



design of sub-basin institutional structures. The TA was also intended to advance the roadmap set out by TA 4212–CAM and outline further TA.

#### **Evaluation of Inputs**

With hindsight, the relevance of TA design is judged to have been correct and its objective and outputs, methodology and key activities, cost and financing, implementation arrangements, and terms of reference are deemed to have been appropriate. Consulting services in river basin management and institutions accounted for the bulk of the inputs and were sufficient, both in quantity and sectoral allocation, to achieve the objective of the TA. The experts fielded under direct selection collected much information on related projects and committees, provided through workshops and other forums a broad range of consultation opportunities to key stakeholders at the national and provincial levels, and produced relevant recommendations for both the design and operation of the proposed TSBMO. They delivered their inputs as planned, carried out their services efficiently in compliance with their contracts and work programs, and developed cordial relations with the Executing Agency and its constituent members. The quality of technical analyses and advisory services was high. Notwithstanding the short duration of TA implementation, ADB supervised the TA closely and passed prompt comments on all reports.<sup>7</sup> On the side of the Government, there was sufficient involvement of and commitment by senior staff of the Executing Agency as well as the Focus Group established under the previous TA. When required, ADB approved flexible use of inputs, notably by relaxing the duration of the TA to give the Executing Agency more time to consider the outputs. ADB also showed initiative when it volunteered a supplementary workshop to discuss the formation and mode of operation, within the TSBMO, of a board of independent stakeholders. The performance of ADB and the Executing Agency is rated as highly satisfactory.

#### **Evaluation of Outputs**

The design for the TSBMO produced under the TA has been accepted by the Government as the basis for implementation and further trials of the sub-basin institutional structures in conjunction with the Seila Program. Active participation by key stakeholders smoothed the progress of the TA. Extensive discussion at a national workshop and subsequent review of the draft final report suggested only minor changes to the latter.

#### **Overall Assessment and Rating**

The TA is rated as highly successful: agreement was reached in the Executing Agency and its constituent members on the need for a TSBMO, its structure and membership, and its mode of operation. These agencies and the concerned provinces are supportive of a proposal to commence implementing the design. Donors working in related projects and programs, and the staff on these projects and programs, have agreed in principle to support implementation of the next phase. Additionally, the TA is deemed to have contributed in a major way in the improvement of the policy capacity of the Executing Agency. The overall assessment and rating are supported by the Executing Agency's response to a TA completion questionnaire that evaluated the TA's outputs and activities, identified lessons learned, and suggested follow-up action.

#### **Major Lessons Learned**

Capacity building is development of the abilities of individuals, groups, and organizations to complete critical tasks effectively and efficiently on a sustainable basis. To be meaningful in the long term, capacity building is best done as part of a process, rather than as an end in itself. The major lesson learned from the TA is that capacity building stands to deliver most if it is associated with comprehensive, highly integrated programs such as the Tonle Sap Initiative, under which interventions can be paced or piloted. At a lower level of significance, greater effectiveness in capacity building would have been possible if the consultants and their counterparts had shared an office.

#### **Recommendations and Follow-Up Actions**

In Cambodia, incentives for natural resource management are either lacking or at an early stage of development. Their design is necessary if the decentralized and deconcentrated systems being piloted under the Seila Program, with the help of the donor community including ADB, are to succeed. The needs are great and ADB has been proactive in considering them from the perspective of the basin as a whole. However, everything cannot be tackled at the same time. Implementation of TSBMO processes must be prioritized on the basis of need and demand and must be matched with the location and timetabling of other related projects and programs for efficiency and effectiveness. Auspiciously, this is the very logic behind the proposed allocation of regular annual inputs from ADB in support of the establishment of the TSBMO. It is recommended that a further TA be processed to implement at the national level the design of the TSBMO and to pilot its sub-basin institutional structures in Pursat at the province and district levels. The Executing Agency's response to the TA completion questionnaire would inform its design. The Executing Agency should sensitize all related staff in advance, especially at the province and district levels.

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<sup>7</sup> Close supervision was facilitated by the integration of the TA in the Tonle Sap Initiative. This meant that ADB missions processing or administering other components of the Tonle Sap Initiative frequently reviewed progress under the TA in addition to accomplishing their separate terms of reference.