>NBI-wide stakeholder database &amp; communication strategy developed and operational</li> <li>NBI communication strategy developed and implemented</li> <li>Investment projects are prepared following good practice in communications and stakeholder engagement</li> </ul>		
Output 4.1: Stakeholder engagement in NBI is increased           • Facilitation, oversight and coordination of NBI Stakeholder participation           • Development and Implementation of Public Participation Policies at corporate level           • Implementation of Public Participation Framework guidelines at SAP level           • Establishment of Stakeholder Data bases in NBI national offices           • Establishment of a Regional Stakeholders Data Base at the Nile Sec level.           • Implementation of CFA preparedness Strategy           • mainstreaming Gender in NBI	<ul> <li>National level of operation of community and stakeholders reference panels for policy matters as measured by frequency of meetings</li> <li>% implementation of public participation strategy and action plan</li> <li>% of key stakeholders actively engaged</li> </ul>	<ul> <li>CBSI reviewed the progress of work on Stakeholder Mapping and Analysis going on in the NBI countries and terminated the contracts of consultants whose progress were below expectation. The countries affected by this move were Kenya, Uganda, Tanzania and D.R. Congo. New consultants were identified and oriented on the assignment. The new consultants are expected to complete the assignment by end of May 2009.</li> <li>Focus has been on the organization of national level activities in all the countries.</li> <li>Communication activities were mainly focused on the preparation and celebration of the Nile Day, which took place on 22 February 2009. Celebrations were held in all countries while the Regional Celebrations were held in Burundi.</li> <li>A Regional consultant is engaged and working on the software for building the data base. Furthermore, upon completion of the consultancy on Stakeholder Mapping and Analysis building of National and Regional Stakeholders data base will commence. These will be an online data base of Stakeholder with the contacts and interests.</li> <li>Gender focal point Officer has been identified and assigned at the NBI Secretariat to implement the NBI Gender mainstreaming strategy and action plan.</li> </ul>	<ul> <li>Speed of implementation has been affected by lack of lead Specialist on Stakeholder Involvement.</li> <li>Funding is being sought for implementation of the Gender Plan</li> </ul>

Results & Activities for the	Indicators	Brief narrative of physical achievements for the period	Progress Variance, reasons
period (1)	(2)	(4)	& Remedial Plans (5)
Output 4.2 Knowledge, reputation, and acceptance of NBI in readiness for the CFA is increased through implementation of approved communication strategy • Public Relations and Protocol for positive NBI image • Public Information (Collection packaging, dissemination of information and feedback • CFA signing and ratification strategy & its social mobilization	<ul> <li>Number and nature of clients' feed back</li> <li>% implementation of communication strategy</li> <li>media monitoring</li> <li>opinion survey</li> </ul>	<ul> <li>NBI participated in celebrating the World Water Day that is celebrated globally on the 23rd day of March each year. The occasion that was officiated by the Ministers of Water Affairs of the NBI countries touched on the Nile Cooperation as necessary for the Socio-economic Development of the Basin countries. In all the countries the Water Affairs ministers expressed optimism in the conclusion and signing to the Nile Basin Cooperative Framework Agreement.</li> <li>Operation Plan for NBI Communication Strategy was completed. Implementation is on-going with the main focus of image building of NBI</li> <li>The Nile story has been completed and preparations are underway to package it into components appropriate to different stakeholder categories, and have the packages approved for dissemination.</li> <li>The process of harmonization of the NELSAP Communication Strategy with that of the Nile-SEC progressed well and the Draft Strategy is now complete and awaits NELCOM approval for implementation</li> <li>Consultations geared towards resolving the pending issue are ongoing led by the Nile-COM Chair. CBSI National Project Coordinators facilitated the organization of the consultative meetings over the Cooperative Framework in their respective countries (Egypt, Ethiopia, Kenya, Sudan and Uganda)</li> <li>Strategy for campaign around CFA is under discussion for implementation.</li> </ul>	Work is progressing on schedule following the recruitment of 2 new Communication Specialists Preparations underway to develop a comprehensive strategy
Output 4.3 Social Development dimensions (including gender) incorporated in NBI projects • Operationalizing NBI Policies on public participation • Stakeholder Consultation and engagement on investment projects and programs of the SAPs. • Training on Social Development • Information for Development Communication and Managing Stakeholders expectations on SAPs projects	<ul> <li>Investment projects are prepared following good practice in communications and stakeholder engagement</li> <li>Number of NBI projects including participatory and gender-sensitive project design</li> </ul>	<ul> <li>A gender mainstreaming framework was completed at NELSAP, and guidelines developed, initial frameworks for mainstreaming social issues developed and their implementation has commenced.</li> <li>Key stakeholders of NELSAP were involvement in all program and projects activities. Multi-sector consultative workshops were held to prioritize and finalize project profiles under the investment strategies, review of cooperative frameworks etc and all these activities were approved by the projects' RPSCs. Stakeholder trainings in the DSS, IWRM and project management were held. Study tours were also undertaken with full participation of key stakeholders. NELTAC/COM and RPSC meetings were held as scheduled</li> <li>Contracts effective from January 1, 2009 were issued for the two CBSI ENTRO-based staff (Regional Social Development Coordinator and Development Communications Specialist).</li> <li>ISP/ENTRO facilitated on December 26, 2008, public consultations on the outcomes of the Eastern Nile Power Trade Investment Study Project Phase II. The findings and recommendations of the study were presented at a workshop that brought together the Utilities and Environment Agencies of the three EN countries (Egypt, Ethiopia and Sudan) as well as media people, academics and civil society organizations. A way forward towards financial closure of the identified Regional Transmission Line was agreed by participants.</li> </ul>	Further progress is dependent on development of the NBI-wide gender Policy
Outcome 5 Management of SVP Projects	Completion rating of each SVP project		Work is progressing on schedule
Output 5.1 SVP Projects are effectively and efficiently managed (UNOPS fees)	Timely completion and successful closure of all SVP projects		

### NELSAP Cumulative Results for the October 2008-June 2009 Period

Expected Outcome	Performance Indicators and targets	Planned Achievement by the end of planning period	Actual Results	Percent (%) Perf
1.1 Corporate management capabilities strengthened.	Level of establishment attained as % of required establishment	- Recruitment process for Senior Secretary completed	-"no objection" received; - Evaluation initiated	✓ 66%
	Approval of NELSAP RBS instruments	-NELSAP chain, log frame & PMF finalized; - Projects log frames and PMFs reviewed	<ul> <li>NELSAP chain, log frame &amp; PMF finalized;</li> <li>Projects log frames and PMFs under review</li> </ul>	✓ 66%
	Number of supervisory visits to NELSAP projects	- 2 supervisory visits	- 2 supervisory visits undertaken	✓ 100%
	Level of adaptation of cross- cutting issues by the NELSAP projects	- Frameworks for integration of social issues finalized	- Frameworks under review	✓ 30%
1.2 Legal foundation and institutional arrangements	Timeliness in holding NELTAC/COM meetings	- 1 meeting held	- 1 Meeting held	✓ 100%
for NELSAP explored within the NBI and sub-	Number of consultative meetings organized	- 1 consultative meeting held	- 1 consultative meeting held	✓ 100%
basin framework, including Lake Victoria Basin	% completion of the Rationalization & Synergy Study	- Study to be implemented under NBI overall IDS	- Selection of consulting Firm in process.	✓ 30%
1.3: Administrative Systems and Functions strengthened and harmonized within NBI	Level of harmonization of the NELSAP FMS with that of the Nile-SEC	- Procurement of the FMS finalized	- Procurement of the FMS finalized at the Program level	✓ 66%
	% level of implementation of harmonized financial and procurement manuals	<ul> <li>Draft procurement manual produced;</li> <li>Consultant for the development of the FM manual recruited</li> </ul>	-Draft procurement manual produced; - Consultant recruited & development of the FM manual ongoing	<ul><li>✓ 100%</li><li>✓ 66%</li></ul>
	% level of implementation of the HR policy	- Consultations on harmonization of the NELSAP HR Draft & NBI Draft undertaken	- Consultations undertaken & HR report will be made to this meeting for approval	✓ 66%
	% level of operation of modern IT & telephone equipment	<ul> <li>Procurement of IT &amp; telephone equipment completed;</li> <li>Cabling completed</li> </ul>	<ul> <li>Procurement of IT &amp; telephone equipment completed;</li> <li>Cabling completed</li> </ul>	✓ 100%
1.4: NELSAP national projects focal points and regional linkages strengthened	No. of consultative meetings with national projects focal points	- 2 meetings held	- 2 meetings held	✓ 100%
sirenginenca	No. of consultative meetings with regional initiatives	-2 meetings held	- 1 meeting held	✓ 50%
2.1.1: Setting up the IWRM function at the NELSAP CU	% Level of establishment of the IWRM unit realized	- Key positions filled	- Water Modeler recruitment completed; - Recruitment for Junior Professional ongoing - Recruitment for Water Resources Engineer also ongoing	<ul> <li>✓ 100%</li> <li>✓ 60%</li> <li>✓ 60%</li> </ul>
2.1.2 The Water Working Group fully established & operational	% level of involvement of the CU in the activities of the WWG	- Implementation plan of the WWG developed	- Consultations ongoing with the CU's participation	- Progress depends on the Nile-SEC
2.1.3 NBSF completed & fully operational	% level of completion and operationalization of the NBSF	- Consultancy on NBSF ongoing	<ul> <li>Road map, work plan &amp; consultative process developed;</li> <li>Communication strategy under development;</li> <li>Criteria developed for prioritization of SVP</li> </ul>	- Progress depends on the Nile-SEC

Expected Outcome	Performance Indicators and targets	Planned Achievement by the end of planning period	Actual Results	Percent (%) Perf	
			outputs		
2.1.4 TEIA guidelines & training modules prepared & adopted by the countries	% level of preparation & adoption of the TEIA guidelines & modules	- CN & TORs finalized	- CN & TORs finalized & sent to NTEAP	✓ 100%	
2.2.1 SVP Outputs fully mainstreamed into the NELSAP Activities	% of identified SVP outputs mainstreamed into the NELSAP activities	- Mainstreaming process initiated	- Matrix of SVP outputs to be mainstreamed under consideration	-Progress depends on the Nile-SEC	
2.3.1 The Nile DSS mainstreamed into the NELSAP activities	% level of completion of the development of the Nile DSS	- Recruitment of consultant to finalize it completed	- Recruitment of the consultant ongoing	- Progress depends on WRPM Project	
2.4.1 The Nile IS fully developed and operational	% level of completion in the development of the Nile IS	- Populating of the IS initiated	- Populating initiated and is ongoing	- Progress depends on WRPM Project	
2.4.2 Nile Data Sharing Protocol developed and adopted by the countries	% level of completion of the data sharing protocol	- Draft data sharing protocol produced	-Draft data sharing protocol produced	✓ 100%	
2.4.3 Digital library fully operational at the NELSAP	<ul> <li>% level of establishment of a functional digital library;</li> <li>% level of library personnel recruited</li> </ul>	- Space partitioned & furnished; - Librarian hired	- Space not partitioned; - "no objection" received for recruitment of the librarian	<ul><li>✓ 0%</li><li>✓ 50%</li></ul>	
3.1.1: Preparation and					
implementation of the NELSAP WRMD and	Approval of Resources mobilization Report	Resources mobilization study completed.	- Consultancy is under implementation	✓ 50%	
Power Programs	No. of project preparatory studies completed	Preparatory studies completed. 2 workshops held	-2 RBMs have completed ISs, CFs, CBP, GMS, SIMS, Hydromet being established - Kagera- not yet developed the IS but progressing well on other fronts -LEAF completed final outputs & project profiles finalized. -RATP-some preparatory studies completed, others ongoing. -Scaling up progressing well -Power-Interconnection awaiting implementation -Rusumo studies ongoing 2 workshops held	<ul> <li>✓ 60%</li> <li>✓ 100%</li> </ul>	
	on scaling up undertaken Transboundary dimension of	Consultancy undertaken	Consultancy has not been	✓ 0%	
3.1.2 Prepare a NELSAP catchment multi-sector analysis	national projects established Approved Report	Consultant procured & study undertaken	undertaken Consultancy has not been undertaken	-Progress depends on budgetary allocations	
3.1.3: Improve project management skills through targeted training to meet identified, Including National Nile Focal Point Offices.	No. of targeted trainings in project management skills	2 additional trainings to be undertaken	2 trainings undertaken	✓ 100%	
3.2: NELSAP-CU Program and Project Management	No. of PMUs and RPSCs established and operational	RATP, Rusumo & Interconnection projects PMUs be fully established	RATP , Rusumo PMUs operational, Interconnections not yet.	✓ 65%	

Expected Outcome	Performance Indicators and targets	Planned Achievement by the end of planning period	Actual Results	Percent (%) Perf
	Timely completion of Monthly, quarterly, semi- annual & annuals reports & work plans.	12 monthly reports, 2 quarterly reports, 1 semi- annual, 1 annual report, 1 semi-annual work plan & 1 annual work plan	- All reports have been produced	✓ 100%
	No. of Nile-SEC consultative visits	2 visits carried out	2 visits undertaken	✓ 100%
4.1 Enhance stakeholder participation	NBI/NELSAP Report on public participation completed	NBI/NELSAP public participation strategy completed	-Strategy has not been completed	Progress depends on the CBSI
4.2: Enhance Social Development issues mainstreaming	No. of consultative meetings with relevant stakeholders undertaken	2 consultative meetings expected	1 meeting held	✓ 50%
	Frameworks for social issues mainstreaming approved	Finalization of frameworks	Finalization of frameworks ongoing	✓ 50%
	Guidelines for social issues mainstreaming approved	Guidelines completed	Draft guidelines developed	✓ 50%
	Report on status of social issues mainstreaming	Assessment visits carried out & draft report produced	Assessment is ongoing	✓ 60%
	No. of trainings on SD issues carried out	2 trainings expected	1 training carried out	✓ 50%
4.3 Enhancement of corporate and development communication	Level of implementation of the communication strategy	Approval of the communication strategy	NELSAP Communication strategy developed & harmonized with the NBI	✓ 100%

#### Details of Resources per NBI Centre Per Project – As At June, 2009. (Us \$) 7.7

#### **NBI SECRETARIAT** (A)

	A) NBI SECRETARIAT	APPROVED					PLANNED	
		GRANT	FUNDING	DISBURSED	EXPENDITURE		EXP FY2009-	
	NBI SECRETARIAT PROGRAMS AND PROJECTS	AMOUNT	AGENCY	TODATE	TO DATE	BALANCE	10	REMARKS
		1	2	3	4	(1-4)	5	6
1.1	NBI Institutional Strengthening Project (P110616) (\$11.16 M)	11,160,000	NBTF	979,565	548,909	10,611,091	7,740,111	Funds received on account late Dec 2008
1.2	NBI Institutional Strengthening Project (P110616) (\$6.75M)	6,750,000	GTZ	0	0	6,750,000	1,582,882	Agreement not yet signed
1.3	NBI Institutional Strengthening Project (P110616) (\$1.39 M)	1,389,032	CC	176,947	441,978	947,054	351,511	Not yet budgeted
1.4	NBI Institutional Strengthening Project (P110616) (\$1.2 M)	561,711	CBSI ISP	344,767	0	561,711	456,664	Comp. 4.1.6
1.5	NBI Institutional Strengthening Project - Other(CBSI NBI Staff prior to ISP)	192,000	CBSI	141,648	173,872	18,128	0	Incorporated in the main CBSI ISP
2	SVP: Applied Training Project (P075949) (\$14.38 M) TF52980	14,380,000	NBTF	13,198,345	12,335,028	2,044,972	2,044,972	To close in Dec 2009
3	SVP: Confidence Building and Stakeholder Involvement Project (P075948) (\$11.56 M) TF 53177	11,560,000	NBTF	10,360,000	10,043,403	1,516,597	1,058,352	To close in Dec 2009
4	SVP: Efficient Water Use for Agricultural Production (P075947) (\$4.66 M) TF54978	4,834,575	NBTF	4,662,178	4,176,257	658,318		Closed June 2009
5.1	SVP: Nile Tranboundary Environmental Action Project (P070073) (\$8.99 M)	8,990,000	NBTF	8,506,882	7,881,802	1,108,198	1,108,198	To close in Dec 2009
5.1	SVP: Nile Tranboundary Environmental Action Project (P070073) (\$8 M) tf 51539	8,000,000	NBTF	7,933,973	7,304,849	695,151	695,151	To close in Dec 2009
6	SVP: Regional Power Trade Project (P075945) (\$5.71 M) TF 53413	5,760,000	NBTF	5,760,000	5,835,764	-75,764	0	Closed June 2009, Overpayment is pre- financed by Phase funds
7	SVP: Socioeconomic Development and Benefit Sharing Project (P075952) (\$4.22 M) TF54439	4,223,000	NBTF	3,720,946	3,596,073	626,927		Closed in June 2009
8	SVP: Water Resources Planning and Management Project (P075946) (\$22.81 M) TF 53906	12,810,000	NBTF	8,512,627	7,124,108	5,685,892		Closed in March 09. bal transferred to Phase 2
9	SVP: Shared Vision Program Coordination Project (P076499) (\$11.6 M) TF 53132	11,600,000	NBTF	9,936,119	9,936,119	1,663,881	0	Closed in Dec 2008 balance returned to WB
10	SVP: Water Resources Planning and Management Project (P075946) (\$22.81 M) TF 53906	11,200,000	NBTF	1,479,493	686,144	10,513,856	3,000,000	To Close Dec 2012
11	SVP: Regional Power Trade Project (P075945) (\$5.71 M) TF 53413	4,110,000	NBTF		75,764	4,034,236	2,366,000	To close June 2011
	TOTAL NILE-SEC	117,520,318		75,713,490	70,160,070	47,360,248	20,403,841	

Note: For the SVP projects the balances not disbursed have been tentatively taken as the planned expenditure for FY 2008-09; Disbursements to date have been taken as expenditure to date.

Current ISP Grant

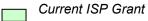
Projects Closed

Grants for projects are not yet finalized

### (B) EASTERN NILE TECHNICAL REGIONAL OFFICE (ENTRO)

	ENSAP Programs and Projects	APPROVED GRANT AMOUNT	FUNDING AGENCY	DISBURSED TODATE	EXPENDITURE TO DATE	BALANCE	PLANNED EXP FY2009-10
		1	2	3	4	(1-4)	5
1	NBI Institutional Strengthening Project (P110616)	5,218,000	NBTF	876,535	868,641	4,349,359	2,614,008.00
2	NBTF - ENSAP: Eastern Nile Watershed Management Project (P091099) (\$2.5 M)	2,500,000	NBTF	2,498,000	2,498,000	2,000	-
3	ENTRO Grant for launching the Joint Multipurpose Program (P073460) (\$1.14 M)	1,140,000	NBTF	911,641	914,435	225,565	-
4	NBTF Grant for Institutional Strengthening of ENTRO (P069786) (\$2.58 M)	2,580,000	NBTF	2,578,000	2,578,000	2,000	-
5	EN Flood Preparedness and Early Warning Project - Phase 1 (P103518) (\$3.48 M)	3,480,000	NBTF	1,249,988	1,100,434	2,379,566	2,206,104.00
6	EN Planning Model (P103639) (\$6.5 M)	6,500,000	NBTF	0	0	6,500,000	1,606,500.00
	Countries' Contributions	801,572	Egypt, Ethiopia, Sudan	801,572	774,657	26,915	210,000.00
7	Netherlands Support to ENTRO	910,000	The Netherlands	185,000	122,755	787,245	501,221.00
8	DFID Social Development Capacity Building	428,500	DFID	428,500	428,500	0	74,000.00
9	Eastern Nile Power Program Study	3,760,900	ADB	3,628,000	3,628,000	132,900	
10	French Technical Assistance (Euro 5.0)	626,000	France	0	0	626,000	481,905.00
11	Ethiopia Sudan Power Interconnection Project	714,770	Power Utilities	714,770	691,547	23,223	
12	Irrigation & Drainage Project	2,502,500	ADB	966,568	966,568	1,535,932	1,413,740.00
13	Utilities Contribution	90,000	Utilities	0	0	90,000	120,000.00
14	Norwegian Grant	1,239,000	Norwegian Embassy	0	0	1,239,000	658,745.00
15	Watershed Management	2,000,000	GEF	0	0	2,000,000	451,500.00
16	EN Joint Multipurpose Program Identification Phase (JMP1) (TBD) (\$8 M)	7,600,000	NBTF	0	0	7,600,000	2,237,915.00
	TOTAL ENTRO	42,091,242	0	14,838,574	14,571,537	27,519,705	12,575,638

**Note:** Disbursement to date is money released by financiers up to 30/06/09 Expenditure to date is up to 30/06/09 since inception Balance = Grant Amount less the Expenditure to date



Projects Closed

Grants for projects are not yet finalized

### (C) NILE EQUATORIAL LAKES SUBSIDIARY ACTION PROGRAM COORDINATION (NELSAP-CU)

(C)	NELSAP PROJECTS	APPROVED GRANT AMOUNT	FUNDING AGENCY	DISBURSEMEN T TODATE	EXPENDITURE TO DATE	BALANCE	PLANNED EXP FY2009-10
		1	2	3	4	(1-4)	5
	NBI Institutional Strengthening Project (P110616)	4,610,000	NBTF	833,810	765,931	3,844,069.00	2,702,554
	NELSAP: NELSAP-CU Institutional Strengthening and Scaling Up (P074628) (\$3.287 M)	3,287,000	NBTF	1,993,458.32	1,865,199.91	1,421,800.09	Closed
	NELSAP: Regional Rusumo Falls Hydroelectric and Multipurpose Project Preparation Grant (P075941) (\$4 M)	4,000,000	NBTF	3,192,350.84	3,149,352.00	850,648.00	425,324.00
	NELSAP: Regional Rusumo Falls Hydroelectric and Multipurpose Project Preparation Grant(ADB)-Power Interconnection Lines	4,163,484	ADB	762,269.12	751,509.17	3,411,974.60	Expected to close
	NELSAP: Agriculture and Trade (P108906) (\$7.78 M)	1,000,000	NBTF	302,895.26	187,925.92	812,074.08	New project phase to start
	NELSAP: Sio-Malaba-Malakisi RBM (P114467) (\$6.85 M)	3,500,000	SIDA	3,500,000.00	2,764,419	735,581.00	122,121.00
	NELSAP: Sio-Malaba-Malakisi RBM (P114467) (\$1.75 M)	1,750,000	NBTF	0.00	0.00	1,750,000.00	Grant agreement not finalized
	NELSAP: Mara RBM (P114469)	3,300,000	SIDA	3,191,845.00	2491871	808129	247,441.00
	NELSAP: Mara RBM (P114469)	1,750,000	NBTF	0.00	0.00	1,750,000.00	Grant agreement not finalized
	NELSAP: Kagera RBM (P114466)	4,950,000	SIDA	4,296,410.00	3,557,844.00	1,392,156.00	409,653
	NELSAP: Kagera RBM (P114466)	3,750,000	NBTF	0.00	0.00	3,750,000.00	Grant agreement not finalized
	NELSAP: Power Program (TBD)	4,690,000	NBTF	0.00	0.00	4,690,000.00	Grant agreement not finalized
	NELSAP: Coordinated Water Resources Development Program (TBD) (\$4.69 M)	4,690,000	NBTF	0.00	0.00	4,690,000.00	Grant agreement not finalized
	TOTAL NELSAP-CU	45,440,484	0	18,073,038	15,534,052	29,906,432	3,907,093

**Note:** Disbursement to date is money released by financiers up to 30/06/09 Expenditure to date is up to 30/06/09 since inception Balance = Grant Amount less the Expenditure to date

Current ISP Grant

Projects Closed

Grants for projects are not yet finalized

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# 7.8 List of NBI staff based at the NBI Secretariat, NELSAP-CU and ENTRO.(a) Staff at the NBI NBI Secretariat (as at June, 2009)

	Names of Staffs	Sex	Position	Contract duration	Funding source
1.	Henriette Ndombe	F	Executive Director	Sept. 2008 to Aug 2009	CC
2.	Canisius Kanangire	М	Head of Strategic Planning and Management	1st June 2009 to 30th May 2009	NBTF
3.	Elizabeth Musyoka	F	Head, Finance and Management	Sept. 2008 to Aug 2009	CC/NBTF
4.	Mwine Charles	М	Admin Officer	1 <sup>st</sup> Nov.08- 31 <sup>st</sup> Oct. 2009	CC
5.	Joy Nabadda	F	Admin. Assistant	1 <sup>st</sup> July 08-30 <sup>th</sup> June 09	CC
6.	Patrick Rutagwera	М	IT Officer	1 <sup>st</sup> Jan 08 – 31 <sup>st</sup> Dec.2010	CC
7.	Esther Nakibirago	F	Personal Secretary	1 <sup>st</sup> Sept.07- 30 <sup>th</sup> Aug 09	CC
8.	Irumba Bernard	М	Driver	5 <sup>th</sup> Sept 07-4 <sup>th</sup> Sep 09	CC
9.	Mr. Chris Abesorwe	М	Driver	1 <sup>st</sup> July 08-30 <sup>th</sup> June 09	NBTF
10.	Mr Crispino Mugabe	М	Driver	1 <sup>st</sup> July 08-30 <sup>th</sup> June 09	NBTF
11.	Dinah Adekur	F	Office Assistant	1 <sup>st</sup> July 08-30 <sup>th</sup> June 09	CC
12.	John Ogwang	М	Regional M&E specialist	1 <sup>st</sup> Sept 08-31 <sup>st</sup> Aug .09	NBTF
13.	Hamere Wondimu	F	Senior Program Officer	10 <sup>th</sup> Oct 08- 9 <sup>th</sup> Oct 09	NBTF
14.	Tom Waako	М	Program Officer	10 <sup>th</sup> Oct 08- 9 <sup>th</sup> Oct 09	NBTF
15.	Mutungi Colin	М	Finance Officer	1 <sup>st</sup> Oct 08- 31 <sup>st</sup> Sept 2009	NBTF
16.	Lwasa Josephine	F	Accountant	1 <sup>st</sup> Oct 08- 31 <sup>st</sup> Sept 2009	NBTF
17.	Joseph Mugabi	М	Internal Auditor	1 <sup>st</sup> July 08-30 <sup>th</sup> June 09	CC
18.	Pamella Lakidi	F	M&E Assistant	1 <sup>st</sup> Oct 08- 31 <sup>st</sup> Sept 2009	NBTF
19.	Juliet Nakasaga	F	Librarian	1 <sup>st</sup> Oct 08- 31 <sup>st</sup> Sept 2009	NBTF
20.	Beatrice Adongakulu	F	Bilingual Secretary	1 <sup>st</sup> Oct 08- 31 <sup>st</sup> Sept 2009	NBTF
21.	Elvis Kanyike	М	Driver	1 <sup>st</sup> Oct 08- 31 <sup>st</sup> Sept 2009	NBTF
22.	Jane Baitwa	F	Communication Specialist	1 <sup>st</sup> Sept 08- 30 <sup>th</sup> Aug 09	NBTF
23.	Daniel Massamba	М	Communication Specialist	1 <sup>st</sup> July 2008-31 <sup>st</sup> June 2009	NBTF
24.	Nazar Mohamed Ahmed Abuelzoul	М	Regional Procurement Specialist	14th July to 13th June 2010	NBTF
25.	Willy Kayondo	М	Regional Human Resources Manager	1st April 2009- 31st Mar 2010	NBTF
	Nile	Basin Ir	nitiative-Secretariat Vacant/UNFILLE	D Positions	
1	vacant		Receptionist	N/A	
2	vacant		Regional Gender Specialist	N/A	NBTF
3	vacant		Senior Advisor	N/A	NBTF
4	Vacant		Senior Economist	N/A	NBTF
5	Vacant		Regional Water Policy	N/A	GTZ
6	Vacant		Environmental Specialist	N/A	GTZ
7	Vacant		Knowledge Management Specialist	N/A	GTZ
8	Vacant		GIS Specialist	N/A	GTZ
9	Vacant		Public Participation Specialist	N/A	NBTF
10	Vacant		IWRM Specialist	N/A	NBTF
11	Vacant	+	Regional Procurement Specialist	N/A	NBTF
12	Vacant	+	Translator	N/A	NBTF
					GTZ
13 14	Vacant Vacant		Assistant IT Officer Asst Accountant	N/A NA	NBTF
	Vacant				
15	Vacant		Driver	N/A	NBTF

### CBSI (UNOPS Contract Staff) based at Nile Basin Initiative-Secretariat

	Names of Staffs	Sex	Position	Contract duration	Funding source
1	Mr. Gordon Mumbo	М	RPM		
2	Mr. Callist Habaasa	М	Finance Officer		NBTF
3	Ms. Edith Mbonye	F	Procurement Officer		NBTF
4	Ms. Beth Kyarayende	F	Admin Assistant		NBTF

# Staff at Regional Power Trade Phase II to be administered by NBI Secretariat w.e.f 1<sup>st</sup> July, 2009)

	Names of Staffs	Sex	Position	Contract duration	Funding source
1.	Vacant		Regional Project Manager	Kamu Karekaho separated on 30th June 200	RPT II
2.	Humphrey Ndwiga Richard	М	Lead Specialist	1st July 2009 - 30th June 2010	RPT II
3.	Francis Can	М	Finance and Administration Officer	1st July 2009 - 30th June 2010	RPT II
4.	Jerry Onasaa Shuma	М	IT Specialist	1st July 2009 - 30th June 2010	RPT II
5.	Irene Zablon Moye	F	Administrative Assistant	1st July 2009 - 30th June 2010	RPT II
6.	Donation Mkubulo	М	Accounts Assistant	1st July 2009 - 30th June 2010	RPT II
7.	Amelye Alfani Nyagawa	М	Driver/ Messenger	1st July 2009 - 30th June 2010	RPT II
8.	Michael John Laiser	М	Driver/ Messenger	1st July 2009 - 30th June 2010	RPT II

### (b) Staff at NELSAP

	Names of Staffs	Sex	Position	Contract duration	Funding source
			Staff at NESAP-CU		
1	Sendama Mulashi Antoine	М	Regional Coordinator	Oct 2008 to Sep 2009	NBTF
2	Peter Kanyi Maina	М	Senior Economist/M & E	Oct 2008 to Sep 2009	NBTF
3	Desire Florent Nzayanga	М	Program Officer- Power Projects	Oct 2008 to Sep 2009	NBTF
4	Eng. Emmanuel Olet	М	Program Officer- WRME	Oct 2008 to Sep 2009	NBTF
5	Mungyereza B. Ham	М	Finance and Administration Manager	Oct 2008 to Sep 2009	NBTF
6	Kayigamba Francoise	F	Environmental Specialist	Oct 2008 to Sep 2009	UNOPS
7	Mngumi Elmasia Margaret	F	Development Communications Officer	Nov 2008 to Oct 2009	NBTF
8	Pierre Masozera Gahunzire	М	Procurement /Operations Officer	Oct 2008 to Sep 2009	NBTF
9	Jean Bosco Mukuralinda	М	Finance and Administrative Assistant	Oct 2008 to Sep 2009	NBTF
10	Dieudonné Maniraguha	М	ICT Officer	Oct 2008 to Sep 2009	NBTF
11	Christine Kembabazi		Information Management Assistant(Librarian)	Aug 2009 to July 2010	NBTF
12	Mireille Uwizera		Senior Secretary	July 2009 to June 2010	NBTF
13	Carine Pinos Mbarushimana	F	Team Assistant	Oct 2008 to Sep 2009	NBTF
14	Rutabana François	М	Driver	Oct 2008 to Sep 2009	NBTF
15	Nadayambaje Moses	М	Driver	Oct 2008 to Sep 2009	NBTF
16	Mukarutabana Pauline	F	Office Cleaner	Oct 2008 to Sep 2009	NBTF

### **NELSAP VACANT/UNFILLED POSITIONS**

1	Vacant	Hydro Power Engineer
2	Vacant	Junior Professional
3	Vacant	Project Manager, Inter- connection Project
5	Vacant	Finance Officer - Inter Connection Project
6	Vacant	Project Officer - Kagera
7	Vacant	Team Assistant, Inter- Connection Project

### **Regional Rusumo Falls HEPP**

1	Mbesherubusa	М	Project Manager – Rusumo	July 2009 to June 2010	NBTF
	Deogratias				
2	Kabalisa Augustin	М	Driver	Feb 2009 to Dec 2009	NBTF
3	Rudasingwa Gedeon	М	Office Cleaner	March 2009 to Dec 2009	NBTF

### Regional Agricultural Trade and Productivity Project

1	Innocent Ntabana	М	Project Manager-RATP Project	Sep 2008 to January 2010	NBTF
2	Ankumuntu Ferdinand	М	Driver	Dec 2008 to Nov 2009	NBTF

### **KAGERA TIWRMP**

1 Nabide Isah Kiti	М	Project Manager	Aug 2007 to July 2009	SIDA

	Names of Staffs	Sex	Position	Contract duration	Funding source
2	Innocent Kabenga	М	Assistant Project Manager	July 2008 to March 2010	SIDA
3	Nicholas Kabanda	М	Finance Officer	Nov 2007 to October 2009	SIDA
4	lyakaremeye Alexandre	М	Driver	April 2009 to March 2010	SIDA
5	Nsengiyumva Patrick	М	Driver	April 2009 to March 2010	SIDA
6	Bagiramenyo Gabriel	М	Driver	June 2009 to March 2010	SIDA
7	Mukandinda Margot	F	Office Assistant	Sept. 2008 to Sept. 2009	SIDA
8	Lydia Sebukwiura		Administrative Assistant	March 2009 to March 2010	SIDA

### Mara Project

1	Joseph Kiprono Terer	М	Project Manager	March 2009 to February 2010	SIDA
2	Omari Mwinjaka	М	Project Officer	July 2008 to March 2010	SIDA
3	Katherine Kishiki	F	Finance Officer	Dec 2007 to Nov 2009	SIDA
4	Veneranda Nyakibhatare	F	Administrative Assistant	March 2009 - Mar 2010	Sida
5	Tumaini Kisika	М	Driver	April 2008-Mar 2010	Sida
6	Elias Gunzar (New)	М	Driver	Feb 2009-March 2010	Sida
7	Beatrice Mabeba	F	Office Attendant	April 2009 - Mar 2010	Sida

### Sio-Malaba- Malakisi

1	Mohamed Badaza	М	Project Manager	Jan 2008 to Dec 2009	SIDA
2	Cosmus Muli	М	Project Officer	Feb 2009 to Jan 2010	SIDA
3	Santo Alengo	М	Finance Officer	Feb 2008 to Jan 2010	SIDA
4	Edna Makokha	F	Administrative Assistant	April 2008 to Jan 2010	SIDA
5	Joseph Ndungu Ngere	Μ	Driver	June 2009 to Jan 2010	SIDA
6	Shaban Obuku	М	Driver	Jun 2009 to April 2010	SIDA
7	Celestine V.A. Nakaya	F	Office Attendant	September 2008 to August 2009	SIDA

### LEAF Project

1	Ivan Geoffrey Ebong	М	Regional Project Coordinator	January to June 2009	NBTF
2	Tembo Nsuela	Μ	Project Officer	January to June 2009	NBTF

### (C) Staff at ENTRO

### Eastern Nile Technical Regional Office (ENTRO)

	Names of Staffs	Sex	Position	Contract duration	Funding source
1	Dr. Ahmed Kahlid El Daw	М	Executive Director	May 1st 2009 -	CC
2	Dr. Sherif M. Alsayed	М	Head Water Resopurces Development/Sr. Project Coordinator	Oct 1, 08 – Sept 30, 09	NBI ISP
3	Tesfaye Teferi	М	Finance and Admin Head	May 1st 2009 -	NBI ISP & CC
4	Dr. Salah Shazali	М	Sr. Operations Officer	Nov 10, 08- Nov 9, 09	& CC NBI ISP
5	Dr. Woubalem A. Fekade	М	Social Development Officer	Jan 1 - Dec. 31 <sup>st</sup> , 09	NBI ISP
6	Dr. Fatma Ahmed	F	Power Coordination Unit Manager	Oct 1, 08 – Sept 30, 09	CC
7	Dr. Solomon Abate	М	Water Shade Mgmt. Project Coordinator	Oct 1, 08 – Sept 30, 09	NBI ISP
8	Dr. Babiker Abdalla Ibrahim	М	Flood Preparation and Early Warning Project Coordinator	Oct 1, 08 – Sept 30, 09	NBI ISP
9	Eng. Ayalew Nigusse		Irrigation and Drainage Project Coo.	Oct 1, 08 – Sept 30, 09	NBI ISP
10	Mr. Jackson Elisoma Muso		Baro – Akobo - Sobat Project Coo.	Sept1, 08 – Aug 31, 09	NBI ISP
12	Dr. Hesham Abdelrahman		Development Communication Officer	Jan 1 - Dec. 31 <sup>st</sup> , 09	NBI ISP
13	Dr. Hazim Hanafi		Power System Analyst	Will terminate on March 31, 09	Utilities
14	Dr. Nadir Mohammed		Environmentalist	Will terminate on March 31, 09	Utilities
15	Mr Jelal Shaffi Hussen		Power Economist	Will terminate on March 31, 09	Utilities
16	Ato Mulugeta Tadesse		GIS Specialist	Oct 1, 08 – Sept 30, 09	NBI ISP
17	Ato Workaferahu Mulat		Hydro- meteorologist	Feb 1, 09- Jan 31,10	NBI ISP
18	Dr. Mohd Elmuntasir		Environmental Specialist	April 16, 08 - April 15, 09	UNOPS NBI ISP
19	Ato Kebede Ourgessa		Procurement Officer	Nov 15,08- Nov 14, 09	
20 21	Ato Awoke Kassa Ato Tesfaye Gudeta		M&E Officer Finance Officer (A/FAH)	Nov 16, 08-Nov 15, 09 Oct 1, 08 – Sept 30, 09	NBI ISP NBI ISP
21	Ato Getachew Teffera		Admin and HR Officer	Oct 1, 08 – Sept 30, 09	NBLISP
22	Ato Jemal Dagnew		IT Officer	Oct 1, 08 – Sept 30, 09	NBI ISP
24	Ato Yohannes Daniel		J/Water Professional	July 1 <sup>st</sup> , 08 - May 31 <sup>st</sup> , 09	JMP
24 25	Jackson Elisoma Muso		Project Coordinator - Baro-Akobo- Sobat Multi-purpose Project	Sept 1st 2009 to -	
26	Ato Yibeltal Alemu		Accountant	Oct 1, 08 – Sept 30, 09	NBI ISP
27	W/t Genet Abdi		Procurement Expert	Oct 29,08 - Oct 28,09	NBI ISP
28	W/o Selamawit Haile		Executive Secretary	n/a	NBI ISP
29	W/o Emebet Mekonen		Sr. Secretary	January 1, 08-Dec. 31 <sup>st</sup> 09	NBI ISP
30	W/o Genet Alemayehu		Sr. Secretary	January 1 -Dec. 31 <sup>st</sup> 09	NBI ISP
31	W/o Eskedar Tilahun		Secretary / Librarian	April 21,08 - Mar.31 <sup>st</sup> , 09	NBI ISP
32	W/o Tirsit Endeshaw		Sr. Secretary	July 21, 2008 – July 20, 2009	FPEW
33	Ato Sileshie Metikie		Admin. Assistant		NBI ISP
34	Ato Antenneh Tesfaye		IT Assistant	January 1 -Dec. 31 <sup>st</sup> 09	NBI ISP
35	Ato Mengistu Abebe		Facilitator	n/a	NBI ISP
36	W/o Hilina Tesfaye		Accounting Clerk	January 1, 08-Dec. 31 <sup>st</sup> 09	NBI ISP
37	Ato Assefa Alemu		Driver	n/a	NBI ISP
38	Ato Yonas Zeleke		Driver	n/a	NBI ISP
39	Ato Markos Mathewos		Driver	July 11, 05- March 31 <sup>st</sup> , 09	Utilities

	Names of Staffs	Sex	Position	Contract duration	Funding source
40	Ato Mesfin Dessalegne		Driver	January 1 -Dec. 31 <sup>st</sup> 09	NBI ISP
41	Ato Robel W/michael		Driver	January 1 -Dec. 31 <sup>st</sup> 09	NBI ISP
42	W/t Hirut G/Tsadik		Office Assistant	January 1-Dec. 31 <sup>st</sup> 09	NBI ISP
43	Ato Addis Mulualem		Security Guard	January 1-Dec. 31 <sup>st</sup> 09	NBI ISP
44	Ato Gebru Cherkos		Security Guard	January 1-Dec. 31 <sup>st</sup> 09	NBI ISP
45	Ato Tesfaye Ourga		Security Guard	January 1-Dec. 31 <sup>st</sup> 09	NBI ISP
46	W/o Seble Sebsibe		Janitor/Supervisor	January 1-Dec. 31 <sup>st</sup> 09	NBI ISP
47	W/t Serkalem Amede		Janitor	January 1-Dec. 31 <sup>st</sup> 09	NBI ISP
48	W/t Zelekash Mitiku		Janitor	January 1-Dec. 31 <sup>st</sup> 09	Utilities
49	W/o Fanaye Metaferia		Janitor	January 1-Dec. 31 <sup>st</sup> 09	NBI ISP
50	Ato Fekadu Geneme		Gardener		NBI ISP
51	Ato Sewenet Yami		Manual Worker	January 1 -Dec. 31 <sup>st</sup> 09	NBI ISP

### **ENTRO Vacant Offices**

1	Vacant	Eastern Nile Planning Model Project Coordinator	Resigned as of Jan 31, 09	NBI ISP
2	Vacant	Transaction Advisor		NBI ISP
3	Vacant	Dam Engineer		NBI ISP
	Vacant	Geologist		NBI ISP
4	Vacant	Civil Engineer		NBI ISP
5	Vacant	GIS Specialist		NBI ISP
6	Vacant	Hydro Power		NBI ISP
7	Vacant	Young Water Resources Professionals (3)		NBI ISP
8	Vacant	Sr. Water Resource Planner		NBI ISP
9	Vacant	ENPM Project Coordinator		NBI ISP
10	Vacant	IT / GIS Specialist		NBI ISP
11	Vacant	Modeling Specialist		NBI ISP
12	Vacant	Hydro-Meteorologist		NBI ISP
13	Vacant	Water Resource Specialist		NBI ISP
14	Vacant	JMP Project Coordinator		NBI ISP
15	Vacant	Water Resource Economist		NBI ISP
16	Vacant	Financial Analyst		NBI ISP
17	Vacant	Librarian		NBI ISP
18	Vacant	Assistant Procurement Expert		NBI ISP
19	Vacant	JMP Secretary		NBI ISP
20	Vacant	Accountant		NBI ISP
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