

AGRICULTURE WATER MANAGEMENT FOR WATER USER ASSOCIATION

Dushanbe, Tajikistan

Training Report

Agriculture Water Management for Water User Association

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Acronyms

ALRI	Agency for Land Reclamation and Irrigation under the Government of the Republic of Tajikistan
CAREC	Regional Environmental Centre for Central Asia
ISF	Irrigation Service Fee
IA	Irrigation Association
IWRM	Integrated Water Resource Management
MEWR	Ministry of Energy and Water Resources of the Republic of Tajikistan
MAIL	Ministry of Agriculture, Irrigation and Livestock of the Islamic Republic of Afghanistan
OSCE OiT	Organization for Security and Cooperation in Europe, Office in Tajikistan
O&M	Operation and Maintenance
P-ARBA	Pyanj-Amu River Basin Agency in the Islamic Republic of Afghanistan
RBA	River Basin Agency
TBCAREC	Tajikistan Branch of CAREC
USAID	United States Agency for International Development
WUASP	Water Users Associations Support Program
WUA	Water User Association

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INTRODUCTION

The present report summarizes the activities associated with the training program on *Agriculture Water Management for Water User Association (WUA)* convened by the OSCE Office in Tajikistan, Regional Environmental Centre for Central Asia (CAREC) and Mercy Corps Afghanistan.

The training took place from 16 to 20, May in Dushanbe, Tajikistan and brought together 35 Tajik and Afghan representatives of WUA's, Government officials and representatives of international organizations.

The training aimed at enhancing the knowledge of water user associations on regulatory and administrative matters, financial sustainability and technical aspects including maintenance of the infrastructure and water allocation.

To this end, lectures, practical demonstrations, technical exercises and plenary discussions were organized. In addition participants were provided with materials in form of brochures, Compact Discs (CDs) and other publications containing detailed information on administration, financial management and technicalities. Also, field visits were arranged for sharing experiences and exploring commonalities and differences between water management practices in the two countries.

This report is structured as follows: Section 1 provides detailed information on each training day and field visits. Section 2 reflects the training evaluation while Section 3 outlines general outcomes, areas for improvement and main finding of the training. The report is finalized by annexing the Training Program and the List of Participants in the event.

BACKGROUND

Tajikistan experiences lack of financial and technical resources to operate and maintain its irrigation system, thus causing deterioration and declining agricultural production. Other Central Asian countries including Afghanistan face similar challenges. Afghanistan and Tajikistan have been through different development processes for their water management systems. Tajikistan went through a centralized or top down approach whereas Afghanistan adopted a traditional hydrographic base management system.

However, the approach followed for the operation of irrigation networks in both countries remains the same and focuses on devolving responsibilities for a large portion of the system to the end users themselves that is the farmers.

The Agency of Land Reclamation and Irrigation (ALRI) under the Government of Tajikistan is responsible for the operation and maintenance of water facilities, agricultural water supply and support of WUAs in the country.¹

As a result, WUAs responsible for operation and maintenance of on-farm irrigation systems have emerged.

There are many challenges to be met for the appropriate irrigation management by WUAs in both countries.

Although, each of these two countries has case-specific hindrances, most of the problems are common and can be summarized in the three (3) following categories:

- Insufficient knowledge on the regulatory and administrative mechanisms (Governance);
- Lack of financial resources to properly operate and maintain the irrigation infrastructure (Financial sustainability);
- Lack of engineering capacity to maintain infrastructure and water allocation (Technical capacity).

In Afghanistan the Ministry of Energy and Water (MEW) is responsible for WUAs and the Ministry of Agriculture, Irrigation and Livestock (MAIL) is in charge of Irrigation Associations (IA)

In an attempt to enhance the knowledge base of WUAs in both countries, a joint training was organized in May 2016 in Dushanbe, Tajikistan through the collaborative efforts from the OSCE Office in Tajikistan, Regional Environmental Centre for Central Asia and Mercy Corps Afghanistan.

¹ The Program of the water sector reform in Tajikistan (2015)

SECTION 1: TRAINING DAYS REPORTING

Day 1: Training opening and technical subjects

Topics trained:

- Hydro-ameliorative systems of Tajikistan;
- Irrigation methods. Best practices to increase effectiveness and efficiency;
- Cropping Patterns;
- Water Management Action Plan in Dehkan farms² and WUAs;
- Operation and maintenance: planning, mobilizing resources, fund raising, cooperation with other government and non-government organizations;
- Water measurement methods in WUA.

Following the opening remarks of the OSCE OiT, CAREC and Mercy Corps Afghanistan, Mr. Bahrom Ghaforzoda, the Deputy Director of the Agency for Land Reclamation and Irrigation (ALRI) of the Republic of Tajikistan provided an overview of the land use and irrigation sector in Tajikistan.

The first day of the training encompassed technical topics such as: hydro-ameliorative system of Tajikistan, introduction to the main parts of the hydro-ameliorative system, water losses in various parts of the system, crop irrigation techniques, preventive methods of water losses during crop irrigation, methods of water measurement, crop water demand, irrigation scheduling and major types of maintenance and repair works of the irrigation system.

There are lots of similarities and differences between WUAs in Tajikistan and Afghanistan. However, the main point is that WUAs in both countries are moving toward sustainability

Khojaev Ibrohim, Head of the WUA Chashmasor, Tajikistan

Each technical topic was simply and comprehensively explained; the participants asked numerous questions and shared their experiences on the topics.

WUA representatives from Tajikistan raised an issue of water losses and explained that these losses are not accounted in the water fees imposed by the governmental water supply organization (ALRI).

In effect, it was mentioned that the water users are not billed for the actual amount of water used due to various losses such as: leakages from the outdated canals, evaporation and outflow in the end of the system.

² Dehkan farms are midsized peasant farms that are legally and physically distinct from household plots. Regulations concerning dehkan farms in Tajikistan are laid out in the Law No. 48 on Dehkan Farms, dating from 2002.

Day 2: WUA Governance and Regulatory Aspects

Topics trained:

- Regulatory and legal basis for WUA establishment in Tajikistan and Afghanistan;
- WUA organizational and management structure;
- Role and responsibilities of the executive body of WUA;
- Dispute management in WUAs.

The topics of day 2 were covered by Professor Olimov Khuseinboy from the Tajik Research Institute for Water Supply Engineering and Land Reclamation. He initially addressed the laws and regulations on agricultural water use in the Republic of Tajikistan such as: Water Code, the Law on Dehkan farms, WUA law and water charge regulations. WUA representatives from Afghanistan had numerous questions related to WUA law in Tajikistan and they were eager to know in what ways the law is benefiting WUAs in Tajikistan.

Another module was held by the Engineer Navabi, the Head of the Panj-Amu River Basin in Afghanistan on the water laws and regulations in the country and the liabilities of WUAs.

Further on, presentations were held on WUA structure, roles and responsibilities of the management bodies and committees. The participants realized that there are many similarities on the organizational and management structures of WUAs in both countries.

Some parts of the WUA organizational structure such as the Conflict Resolution Committee and Internal Audit Commissions were particular areas of interest for Afghan representatives.

It turned out that the WUAs in both countries use pluralistic principles in decision making processes such as: election of officers and committee members, approval of budgets, plans, water allocation schedules and irrigation service fees (ISF).

It was also mentioned during the training that in both countries the concept of WUA is relatively recent. Many participants highlighted the weaknesses of their previous/current systems and emphasized the importance of WUAs for better management of their systems. For example, WUA representatives from Afghanistan mentioned that their current organizational structure with integration of executive board consisting of an accountant, cashier, and a secretary has become more transparent and effective in

I like the idea of having WUA Support Unit under the Agency of Land Reclamation and Irrigation. Although, we receive support from the River Basin Agency, a separate WUA support unit under Ministry of Energy and Water and its representations in River Basin Agencies would definitely improve development and strengthening of WUAs in Afghanistan

*Abdul Bashir, Head of the WUA
Abdullah , Afghanistan*

comparison with their previous traditional system that was managed by mirab³. Participants from Tajikistan mentioned that after the reform of the agricultural sector in post-Soviet era, previous collective and state farms were dismantled and the lands were given to Dehkan Farms. Hence, instead of one kolkhoz⁴ or sovkhos⁵ hundreds of individual farms have now been created.

The reform has caused a number of problems such as: lack of water allocation plans, absence of maintenance of the system, lack of coordination which eventually lead to conflicts and disputes between water users. Throughout the establishment of WUAs most of these problems were at least confronted.

Day 3: Field visit, Budget Development and Calculation of Irrigation Service Fee (ISF)

Field visit to WUA Chashmai Zamzam

The third day of the training started with the practical field visit to the WUA located in Hissor District. The head of the WUA, Mr. Dawlatbek met training participants in the premises of the association.

Participants were mainly interested in the history of the WUA, its membership, areas of service, irrigation and drainage structures, ISF and WUA relationship with water supply organizations. WUA financial aspects such as ISF rates and collection status, financial record keeping and sample of financial books and forms were of particular interest to the Afghan representatives.

Along the discussions about ISF and ISF rates, Mr. Dawlatbek proudly noted that due to the gradual increase on the ISF rates, the WUA was able to clean more canals every year. He stated *The transparent financial system and quality services adopted by our association allow us to invest for more maintenance activities. For example, last year we were able to clean 1 km of the canal and this year we planned to clean 3 km of the canal.*

After discussion with the management board of the association, the participants visited some water distribution and measurement structures. In turn, the representatives of Afghan and Tajik WUAs were guided to a water distribution structure in a tertiary canal. Engineers from Afghanistan assessed the structure and provided some technical advice on how to improve the relevant facilities.

³ Afghanistan has a traditional system for management of irrigation water called the Mirab system. The Mirabs are the water masters vested with the responsibility for deciding on the distribution of irrigation water to the farmers and handling the operation and maintenance (O&M) of the irrigation infrastructure.

⁴ A collective farm established along the inclusion of Afghanistan in the Union of Soviet Socialist Republics (SSSR).

⁵ A state-owned farm established along the inclusion of Afghanistan in the Union of Soviet Socialist Republics (SSSR).

In class training, Topics trained:

- Importance of the Budget Development;
- Steps and responsibilities for budget development/management;
- The importance and benefits of irrigation service fee;
- Methods for calculation of irrigation service fee;
- Collection and payment of irrigation service fee.

In the afternoon of the third day, the budget development and irrigation service fee topics were presented by Mercy Corps trainers (Eng. Mohammad Zafer Zafar and Abdul Wasi Hanifi). This part of the training included topics such as: importance of the budget, budget components, budget development steps and administration in charge for budget development/management. A budget template was presented as an example. The participants discussed specific budget details that WUAs currently use in each country.

It should be mentioned that since the first training day all participants expressed their interest to learn more about Irrigation Service Fee (ISF) systems. Therefore, the trainers invested more time and efforts on the topic and provided opportunities for participants to discuss and share their experiences on ISF calculation and collection.

Participants discovered that in Tajikistan water users pay government fees on top of the internal ISF to their WUAs, whereas Afghan water users pay only the internal ISF to their WUAs. Main discussion points were adopted by two groups: one group supported ISF charges set by the government (mainly government representatives supported this) while another group was against of any type of charges (mainly WUA representatives supported this). However, all participants came to an agreement that water charges are necessary for better water resources management on river basin level. However, participants mentioned that government fees must be affordable for water users. It was also mentioned that it would be helpful if a government would waive the charge fees to newly established WUAs for a period of about 5 years. This would enable WUAs to first get well accommodated and set up the rules and regulations to the water users.

Further on, different methods of ISF calculation with their advantages and disadvantages were presented by trainers. Based on discussions, many participants concluded that some WUAs in Tajikistan charge ISF to their members based on volumetric method. WUAs in Afghanistan use ISF calculation based on the size of the land. These practices were justified by the existence of some water measurement facilities in Tajik WUAs while such devices are still unavailable in most of Afghanistan.

When it came down to selecting the most appropriate method, both country representatives supported volumetric method of ISF charge as a more efficient and fair approach. At the end of the session participants had an opportunity to exercise different methods of ISF calculation through working group exercises.

Day 4: Field visit and Financial Management in WUA

Field visit to WUA Jui Mavlon

The morning session of the fourth day was devoted to a field visit to the WUA Jui Mavlon at Rudaki District. The meeting was held in Guliston municipality (Jamoat), where, the head (Mr. Ghafor Nurali) of the Jamoat⁶ welcomed participants. The association was established in 2007 with the assistance of the Water Users Association Support Program (WUASP) funded by USAID. WUASP helped farmers to establish the WUA and to build its capacity through intensive training programs and small grants for infrastructure rehabilitation.

The topic of ISF charges based on 15% of the total amount of the government fee for water delivery was discussed among the training participants and was not favored as a preferable approach. The participants claimed that ISF should be actually based on the annual operational and maintenance costs of WUAs. And no other charges on top should be out of the question. Moreover, adding fee on top of the government tariffs in one receipt is against the law and might be a cause of problems to WUAs in the future.

Discussions about the WUA's internal procedures continued in a farm where participants observed cultivation of different crops and discussed applied agriculture practices. Farmers from Afghanistan shared their experience on growing tomatoes. Also, participants visited the intake of the canal where the Head of the WUA explained the challenges that they face to get water from the river due to the absence of properly controlled structures.

In class training, Topics trained:

- What is financial management?
- Why is financial management necessary and who is responsible for financial management?
- Income Receipt, Reviewing and Recording;
- Expenditure-Disbursement and Recording;
- Preparation of Financial Reports.

Financial Management session was the last topic covered by the training. This session was conducted by the Engineer Mohammad Zafer Zafar and Abdul Wasi Hanifi, the trainers from Mercy Corps Afghanistan. The training was based on the Financial Management system developed by Mercy Corps Afghanistan but yet applicable to WUAs in both countries. However, it should be noted that in Tajikistan WUAs are using more advanced financial management system.

The participants practiced some financial transactions such as cash receipt and disbursement in the working groups. As it turned out, the WUAs in Afghanistan have started using

⁶ District administrative subdivision in Tajikistan.



record book keeping system by this year only (2016) and the training provided a unique opportunity for them to understand the importance of keeping accurate records for their members.

During the training, basic types of financial activities, responsibilities of executive board for financial management in WUA, income and expenditure in money terms, monthly income and expenditure sheets, annual income and expenditure reports and balance sheet have been presented and discussed both theoretically and practically.

Day 5: WUA Remote Monitoring and Information Management Presentation

FIGURE 1: AFGHAN AND TAJIK PARTICIPANTS EXERCISING CASH RECEIPT PROCESS

On the last day of the training Khurshed Oymatov, Director of Programs-Natural Resources Management from Mercy Corps Afghanistan, presented the WUA Remote Monitoring and Information Platform that was created for Panj-Amu River Basin of Afghanistan.

Mercy Corps has developed a remote monitoring information platform for the river basin agency in northern Afghanistan supported by European Commission and the Afghan Ministry of Energy and Water. The platform integrates data collected from the field through mobile phones to an online platform to provide real-time updates. Currently, the platform hosts information regarding WUAs in the sub river basins, irrigated land area, membership fee, irrigation service fee and other information. Each WUA representative can send information to the platform through a standard mobile application by updating the platform in real-time. A River Basin Agency representative will be ultimately managing the information platform in the future. The platform is aimed to be used by donors, government officials, NGOs, private sector entities, WUAs, River Basin Agencies, and other interested parties by providing information on WUA capacities, organizational profiles, resource availability and other major features.

Participants thanked the organizers for the interactive training and expressed their preferences on more practical trainings in the future.

SECTION 2: TRAINING EVALUATION

In the end of the training, participants were asked to evaluate the course. The evaluation was performed through an on-line survey tool (Lime Survey, <https://www.limesurvey.org/>) while the descriptive statistics were also partly provided by the same software. The evaluation form has collected some information on the profile of participants, their particular

interests in the thematic topics of the training, the performance of the trainers, and the overall appraisal of the training event.

The gender composition of the participants was predominantly male attendants although a high percentage has not replied to this question (Figure 2). Further, the prevalent age of the participants was mainly between 36-45 and 56-65 years although a relatively even distribution appears (Figure 3).

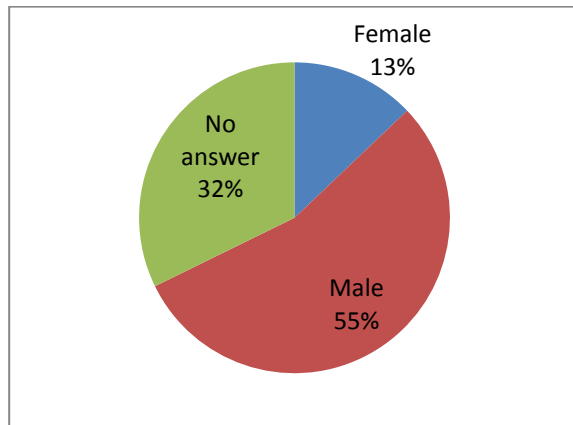


FIGURE 2. GENDER DISTRIBUTION

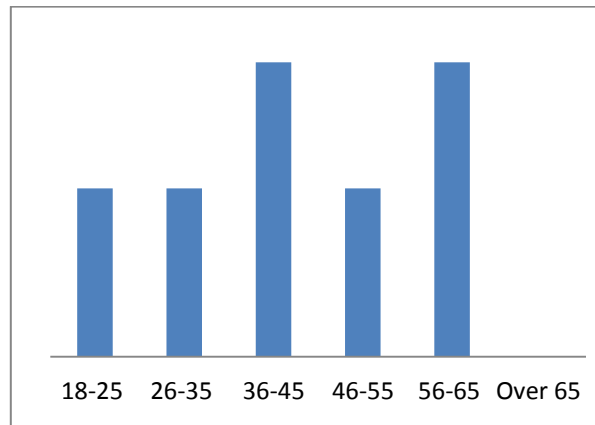


FIGURE 3. AGE OF PARTICIPANTS

When the participants were queried about the reasoning for the attendance of the training event higher focus was given on their interest to the administrative and financial aspects of the WUAs. Also, a rather significant proportion was also keen on learning about the commons and differences between Tajik and Afghan WUA systems as presented in Figure 4 below:

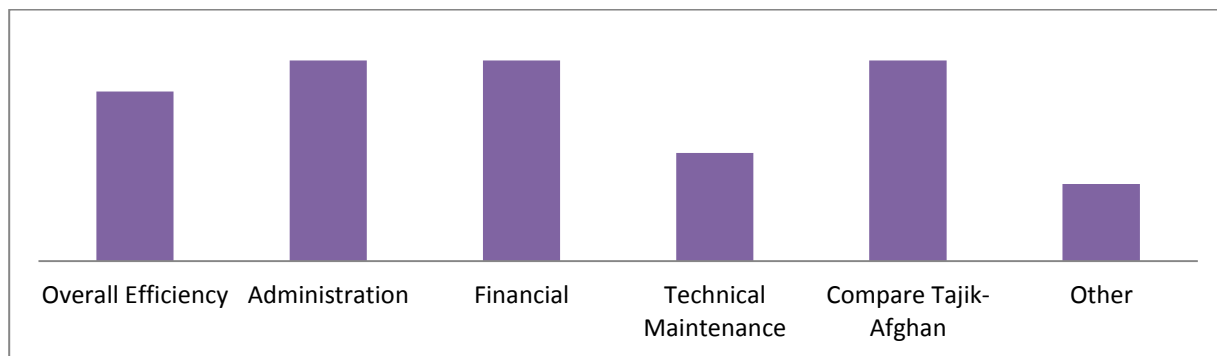


FIGURE 4. REASONING FOR ATTENDING THE TRAINING

In turn, the participants were asked to rate the quality of each presentation for each day accordingly. In particular, the following presentations were evaluated for the first training day as below:

Day 1: Presentations

1. Technical assessment of hydro-technical systems in Tajikistan (PPT 1)
2. Sustainable technologies for hydro-technical systems (PPT 2)

3. Calculation of crop water demand and irrigation systems (PPT 3)
4. Water use planning in Dekhans and WUAs (PPT 4)
5. Maintenance and repairing of WUAs systems (PPT 5)
6. Water gauging methods in WUAs (PPT 6)

As presented in Figure 5, a scaling of 1 (lowest) to 5 (highest) ranking was introduced. In general, the participants were rating rather positively all the presentations by emphasizing on the second (sustainable technologies) and the sixth (water gauging) presentations.

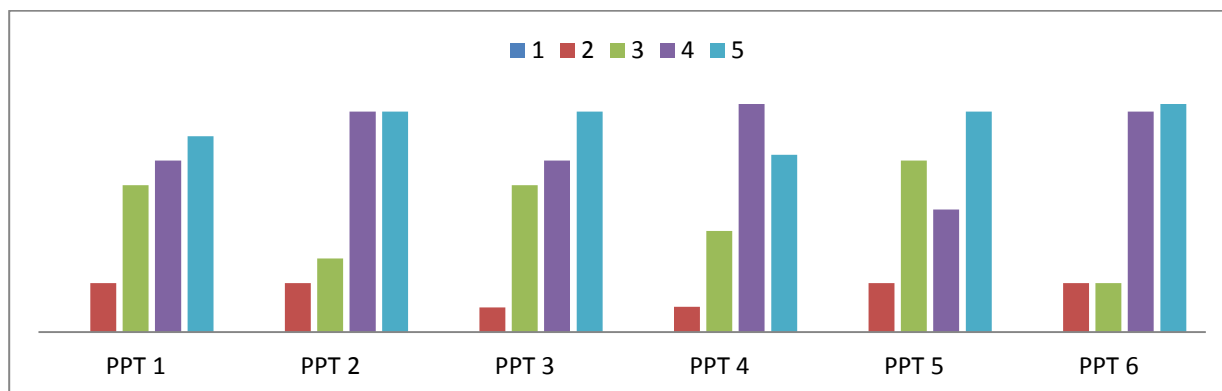


FIGURE 5. EVALUATING 1ST DAY'S PRESENTATIONS

Accordingly, the second day's presentations were assessed as below:

Day 2: Presentations

1. Regulatory and legal framework of WUAs in Tajikistan (PPT 1)
2. Organizational structure of WUAs (PPT 2)
3. Technical structure of WUAs (PPT 3)
4. Role and responsibilities of executive bodies in WUAs (PPT 4)
5. Dispute Management in WUAs (PPT 5)

The participants have shown particular interest in the regulatory and legal aspects of WUAs while the organizational and technical structures were almost equally preferred. Nonetheless, all the other presentations were also rated with good performance as shown in Figure 6 below:

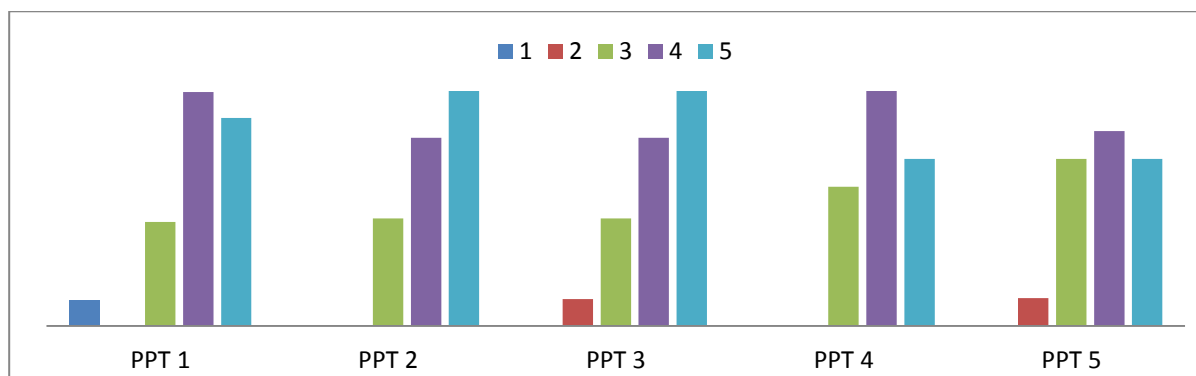


FIGURE 6. EVALUATING THE 2ND DAY'S PRESENTATIONS

The third day of the training was devoted to the following thematic areas as below:

Day 3: Activities and Presentations

1. Field trip to Hissor WUA (Field Trip)
2. Budget Development (PPT 2)
3. The importance and benefits of irrigation fees (PPT 3)
4. Calculation of ISF (PPT 4)
5. Collection and payment of ISF (PPT 5)
6. Administrative issues on financial management (PPT 6)

The exposure to the ground works along the field trip on the 3rd day was amply preferred by the participants. Also, very high rating was given to the presentation pertaining on ISF and the financial management of WUAs as indicated in Figure 7.

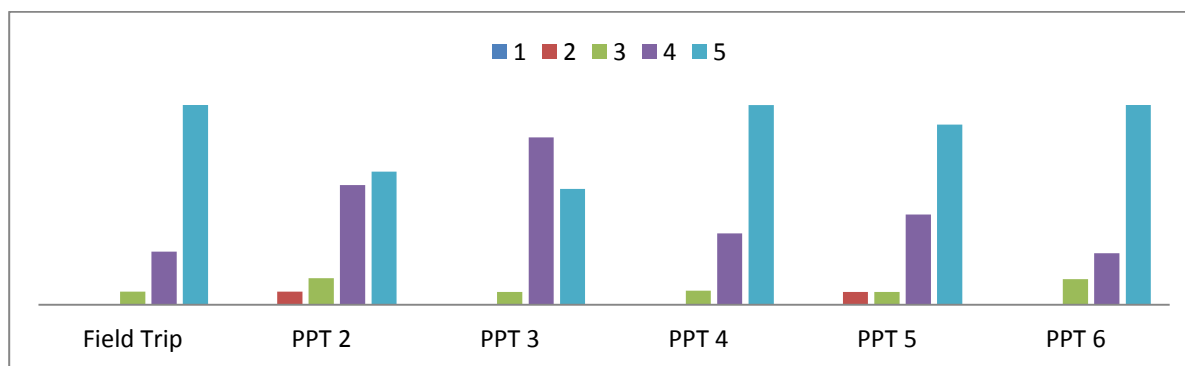


FIGURE 7. EVALUATING THE 3RD DAY'S ACTIVITIES AND PRESENTATIONS

Finally, the activities and presentations of the fourth and fifth days are collectively presented as below:

Day 4 and 5: Activities and Presentations

1. Field trip to Rudaki WUA (Field Trip)
2. Administrative issues on financial management (cont. from Day 3) (PPT 2)
3. Income-Receipt, Reviewing and recording (PPT 3)
4. Expenditures-Disbursement and recording (PPT 4)
5. Preparation of financial Reports (PPT 5)
6. Summarizing the training (PPT 6)

All the activities and presentations were almost equally rated as shown in Figure 8 by giving higher preponderance to the summarization of the training event and continuation of financial management aspects.

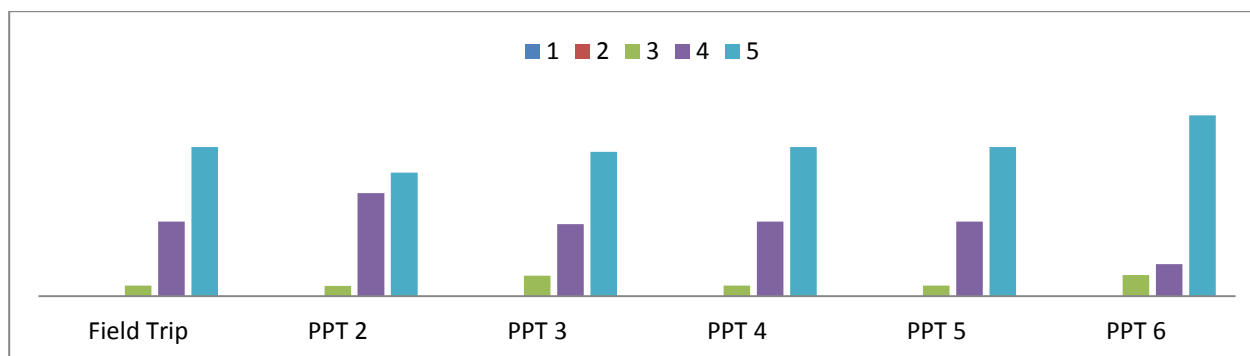


FIGURE 8. EVALUATING THE 4TH AND 5TH DAY'S ACTIVITIES AND PRESENTATIONS

Further, a scaling of 1 (lowest) to 10 (highest) ranking was applied for the assessment of the four trainers being recruited for the lectures. As indicated in Figure 10, the 1st and 2nd trainers were highly ranked by the participants but they have also received some low scoring from a considerable amount of respondents. It is worth mentioning that the first 2 trainers were representing Tajik case studies and the high ranking was mainly given by the Tajik WUA attendants. On the other hand, the 3rd and 4th trainers who were assigned by Mercy Corps Afghanistan have been less preferred but have received hardly any low scoring by Tajik and Afghan participants.

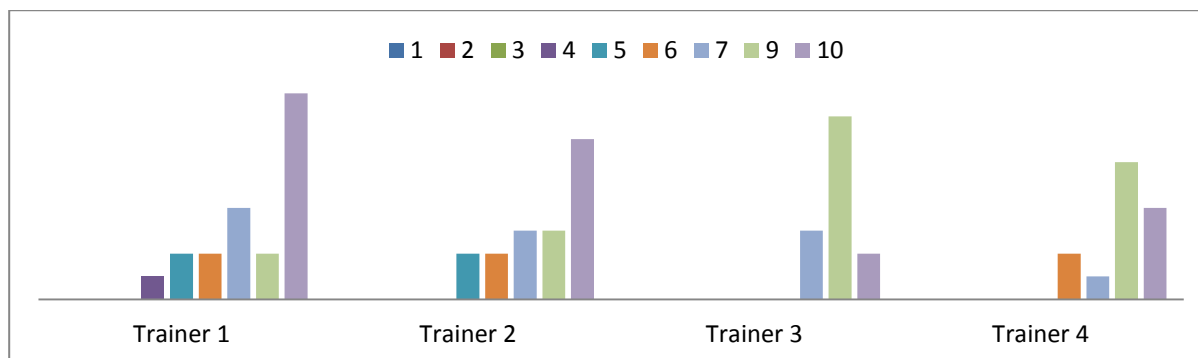


FIGURE 9. EVALUATION PERFORMANCE OF TRAINERS

The next evaluation question (Figure 11) was referring to the future interest of the participants in attending similar events and the particular preferences on thematic fields. A scaling of 1 (lowest) to 5 (highest) ranking was introduced by attributing the highest interest to the financial aspects with a strong voting (1st ranking) by nearly all participants. The administrative and technical maintenance follow while the comparative evaluation between the Tajik and Afghan systems draws a considerable interest.

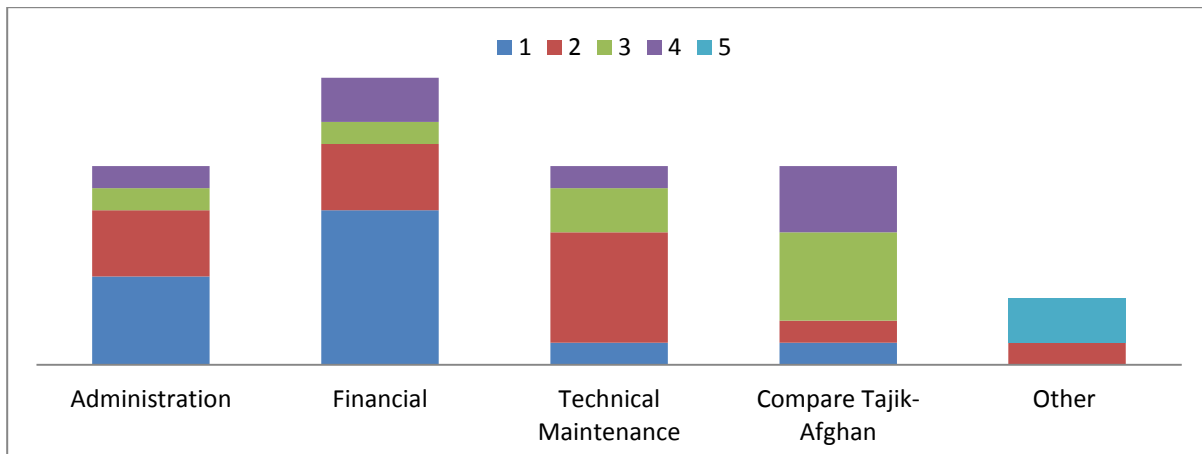


FIGURE 10. FUTURE INTEREST IN THEMATIC FIELDS OF SIMILAR EVENTS

Finally, the organizational (duration of presentations, discussion, breaks), conceptual (presentations content), catering (food, coffee breaks) and field trips evaluation were conducted.

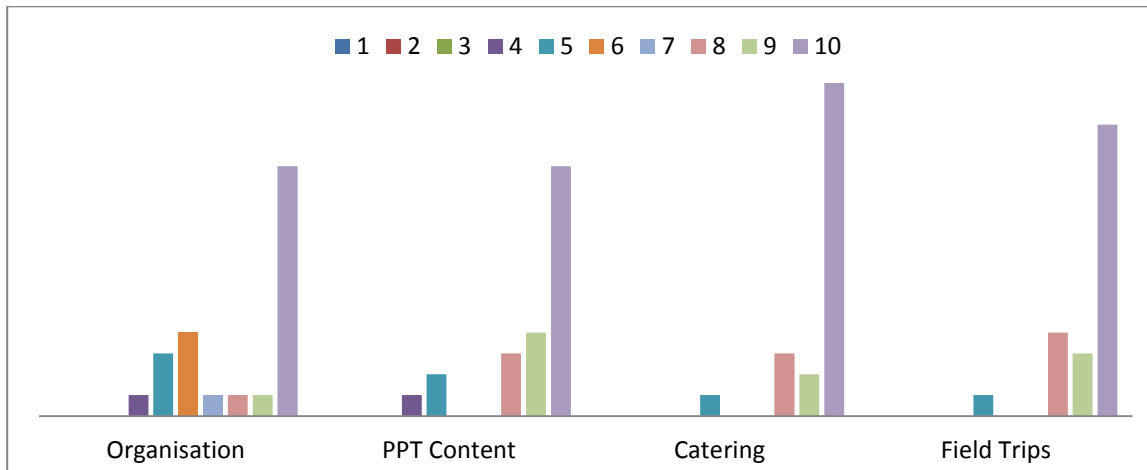


FIGURE 11. EVALUATION OF THE OVERALL TRAINING

As presented in Figure 11, the catering and field trip organization were highly appraised and to a lesser extent the conceptual and organizational aspects.

SECTION 3: RECOMMENDATIONS AND MAIN FINDINGS

Key points from Tajikistan and Afghanistan participants

Topics	Afghanistan	Tajikistan
Technical	The WUA s do not have water supply agreements and reconciliation acts with government organizations (-)	Irrigation canals are lined and concreted so that water losses get controlled
	Water consumption is not measured volumetrically (-)	Water measurement gauges are installed at some cases (+)
		Irrigation water is distributed based on demand and agreement of WUAs (+)
		WUAs do not have expertise in constructing irrigation structures (-)
Economic	The ISF is collected by WUAs and not the government (+)	ISF calculation in Tajikistan is based on the Volumetric metering system (+)
	The ISF is pain in kind, not in cash (-)	The financial management system is progressive and relatively transparent (+)
	The irrigation service fee is relatively affordable (+)	
	Construction and rehabilitation costs are paid by the government (+)	
	The energy costs are relatively high (-)	
	The WUA s financial management rules and regulations are about 75% similar in both countries (+)	
Institutional	The registration of WUA is related to the Ministry of Energy and Water (+)	The WUA registration is through Tax committee (+)
	There is no WUA support unit under any relevant governmental agency (-)	There is good coordination of the government with WUAs (+)
	The selection process of Mirab is annual and via voting system (+)	WUAs manage secondary canal level whereas the main canal is managed by governmental agency (ALRI) (-)
	There is a remote monitoring platform/data base (+)	Majority of fees submitted to ALRI, WUAs are less involved in decision making (-)
	Most of the WUA s haven not set up some physical base yet (-)	There are still no river basin agencies in Tajikistan to support WUAs (-)
	Land is private property (+)	Land is state property (-)
	Donors are supporting WUA s (+)	
	The number of female members of WUA is very small (-)	

Major Recommendations from Tajikistan and Afghanistan participants

Training

- To reduce the number of topics based on the time limitations
- To avoid theoretical sessions and make training more practical
- To allow more time for discussions and case studies
- To prefer interactive methods to lectures while conducting training and workshop events
- To prepare training materials including agenda, hand-outs in relevant languages (Tajik and Dari) and to share them with participants in advance
- To share contact information among participants and promote exchange of ideas and expertise between them
- To share the training report with the relevant departments of line ministries in both countries;

Field visits

- To better prepare field visit programs with more emphasis visiting WUAs
- To incorporate the field visit program into the main training program
- To have opportunity to get acquainted with administrative and if possible financial documents of WUAs
- To diversify the visit to WUAs (location, type of creation, size etc.)

ANNEX 1: TRAINING PROGRAM

Time	Topic	Content	Trainer
<i>DAY 1 (16/05/2016)</i>			
8:30-9:00	REGISTRATION OF PARTICIPANTS		
9:00-9:30	- OPENING CEREMONY : ALRI OSCE CAREC MERCY CORPS		
9:30-10:20	HYDRO-AMELIORATIVE SYSTEMS OF TAJIKISTAN AND THEIR TECHNICAL ASSESSMENT	<ul style="list-style-type: none"> • What is hydro-ameliorative system? • Main parts of Hydro-ameliorative system within and outside the system 	R.RAHMATILLOEV
10:20-10:50	BREAK		
10:50-11:40	SUSTAINABLE TECHNOLOGIES OF USING WATER IN HYDRO-AMELIORATIVE SYSTEMS	<ul style="list-style-type: none"> • Water losses in various parts of hydro-ameliorative systems • Techniques of crop irrigation • Techniques of irrigation by patches • Crop micro-irrigation techniques • Preventive methods of water loss during crop irrigation 	R.RAHMATILLOEV

11:40-12:30	CROP WATER DEMAND CALCULATION AND IRRIGATION SCHEDULE IN WUA	<ul style="list-style-type: none"> • What does crop water demand mean? • Main methods of calculation crop water demand • Crop irrigation schedule • Getting familiarized with the program Cropwat 	R.RAHMATILLOEV
12:30-13:30	LUNCH		
13:30-14:20	PLANNING WATER USE IN DEHKAN FARMS AND WUAS	<ul style="list-style-type: none"> • Hydro-module of irrigation • Planning water use in dehkan farms • Planning water use in dehkan farms and WUAs 	R.RAHMATILLOEV
14:20-15:10	ARRANGING MAINTENANCE AND REPAIR WORKS OF IRRIGATION SYSTEMS OF WUAS	<ul style="list-style-type: none"> • Main types of maintenance and repair works of irrigation systems • Arranging maintenance and repair works of irrigation systems of WUAs 	R.RAHMATILLOEV
15:10-15:40	BREAK		
15:40-17:00	WATER GAUGING METHODS IN WUAS	<ul style="list-style-type: none"> • Arranging water gauging in hydro-ameliorative system? • Water gauging tools • Water gauging improvement methods 	R.RAHMATILLOEV
<i>DAY 2 (17/05/2016)</i>			
9:00-10:00	REGULATORY AND LEGAL BASIS FOR WUA ESTABLISHMENT IN TAJIKISTAN	<ul style="list-style-type: none"> • Water Code of Tajikistan • Civil Code of RT • Law on dehkan farms of RT • Regulations on fee for water delivery from state irrigation systems • Law on WUAs of RT 	OLIMOV
10:00-10:30	BREAK		

10:30-11:30	WUA ORGANIZATIONAL STRUCTURE	<ul style="list-style-type: none"> • General Assembly of WUA • WUA Council • Revision Commission • Dispute Resolution Commission 	OLIMOV
11:30-12:30	WAU STRUCTURE	<ul style="list-style-type: none"> • General Organizational Structure • General Organizational Structure in pilot area 	OLIMOV
12:30-13:30	LUNCH		
13:30-14:30	ROLE AND RESPONSIBILITIES OF THE EXECUTIVE BODY OF	<ul style="list-style-type: none"> • Responsibilities of the head of WUA • Responsibilities of WUA specialists 	OLIMOV
14:30-15:30	DISPUTE MANAGEMENT IN WUA	<ul style="list-style-type: none"> • Dispute management in WUA • Ways of managing disputes 	OLIMOV
15:30-16:00	QUESTION AND ANSWER SESSION		
<i>DAY 3 (18/05/2016)</i>			
9:30-12:30	FIELD TRIP TO WUA CHASHMAI ZAMZAM in Hissor		
12:30-13:30	LUNCH		
13:30-14:00	BUDGET DEVELOPMENT	<ul style="list-style-type: none"> • Consisting part of the budget and main budget lines • Steps involved in budget development • Responsible people in WUA for budget development 	ENG. MOHAMMAD ZAFER ZAFAR
14:00-14:30	THE IMPORTANCE AND BENEFITS OF IRRIGATION SERVICE FEE.	<ul style="list-style-type: none"> • Activities of WUA towards providing good service to its members • How ISF can help to receive good WUA services? • What ISF includes? 	ABDUL WASI HANIFI
14:30 -15:30	CALCULATION OF ISF	<ul style="list-style-type: none"> • Three ways of calculation of ISF: 	ABDUL WASI HANIFI

		area based, crop based and volumetric <ul style="list-style-type: none"> • Examples of calculation of ISF 	
15:30-15:50	BREAK		
15:50- 16:50	COLLECTION AND PAYMENT OF ISF	<ul style="list-style-type: none"> • Steps on collection and payment of ISF • When the ISF should be paid 	ENG. MOHAMMAD ZAFER ZAFAR
16:50-17:20	WHAT IS FINANCIAL MANAGEMENT, WHY IS IT NECESSARY AND WHO IS RESPONSIBLE FOR FINANCIAL MANAGEMENT?	<ul style="list-style-type: none"> • Basic types of financial activities in WUA management • Why is it necessary? • Who is responsible? 	ABDUL WASI HANIFI
<i>DAY 4 (19/05/2016)</i>			
9:30-12:30	FIELD TRIP TO WUA IN RUDAKI JUI MAVLONO		
12:30-13:30	LUNCH		
13:30-13:50	CONTINUATION: WHAT IS FINANCIAL MANAGEMENT, WHY IS IT NECESSARY AND WHO IS RESPONSIBLE FOR FINANCIAL MANAGEMENT?	<ul style="list-style-type: none"> • Basic types of financial activities in WUA management • Why is it necessary? • Who is responsible? 	ENG. MOHAMMAD ZAFER ZAFAR
13:50-15.00	INCOME RECEIPT, REVIEWING AND RECORDING	<ul style="list-style-type: none"> • Income in money terms • Income as in-kind (labor) 	ABDUL WASI HANIFI
15:00-15:20	BREAK		
15:20-16:00	CONTINUATION - INCOME RECEIPT, REVIEWING AND RECORDING	<ul style="list-style-type: none"> • Income in money terms • Income as in-kind (labor) 	ABDUL WASI HANIFI
16:00-17:00	EXPENDITURES DISBURSEMENT AND RECORDING	<ul style="list-style-type: none"> • Expenditures in Money term 	ABDUL WASI HANIFI
<i>DAY 5 (20/05/2016)</i>			
9:00-09:25	CONTINUATION - EXPENDITURES DISBURSEMENT AND RECORDING	<ul style="list-style-type: none"> • Expenditures in Money term 	ABDUL WASI HANIFI

09:25 -10:25	PREPARATION OF FINANCIAL REPORTS	<ul style="list-style-type: none"> ● Monthly Expenditure Sheet ● Financial Report ● Annual Income Report ● Annual Expenditures Report ● Balance sheet 	ENG. MOHAMMAD ZAFER ZAFAR
10:25-10:55	BREAK		
10:55-11:35	SUMMARIZING THE TRAINING	<ul style="list-style-type: none"> ● Did the training meet your expectations? ● Test the Trainees ● Training evaluation ● Training close out 	ENG. MOHAMMAD ZAFER ZAFAR ABDUL WASI HANIFI
11:35-12:30	CLOSING UP THE TRAINING	<ul style="list-style-type: none"> ● Exchanging impressions on the training and certificate delivery 	

ANNEX 2: LIST OF PARTICIPANTS

Nr.	Organization	Name	Contact information
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