

Event summary report and evaluation



Putting water stewardship to work for sustainable growth & job creation in Ethiopia

Water stewardship leaders' forum and masterclass

ILRI Campus, Addis Ababa & YaYa Village, Suluta, Ethiopia. 3rd – 6th December 2019



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Water Witness is a charity registered in the UK which carries out research and advocacy, and takes action so that water resources are managed equitably and sustainably.

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Executive summary

Water stewardship provides a framework through which government, business, investors and civil society partners can work together to address growing risks in relation to water and climate change, and to improve water security at community, municipal, basin, national and international scales¹. Over the past ten years, stakeholders in Africa have been at the forefront of water stewardship, pioneering implementation through collaborative action and adoption of the Global Alliance for Water Stewardship Standard.

In December 2019, Water Witness and its partners: 2030 Water Resources Group, Alliance for Water Stewardship (AWS), the Natural Resources Stewardship Programme (NatuReS), Nestle Waters in collaboration with the Federal Democratic Republic of Ethiopia (FDRE) brought together 64 (49 M, 15 F) business, civil society and government leaders and water experts to share the lessons from this work and to shape the future agenda for advancing water stewardship in Ethiopia and across Africa.

The Water Stewardship Leaders' Forum and Masterclass were enabled by funding from GIZ and the German Federal Ministry for Economic Cooperation and Development (BMZ), the EU-funded Afri-Alliance Programme, and the 2030 Water Resources Group, and in kind contributions from the Basin Development Authority, the Industrial Parks Development Corporation (IPDC) of Ethiopia and the Ministry of Trade and Industry of Ethiopia. It brought together senior managers, business leaders, policy makers and practitioners from nine countries: Bangladesh, Canada, Egypt, Ethiopia, Kenya, South Africa, Sweden, Tanzania and the United Kingdom).

Drawing on multiple perspectives and stakeholder priorities, the forum explored the need for, and opportunities provided by water stewardship and collective action in Ethiopia, and developed consensus on the fundamental role water stewardship will play in delivering Ethiopia's aspirations for growth and job creation. Throughout the forum, the government of the Federal Democratic Republic of Ethiopia (FDRE) and its agencies demonstrated their commitment to good water stewardship. The State Minister of Trade and Industry, His Excellency, Ato Gebereyeseus Teka signalled in his opening speech that the government regards conventional industrial growth as incompatible with the nation's natural hydrologic conditions, and declared that Ethiopia's ability to meet its social and economic development ambitions is dependent on the adoption of water stewardship. Ethiopia's aspirations to become a middle-income country by boosting its industrial base must avoid the environmental and social challenges that have faced many emerging industrial nations. The Alliance for Water Stewardship Standard offers a timely framework for mitigating water risks facing Ethiopia's key industrial development hubs, the network of industrial parks and priority sectors including cotton, textiles, leather and garment production. It's adoption can guide the transparent and holistic management of both 'incoming' water risks, such as drought and flood 'shocks', resource depletion and degradation, competition for resources, and water quality problems, and the 'outgoing' risks they impose on other water users and the environment, such as pollution by untreated wastewaters and unsustainable or inequitable water use. Ultimately, stewardship and the AWS standard can help mitigate the social, environmental and economic risks associated with economic development, and drive the collaboration which is needed to overcome shared problems such as water insecurity and vulnerability to climate change.

¹ Water security is defined as *the reliable availability of an acceptable quantity and quality of water for production, livelihoods, health and ecosystems, coupled with an acceptable level of risk from hazards including droughts, floods, pollution and conflicts. Water security must be **shared** and **water justice**, and the needs of vulnerable communities must be prioritised*

The Forum coincided with the launch of a flagship partnership in Ethiopia which will begin in 2020 with funding from the Swiss Agency for Development and Co-operation. 'Putting water stewardship to work for Ethiopia' will focus on supporting the vertical integration of the AWS Standard in the apparel, textile and cotton sectors in Ethiopia. Throughout the Forum and the AWS training that followed, there was an opportunity for stakeholders from the cotton, textiles, leather and garment production sectors to learn from the experience and best practice of other sectors and to shape this new work on water stewardship within their sectors.

Following the Leaders' Forum, 38 participants (8F, 30M) from nine countries took part in the masterclass training on the AWS Standard. Participants included representatives from business (6), government institutions (22), civil society organisations (7), the donor community (2), and academia (1). Financial support to participate in the training was made available to participants from government, civil society and academia. Participants from the private sector paid for the training - a signal that water stewardship offers value to their business. The training combined expert-led sessions and group work with hands-on application of the standard using a fictitious and real-life case studies including Nestle Water's bottling plant at the Abyssinia Springs site, which has successfully reached AWS certification. Participants undertook field visits to the Nestle site, its local environment, and spoke with community stakeholders. The hands-on nature of the training was a contributing factor to the quality of the training and depth of learning generated. Participants rated the event highly, as indicated by evaluation results and feedback:

- 84% of participants rated the training as excellent (37%) or very good (47%).
- 92% of participants indicated that they were confident that they could use the information and skills gained via the training.
- 94% of participants indicated that they would recommend this AWS training to colleagues or clients.

Selected testimony:

"I have gained excellent knowledge and skills from the case studies and am now able to identify gaps or problems in my company."

"I have seen that water stewardship is a different way of thinking which involves all stakeholders in water management for better socioeconomic and environmental performance to protect nature."

"The practical guidelines are very clear with the criteria and indicators. I feel confident that I can implement it on a site. Also, the presentation and site visit from Nestle was inspiring."

"I would recommend the AWS training for colleagues or clients because it is a truly holistic way to understand stewardship and the 'catchment-site' relationship."

Insights, outcomes and next steps for water stewardship in Ethiopia

The main insights, outcomes and next steps agreed during the event are detailed within this report and are summarised in the boxes below:

Experience in demonstrating the tangible benefits of collective action around water stewardship is growing globally and on the African continent. Important lessons learned so far include:

- Embedding the principles of water stewardship within a company's core purpose, as demonstrated by the case of Nestle Waters, provides the basis for corporate action to tackle water-related risks at scale.
- Government supported public-private partnership to spur collective action around shared water risks works when the outcomes are 'no-regret projects' with tangible benefits for stakeholders. The case of Imarisha Naivasha demonstrated that actions like climate resilient landscape management offers direct benefits for floriculture and agricultural stakeholders and actions which support compliance with local laws and regulations offers direct benefits for all.
- Experience in the application of the AWS Standard in Africa is growing. Implementation of the Standard has been shown to offer benefits and stimulate innovation, resilience and productivity in agricultural supply chains involving outgrowers and smallholders.
- The successful case of the Mersey Basin Campaign (UK) demonstrates that polluted waterways can be regenerated if a campaign is anchored in shared commitment and long-term engagement to deliver economic, environmental *and* social benefits.

Challenges & opportunities for scaling up implementation of water stewardship practices in Ethiopia:

Making water stewardship the norm

- The Ministry of Trade & Industry and the Industrial Parks Development Corporation both endorse and see the strategic value of integrating the principles of water stewardship into the implementation of Ethiopia's growth and development policies, but more needs to be done to raise strategic commitment, to clearly demonstrate the benefits of water stewardship, and enable their delivery.
- There is a low awareness within the private sector and communities on issues related to water stewardship and, in some cases, a lack of interest. Many view investments in such issues as a "luxury" and secondary to more pressing development challenges, such as poverty alleviation and job creation. The material benefits of stewardship for poverty reduction and creation of resilient jobs therefore needs to be clearly demonstrated and articulated.
- There is demand for greater investment and testing of water stewardship in Ethiopia to demonstrate key strategic benefits for the country such as economic growth and job creation in priority sectors like cotton, textiles, leather and garment production. Success here will play a key role in scaling up water stewardship practices and attracting greater interest.

Technical & expertise challenges

- Technical challenges as well as the expertise on water stewardship best practice to address water risks is a gap. Key areas in this regard include:

- Wastewater treatment capacity in Ethiopia is limited and cost is often prohibitive. Developing technology options and improving technology transfer, as well as technical capacity to design, build, operate and maintain wastewater treatment facilities must be a priority.
- While numerous pieces of work tackling issues related to water stewardship and management in Ethiopia are ongoing, a mechanism to share experiences and best practice is lacking.
- There is strong demand for multi-stakeholder platforms that are fit for purpose to act as hubs for expertise sharing and to potentially act as a magnet for investment.

Clarifying catchment governance roles and responsibilities

- Overlapping institutional mandates and a lack of clarity on responsibilities for catchment management and water use permitting creates a challenge for compliance, and adherence to water stewardship. Duties and obligations for the key functions of water regulation need to be clarified as a priority (for example primary responsibilities for pollution control and abstraction permitting).
- Many companies are unaware of environmental and water-related rights and responsibilities under the law, relating to aspects such as groundwater exploitation and waste(water) disposal. CSOs in partnership with government can play a role in raising awareness on the legal and regulatory compliance requirements that the private sector must follow in Ethiopia.
- Ineffective implementation of laws and regulations by catchment authorities is in part due to a lack of capacity, both human and financial. Actions pursuant of water stewardship by the private sector have been shown to strengthen legal and regulatory compliance, which supports greater policy implementation and has been shown to improve tariff revenue collection even under resource-scarce conditions.

Demand for innovative financing options and an attractive investment environment

- Local businesses are keen to explore incentives, for example favourable taxation conditions, with government to trigger investment in water stewardship.
- Ethiopia's network of Industrial Parks provides an opportunity to explore the relationships between good water stewardship performance and alignment with the AWS Standard and the ability to attract and retain foreign investment and set Ethiopia on a path of resilient economic growth.

Priorities and next steps for water stewardship in Ethiopia:

Establishing an active network of water stewards in Ethiopia

- There is keen interest in establishing of a multi-stakeholder platform for water stewardship in Ethiopia. Our recommendation is that this should be cross-cutting and inclusive given the transaction costs and stakeholder fatigue risks associated with sector-specific convening. Convening business without involving civil society and other stakeholders risks unbalanced representation of rights and interests. A truly inclusive and multi-sectoral, multi-stakeholder platform will have high levels of legitimacy and credibility.
- Multi-stakeholder platforms for senior corporate managers and directors should be tailored to their needs and time constraints. These platforms could take the form of more focused 'advisory groups',

where decision-makers backed by a corporate commitment to water stewardship come to the same table with clear aims to influence and scale-up water stewardship practice in Ethiopia's private sector.

- Participants at both the high-level forum and AWS training expressed demand for the establishment of an informal network. This could be as simple as an email list, a LinkedIn or Facebook group.
- Numerous ideas were put forward for how water stewardship and the AWS Standard could be integrated into the professional objectives of participants. These ideas provide a snapshot of the myriad of entry points for water stewardship in Ethiopia and could form the basis for future water stewardship actions. These ideas are included in Section 2.2 of this report.

Creating a culture of water stewardship in Ethiopia

- The demand for Ethiopian case studies on water stewardship is strong. Water Witness and their partners will be supporting implementation of two key projects at scale to respond to this demand:
 - o Supporting implementation of the AWS Standard at the scale of an Industrial Park at Hawassa Industrial Park.
 - o Implementing the AWS Standard vertically in a supply chain in the garment, textile and cotton producing sectors in Ethiopia, which will draw from a regional case study.
- Sharing experience and best practice from these projects will be critical. The strategic identification of an organisation to manage water stewardship knowledge in Ethiopia is critical. AWS Africa could play this role in the future in collaboration with others.
- Building national capacity for leadership on water stewardship will also include building capacity in multiple areas: Developing national technical university-level curricula on the topic; developing local capacity for water stewardship and AWS Standard training, implementation support and auditing.

Report structure:

This report is structured as follows:

- Section 1 covers the main outputs from the Water Stewardship Leaders' Forum, including:
 - The objective and strategic case for water stewardship in Ethiopia
 - Summaries of inspirational case studies from national, regional and global water stewardship best practice
 - Key takeaways from high-level debates and discussions on catalysing water stewardship in Ethiopia

- Section 2 covers the main outputs from the AWS masterclass training, including:
 - Training objectives and facilitation approach
 - Overview of the Foundational, Advanced and Specialist training modules in the AWS masterclass training
 - Advice on how to tailor and make the case for water stewardship by stakeholder type
 - Participant-generated professional water stewardship objectives and strategic rationales

- Annex 1 provides an overview of the results of the participant evaluation of the Water Stewardship Leaders' Forum

- Annex 2 provides an overview of the results of the participant evaluation of the AWS masterclass training

- Annex 3 & 4 provides the detailed agendas for both the Water Stewardship Leaders' Forum and AWS Masterclass Training

- Annex 5 provides the complete list of participants for both the Water Stewardship Leaders' Forum and AWS Masterclass Training

1. Water Stewardship Leaders' Forum

The Water Stewardship Leaders' Forum brought together 64 leading experts on water, including senior managers, business leaders, policy makers and practitioners from 9 countries (Bangladesh, Canada, Egypt, Ethiopia, Kenya, South Africa, Sweden, Tanzania and the United Kingdom). The forum aimed to set a progressive agenda to scale up water stewardship and harness its benefits to support resilient business operations, growth and the creation of good quality jobs in Ethiopia and develop Ethiopia's footprint as an exemplar for the wider continent. The objectives of the Forum were as follows:

OBJECTIVES: Provide state-of-the-art understanding of the case for water stewardship from private sector, government and civil-society perspectives, and to set a progressive agenda to maximize the contribution of stewardship to sustainable development and job creation. Specifically, the objectives were three-fold:

- a. To provide in-depth understanding to leaders and decision makers in government, business and civil society of the need for and opportunities provided by water stewardship and collective action.
- b. To stimulate knowledge sharing, action and collaboration which will maximise the contribution of water stewardship to Ethiopia's sustainable development ambitions.
- c. To plan collectively to address the priority opportunities and constraints facing water stewardship in Ethiopia and the wider region.

With an emphasis on providing in-depth understanding of the need for and opportunities provided by water stewardship and collective action in Ethiopia, the forum promoted understanding of the role water stewardship will play in Ethiopia's aspirations for economic growth and job creation. A summary of the keynote presentations, case studies, takeaways from group discussions and next steps are provided in the remaining sections of chapter 1 below.

1.1 Introduction and launch of flagship water stewardship work in Ethiopia

The Forum was initiated by short welcoming remarks by the **ex-Deputy Director of Ethiopia's Environmental Protection Agency, Ato Dessalegne Mesfin**, who welcomed participants and laid out the objectives and the agenda for the day.

The Forum was officially opened by the **State Minister of Trade and Industry, Ato Gebereyeseus Teka**, who welcomed participants and set the scene outlining the FDRE's aspirations to catalyse job creation and sustainable growth by boosting its industrial base. The State Minister emphasised the challenges the country faces in managing the growing competing demands on its freshwater resources, given the magnitude of the country's population, agricultural backbone and growing industrial base. Widespread adoption of the Alliance for Water Stewardship Standard offers a timely framework for Ethiopia's key industrial development hubs, the network of industrial parks, to transparently and holistically manage their water risks and mitigate social, environmental and economic risks to business development. The Minister closed his speech by offering commitment of support from the Ministry of Trade and Industry to 'champion water stewardship initiatives in any ways possible and as much as it is practical'.

Collaboration and investment in water stewardship is on the rise in Ethiopia. The forum also provided the opportunity to share some exciting news of upcoming work in the country. In collaboration with the FDRE, pioneering work funded by the Swiss Agency for Development and Co-operation will pilot the vertical integration of the AWS Standard in apparel, textile and cotton supply chains in Ethiopia. Concurrently, in collaboration with the FDRE and funded by GIZ, the AWS Standard will be implemented at the scale of an industrial park for the first time, starting with Hawassa Industrial Park. Lessons learned and best practice

emerging from this exciting work could pave the way for scaling up implementation of the AWS Standard across the network of 12 industrial parks in Ethiopia.

1.2 The strategic case for putting water stewardship to work for sustainable growth and job creation – The need & opportunity for water stewardship in Ethiopia

Following the introductory sessions, the first half of the morning focused on making the strategic case for the need and opportunity for water stewardship in Ethiopia. This included a session delivered by the **Director of the Basin Development Authority (BDA), Mr. Shiferaw Demissei**. His presentation outlined key water challenges facing Ethiopia, including the high spatial and temporal variability of water availability on an annual and inter-annual basis; rising demand for water for people and industry; low capacity of water storage and critical need for investment in updating and expanding existing water infrastructure. The high number of transboundary river systems in Ethiopia, limited institutional capacity and regulation of water abstraction and pollution of water resources and limited track-record of involving the private sector in water management further compound these issues. However, these water-related challenges help to build a strong case for how Ethiopia can only benefit from a strengthened and more accountable multi-stakeholder governance approach for water resources management. In the face of these challenges, the 12 BDA's across the country have a mandate to plan, conserve, protect and allocate water in an equitable and sustainable manner. Capacity to carry out these critical functions is gradually on the rise, with the BDA prioritising the establishment of a water user permit system and integrated monitoring system².

Dr Nick Hepworth from Water Witness followed the presentation from BDA offering an introduction to water stewardship and the AWS Standard, its relevance to the private sector and the opportunities and benefits it creates for not only the private sector, but for governments, CSOs & NGOs and communities. Tackling water insecurity through strategic actions that advance water stewardship offer companies a compelling framework to address key risks facing their sites of operations and the catchments upon which they are dependent to meet their water needs. Water stewardship offers governments a mechanism to drive stronger compliance with laws, policies and plans, attract new investment and political support for water issues, just to name a few of the benefits.

Is water stewardship relevant for Ethiopia today? Absolutely. Dr Hepworth points to the key growth pillars of Ethiopia's current Growth and Development Plan: 45% increase in the area of irrigated land; 20% average annual growth of the industry sector; 47% increase in urban potable water supply coverage rate and 4-fold increase in the country's power generating capacity (80% of which should come from hydroelectric). Ethiopia's development ambitions are dependent on a gear-change in managing the country's water risks that are fundamentally linked to future growth and job creation. Layered on top of these ambitions is Ethiopia's drive to prioritise growth through the establishment of a vibrant garment and textile industrial production hub – with a vision to grow export potential ten-fold. Investing in an industry that stands as the 2nd largest polluter and 2nd largest consumer of freshwater by sector without balanced investment in strengthening water resources governance and catalysing private sector action to manage Ethiopia's water resources is simply not an option. Viewed from the opposite perspective, Ethiopia's growth ambitions marry well with a radical shift in water governance and collective action to tackle water insecurity, support resilient growth. The AWS Standard is proposed as a vehicle to realise Ethiopia's growth ambitions.

² However, clarifying overlapping mandates to permit and police water abstraction with Regional Water Bureau is a critical barrier to achieving an accountable relationship between water users and a singular governing body for water permitting in Ethiopia.

1.3 Inspirational water stewardship case presentations from Ethiopia, the wider region and from a global perspective

Following Dr Hepworth's presentation, participants heard from inspirational speakers who shared case examples of water stewardship in practice from Ethiopia, the wider region and from a global perspective.

Bethlehem Hailu, Corporate Affairs and Sustainability Manager from Nestle Waters, presented the water stewardship journey and the benefits Nestle Waters have seen since implementing the AWS Standard at a growing number of bottling sites across the globe. For Nestle Waters, managing water risks is fundamental to their daily as well as long-term operations (>35% of their factories are located in water-stressed regions), as well as mitigating the reputational risk they would almost certainly face should shared water resources in the catchments where they have operations become over-exploited or polluted. Nestle Waters aspires to AWS-certify all their sites by 2025 and has embedded caring for water within their corporate purpose, which enables them to drive forward their water stewardship ambitions in the sites and catchments where they have their operations.



Bethlehem Hailu, Corporate Affairs & Sustainability Manager, Nestle Waters

Mr Kamau Mbogo, Chief Executive Officer, Imarisha Naivasha, presented on the impact and lessons learned from the Imarisha Naivasha Management Program in the Lake Naivasha basin in Kenya. Established by the Government of Kenya in 2011, Imarisha Naivasha, is a public-private partnership programme, who's aim is to coordinate the management of the basin and restore the basin's degraded ecosystem. The programme has promoted integrated climate-sensitive landscape management and has aided in monitoring compliance with environmental laws and regulations, all through activating collective action of the varied stakeholders in the basin. Key achievements of the initiative which drew interest from forum participants was how the initiative successfully supported the development of sub-catchment plans, water allocation plans and other strategic development plans through 'no-regret action projects'. Sub-catchment plans may not be necessary in all basins to effectively manage shared water resources through collective action, but due to the diversity of the competing water users and the political economy in the Lake Naivasha basin, this governance approach has proven to be effective.

Herbert Kasililah, Chair AWS Africa, presented next on the benefits of water stewardship for smallholders and communities in Africa. Mr Kasililah began his presentation with compelling evidence from a 2007 comprehensive assessment report by IWMI of water management in Africa³. The key finding of this report: *'Global water and food security depends on smallholder productivity, profitability, resilience and ecosystem maintenance'*. Food security on the continent of Africa is likely to continue to be dependent on smallholders. Empowering smallholders and equipping them with the skills they need to tackle water risks and become more resilient in the face of climate variability is critical for ensuring food security and sustainable livelihoods for the most vulnerable in Africa. The AWS Standard has already been shown to offer benefits to smallholders in Africa (rice, tea and sugar cane cooperatives in Malawi; barley farmers and coffee outgrowers in Tanzania). Application of the AWS Standard has been shown to offer a mechanism to smallholders and sites with smallholders in their supply chains to innovate, for e.g., to invest in climate-smart agriculture and access weather indexed crop insurance. The Standard offers a vehicle for empowering smallholders and helps them gain knowledge on their rights and obligations and improves working conditions on the field and in their communities through investment in WASH. Experience in Africa implementing the AWS Standard with smallholders has shown that future guidance on the AWS Standard and certification requirements needs to be tailored to their circumstances and greater alignment and guidance on how smallholders can prioritise their resources to meet the certification of multiple criteria at once, such as the AWS Standard, Rainforest Alliance, Fairtrade or World Fairtrade Standards.

Ant Parsons, Director of ALP Synergy, presented next on the impact and lessons learned from the Mersey Basin Campaign, a case of a successful river regeneration programme from the Manchester-Liverpool region of the United Kingdom. Mr Parsons underlined the 3 anchors which made the campaign a success: A focus on the environment and solving poor water quality, a focus on the economic potential of waterside regeneration and the social benefits derived from community engagement. With a keen eye on these 3 anchors,



Ant Parsons, Director, ALP Synergy

the campaign was able to successfully mobilise the private, public and voluntary sectors to rehabilitate a toxic river that was subject to unregulated pollution from textile and other industries in the past. What ensured that the campaign was able to revitalise a river ecosystem, foster a profitable tourism industry and support billions of pounds of regeneration along its banks, while galvanising prolonged community engagement to save and protect the Mersey? (1) Multi-stakeholder engagement was is not optional; (2) A campaign's mission should be ambitious and have a realistic time scale; (3) Success is all about people and partnership. Ultimately, what this long-standing European water stewardship success story demonstrates is that collective action around shared water resources can generate enormous economic, social and environmental benefits.

The last case presentation of the morning was delivered by **Ms Joy Busolo, Kenya Country Coordinator / Africa Senior Water Resources Management Specialist, 2030 WRG**. Ms Busolo's presentation introduced the

³ Comprehensive Assessment of Water Management in Agriculture. 2007. Water for Food, Water for Life: A Comprehensive Assessment of Water Management in Agriculture. London: Earthscan, and Colombo: International Water Management Institute.

approach used by 2030 WRG to facilitate collective action around water management between government, the private sector and civil society and shared examples of how this approach has delivered impact in select case examples from around the world. The example of the Kilimanjaro Water Stewardship Platform was highlighted as a stewardship success story from Tanzania. A key successful outcome of this initiative has been a water permit inventory conducted by the Pangani Basin Water Bard, which has since led to the collection of 4.7K USD of outstanding fees, which demonstrates a broader lesson on stewardship: multi-stakeholder platforms can help support governments to regulate and enforce water laws. The case of the establishment of the 'Golden Drop' Initiative in Mongolia was presented as an example of how non-financial incentives to reward investment in water efficient technologies and other related activities that address water efficiency in the mining sector are one lever of change for triggering action by the private sector on water stewardship. Ms. Busolo closed her presentation by summarising 2030 WRG's new work in Ethiopia, which will shortly result in the publication of a hydro-economic analysis. The 2030 WRG Ethiopia country team will soon be establishing multi-stakeholder platforms with government, civil society and priority sectors from industry and agriculture. 2030 WRG hopes to support the establishment of the Ethiopia Beverage Alliance for Water and the Ethiopian textiles and garment water workstream, which will act as key springboards for high-level knowledge sharing, policy shaping and action within these two sectors.

1.4 Unlocking water stewardship in Ethiopia

The afternoon session kicked-off with a panel discussion which focused on responding to the key question: *How can we ensure good water stewardship delivers for growth and job creation in Ethiopia?* The panel discussion brought together representatives from Ethiopia's private sector, government and perspective from the global water stewardship community. The panellists included:

- **David O'Halloran, Managing Director, Africa Juice**

David shared his perspective on tackling water stewardship based on his experience as Managing Director of Africa Juice, which has operations in Ethiopia producing and exporting tropical fruit juice. Africa Juice strives to demonstrate sustainable production practices and employs a triple bottom line ethos at all of their sites: social, environmental and economic benefits are part of their core business model. David discussed the challenges in tackling water risks along a supply chain and where the low-hanging fruits are for tackling water risks at the level of fruit orchards.

- **Getahune Wendemkun, IPDC**

Getahune shared the perspective of the FDRE's Industrial Parks Development Corporation on their experience attracting foreign investment in Industrial Parks; the challenges and opportunities for tackling low awareness in the private sector on issues related to water stewardship; the high cost of drinking water provision and wastewater treatment at the scale of an Industrial Park, as well as opportunities for building capacity, shifting towards cleaner production and supporting expertise-sharing within sectors and across international boundaries.

- **Bethlehem Hailu, Corporate Affairs & Sustainability Manager, Nestle Waters**

Bethlehem shared the experience of Nestle Waters in implementing the Alliance for Water Stewardship (AWS) International Standard at a growing number of Nestle Waters' bottling plants and the company's ambition to have all bottling plants AWS certified by 2025. Bethlehem discussed different investment strategies that bottling plants have made to optimise efficiency and become state-of-the-art, as well as how Nestle Waters have strived to engage the communities, other private sector actors and government stakeholders surrounding their sites of operations in tackling shared water challenges.

- **Rami Narte, Senior specialist – private sector engagement, Global Water Partnership**

Rami shared an overview of the promising role of the private sector in supporting governments to implement Integrated Water Resources Management policies and offered insights from previous work conducted in the garment and textile sector on the challenges and opportunities facing this sector and the potential levers for catalysing sustainable growth and job creation in Ethiopia.

A summary of the panel discussion and key points raised are provided in the tables below.

Table 1 Guiding questions for panel discussion

Over-arching question: How can we ensure good water stewardship delivers for growth and job creation in Ethiopia?

Guiding questions:

- What are the priority water-related challenges facing business and economic growth in Ethiopia?
- Given these challenges, what benefits does water stewardship offer, what are the barriers to its adoption and how can they be overcome?
- How can Ethiopia’s leadership role on water stewardship be strengthened?

Table 2 Takeaway points from panel discussion on unlocking the promise of water stewardship in Ethiopia

Barriers & opportunities for addressing water-related challenges from the perspective of Business in Ethiopia:

- Businesses lack the technical expertise in some cases to address water-related challenges along their supply chains. Actions to address water-related risks at the site level (e.g. agricultural field or factory level) are an easier starting point given more direct level of management and control, as compared to shared water risks in the wider catchment.
- For the water bottling sector, reputational risk as a result of depleting or contaminating shared water resources has been shown to be quite severe, resulting in disruptions to operations and effects on profits, e.g., Coca Cola Bottling plant in Uttar Pradesh, India. Thus, for this sector, water stewardship can be leveraged to strategically mitigate against this risk.
- Factory sites which have been successful at investing in mitigating their water-related risks within the confines of their factory operations will naturally look beyond the fence line for opportunities to address shared water-related risks affecting communities, private sector and government stakeholders in the wider catchment when factory operations become state-of-art. Businesses will see diminishing returns on investment at this stage and opportunities for greater returns on investment in other areas, such as increasing resilience in the catchment to drought or supporting stronger institutions for the governance of water resources.
- Businesses with agro-supply chains may find there are easy wins for starting to address water risks at the field-level by increasing water storage, shifting to more efficient irrigation practices and exploiting nature-based solutions to increase water percolation into the soil and manage run-off and flooding.
- Given the low cost of water for irrigation in Ethiopia, businesses need to be creative in making the business case for investing in more efficient technologies. While the cost of freshwater may be little to

none, agri-businesses do feel the costs of water storage, pumping and wastewater treatment or the lack of wastewater treatment, droughts and unseasonal rainfall variation. This becomes the fulcrum for making a strong business case to invest in more efficient irrigation technologies and climate-proofing practices on the field.

Barriers & opportunities for addressing water-related challenges from the perspective of the FDRE:

- Although there is a low awareness in Ethiopia's private sector on issues related to water stewardship (and how water stewardship and implementation of a comprehensive framework that addresses water-related risks to business makes sound sense from a business perspective), the FDRE sees huge potential for the private sector to support the government in managing water resources if private sector action on water stewardship becomes the norm.
- In the private sector in general, key challenges in Ethiopia include the adequate provision of drinking water to staff that meets WHO drinking water standards, cost recovery of investments in upgrading and maintaining wastewater treatment facilities, and capacity to meaningfully engage communities to address shared water risks.
- The FDRE is prioritising investment in the garment & textile sector as a key sector for job creation and economic growth. The FDRE acknowledges that addressing the water-related risks (like pollution) and meeting international labour standards is an imperative in order to secure foreign investment. Ethiopia's network of Industrial Parks will act as a catalyst for growth in this priority sector.
- Specifically within Ethiopia's network of Industrial Parks that will be prioritising investment in the garment & textile sector (like Hawassa Industrial Park), they face high set-up costs to establish water supply and provide park-wide wastewater treatment and technical challenges in addressing the acute environmental & water-related impacts and risks associated with the garment & textile sector.
- Industrial Park tenants may also lack awareness and proper incentivisation on their role in managing environmental and water-related risks.
- Previous research has shown that government interventions, particularly within the garment & textile industry, are the biggest growth drivers in Ethiopia, like for e.g. offering favourable investment incentives to foreign companies to invest in the garment and textile sector⁴. Innovations in investment incentive structures can act as a strong enabler for wider uptake of the principles of water stewardship.

Opportunities for strengthening Ethiopia's leadership role on water stewardship:

- Government can play an enabling role by developing framework tools to catalyse private sector action on water stewardship.
- Investment in and government endorsement of multi-stakeholder platforms that promote expertise sharing and collective action on water stewardship are in high demand.
- Establishment of stronger incentive structures for investment in cleaner production practices within the garment & textile sector and promotion of knowledge on what the cleaner options are for garment & textile producers is needed to support growth in this priority sector.

⁴ The Swedish Trade & Investment Council. (2016). Sourcing opportunities in East Africa FACT PACK [PowerPoint slides]. Retrieved from <https://www.business-sweden.se/contentassets/f4cf26318c8d4a628639353508639e68/sourcing-in-east-africa-fact-pack-2016.pdf>

- Investment in international expertise sharing with countries that have a positive track-record of exploiting investment in the garment and textile sector as a catalyst for economic growth could help Ethiopia realise its vision of industrial growth and job creation off the back of the garment and textile sector.

1.5 Catalysing business action for water stewardship in Ethiopia

The final session of the day consisted of 3 key breakaway sessions that informed practical actions that the private sector, government, NGOs/CSOs, donors, academia can take to:

- Establish a resilient private sector that manages key business risks through leadership, action and investments in water stewardship...
- ...in a wider enabling environment, which is driven by well-capacitated accountable water management institutions and water- and climate-sensitive investment and trade policies...
- ...whereby establishing Ethiopia as a cutting-edge source for practical and inspirational knowledge on how to achieve collective action on water stewardship in the region and across the continent of Africa.

Mekuria Tafasse, Ethiopia Country Coordinator, 2030 WRG, presented the different themes and outlined the general structure of each breakaway session to participants prior to everyone dispersing into their pre-assigned groups.

Table 3 Overview of breakaway sessions

Breakaway session: 3 main themes and general structure of each session
<p>A. Theme: Triggering action by the private sector</p> <p>B. Theme: Creating a strong enabling environment for water stewardship in Ethiopia</p> <p>C. Theme: Creating Ethiopia’s leadership role on water stewardship</p> <p>Main guiding structure for each session:</p> <ul style="list-style-type: none"> - What are the main issues and challenges facing the private sector in Ethiopia? Current activities on water stewardship or examples of leadership on water stewardship? - What are the opportunities and drivers for private sector action? What can non-private sector actors do to support? Which institutes are expected to take a leading role on supporting water stewardship in Ethiopia? - What are potential barriers, strategies for overcoming anticipated barriers and needs for collaboration from the private sector? Where is there room for improving existing water stewardship practices in Ethiopia or in similar contexts? What can Ethiopian stakeholders do to support water stewardship initiatives in Africa and globally? - Walk-the-talk: What actions and activities would each group like to engage in or commit to?

Key take-away points: Triggering action by the private sector

This breakaway session brought together 25 private sector participants from the leadership forum for an informal discussion which followed the structure presented above in Table 3. The main points that emerged from this discussion are presented in Table 4 below:

Table 4 Triggering action by the private sector

Main water issues and challenges facing the private sector in Ethiopia

- Agri-businesses pay a flat rate (per hectare of land) for water consumption; this does not give incentives to adopt water-efficient farming techniques such as drip irrigation.
- The general public are unaware of sustainability issues and many view attention given to issues related to sustainability as a “luxury”. This presents a challenge to sites who seek to engage surrounding communities and other stakeholders on shared water challenges.
- Pollution of water resources and limited capacity to treat wastewater and inadequate sanitation on- and off-site.
- Need for stronger, more accountable governance mechanisms for water resources management and environmental protection.
- Lack of cost-effective wastewater treatment technologies (industrial & municipal); and poor technology transfer around wastewater treatment investments, as well as a lack of capacity to operate and maintain more advanced (waste)water treatment systems.
- Lack of re-use of treated wastewater, which is a major opportunity to reduce stress on limited freshwater resources, especially in drought-affected areas and areas with variable rainfall.
- Need for awareness raising and collaboration on the issue of the depletion of groundwater resources.

Drivers to support the private sector to take concrete and collaborative action to address water-related risks (towards better water stewardship)

- Co-funding of projects (on water stewardship) identified by the private sector.
- Shift from regulatory (prescriptive) approaches to market-based solutions.
- Creation of an attractive investment environment and incentives for private sector action on water stewardship, such as tax breaks.
- Capacity support/knowledge exchange: Communicating positive performance on water stewardship to local communities (to improve reputation perception).
- Sustainability as the norm: Developing a shared understanding within the private sector that sustainability is a key cornerstone of any “business case”.
- Recognition drives action (awards for positive performance on water stewardship could drive Business to make continued effort). Related to this, there is a need for an independent “jury” (likely a CSO) to fill this gap (i.e. evaluate, recognise and award good stewardship action).

Overcoming anticipated barriers to action and stakeholder collaboration

- Lack of clarity of institutional mandates for water resources management: The existing frameworks are not clear on ‘who does what’ at the catchment level. Governance reforms in this regard are acutely needed.
- Lack of awareness of environmental and water-related rights and responsibilities under the law: Companies unaware of the mandatory permitting system governed by the BDA for aspects such as drilling boreholes and wastewater disposal. Civil society can play a promising role in enhancing awareness on rights, roles and responsibilities that underpin accountable catchment governance.

- Ineffective implementation of laws and regulations by catchment authorities is in part due to a lack of capacity, both human and financial. Actions pursuant of water stewardship by the private sector have been shown to strengthen legal and regulatory compliance, which supports greater policy implementation and has been shown to improve tariff revenue collection even under resource-scarce conditions.
- Targeted incentives (e.g., tax breaks) have the potential to drive greater private sector action on water stewardship.
- Public-private partnerships for collaborative action around issues related to water stewardship have been shown to improve adherence to local water-related laws and regulations.

Walk the talk: Concrete actions and ideas put forward by participants to see greater private sector engagement now!

- Initiate collaboration with local community on issues related to ground water (Habesha Brewery).
- Working with cotton farmers to introduce AWS International Standard; supporting cotton farmers to measure water consumption to produce cotton - what is not measured cannot be managed (Solidaridad).
- Although payment for freshwater is charged on a per hectare basis, companies incur the cost (per cubic meter) for pumping, storage and for wastewater treatment. When costs are considered in this manner, a more convincing business case can be made for taking actions that support water stewardship, like investing in water efficient practices at the farm level (Africa Juice).

Key take-away points: Creating a strong enabling environment for water stewardship in Ethiopia

This breakaway session brought together 26 senior management and government stakeholders for an informal discussion which followed the general structure presented in Table 3 above. The main points that emerged from this discussion are presented in Table 5 below:

Table 5 Creating a strong enabling environment for water stewardship in Ethiopia

Current engagement in activities which support water stewardship in Ethiopia

Participants felt that the presentations and discussions from the morning sessions had helped them to understand the concept of water stewardship more, and many now realised that water stewardship actions were currently being taken within the different organisations which the participants represented.

Water stewardship activities being completed are as follows:

- Water treatment
- Promoting water efficiency
- Promoting permits – water and waste
- Leading new regulations
- Integrated water resources management
- Looking at water scarcity and availability
- Resource efficiency

- Providing training on water efficiency
- Promotion of technical tool kits to train professionals / industry, e.g. technical tool kits on water management
- Applying ISO standards

Strengthening the enabling environment for water stewardship in Ethiopia

- Water Stewardship needs to be made a national issue.
- Prioritisation of sustainable brands within the garment and textile industry.
- Strengthening the case of the economic benefits of water stewardship with more examples from Ethiopia.
- Sharing best water stewardship practices with a wider audience with the development of strong case studies.
- Provision of greater support for effective multi-stakeholder platforms that bring together the private sector, public and civil society stakeholders.
- Creating a mindset shift where everybody cares about water.
- Clarifying institutional and regulatory responsibilities for water management at the national level.
- Strengthening opportunities for raising water-related issues higher on the agenda of relevant existing national forums and multi-stakeholder groups.
- Improving availability and accessibility of information and data on water.
- Clarifying roles and responsibilities of *all* stakeholders in tackling water stewardship and opportunities for everyone do their part.

Walk the talk: Concrete actions and ideas put forward by participants to see greater private sector engagement now!

- Leadership from NGO's (somebody has to start the conversation).
- Let's go talk under the Mango tree!! Water stewardship is not a solitary journey, but is dependent on successful collective action.
- More collaboration between different stakeholder groups, private, public and civil society groups.
- Communication and awareness raising with government institutions on the case for making water stewardship an integral component of Ethiopia's growth and job creation plans.
- Key stakeholder mapping is needed at the catchment level before catchment level action plans can be developed.
- Build on the network initiated by this water stewardship leaders' forum – Could be done via LinkedIn, Facebook or another platform.

Key take-away points: [Crafting Ethiopia's leadership role on water stewardship](#)

This breakaway session brought together 15 water managers from government and senior managers from research institutions and civil society for an informal discussion which followed the general structure presented in Table 3 above. Participants in this group felt that Ethiopia had the potential to show leadership (for Africa) on water stewardship. However, participants saw their leadership role as being 'catalysts' and helping to create a field of leaders, rather than any one stakeholder trying to be first to the top!

The main points that emerged from this discussion are presented in Table 6 below:

Table 6 *Crafting Ethiopia's leadership role on water stewardship*

Gaps / challenges to taking forward water stewardship in the region
<ul style="list-style-type: none">• 'Knowledge management'. The shared view on this topic emphasised that although different institutions in Ethiopia were undertaking a growing body of work related to water management/water stewardship, knowledge sharing and knowing who is doing what is a blind spot.• A lack of technical capacity and political will at local / sub-catchment level to demonstrate leadership on water stewardship.• Critical need to demonstrate the practical benefits of water stewardship to support promotion and uptake.
Crafting Ethiopia's leadership role: Overcoming known challenges
<ul style="list-style-type: none">• Growth in capacity and capability in local leadership must be supported.• Planned projects should be used to grow capacity and collaboration.• More young people should be engaged and empowered to get involved in water stewardship.
Walk the talk: Concrete actions and ideas put forward by participants to build Ethiopia's leadership role on water stewardship
<ul style="list-style-type: none">• Sharing experience and best water stewardship practice is critical to scale up water stewardship in Ethiopia. The strategic identification of an organisation to manage water stewardship knowledge in Ethiopia is therefore critical. AWS Africa could play this role in the future in collaboration with others, such as IWMI.• A 10-year cross-Government strategy is in development which includes water. This should include implementing an 'Ethiopia Water Week'.

Each 50-minute breakaway session was co-facilitated by 2 leaders. **Girum Bahri** (Industry Coordinator, 2030 WRG) and **Firiehiwot Assefa** (Shared Value Manager, Nestle Waters) co-facilitated the session on triggering private sector action. **Mekuria Tafasse** (2030 WRG, Ethiopia Country Coordinator) and **Michael Witter** (GIZ, Advisor) co-facilitated the session on creating a strong enabling environment for water stewardship in Ethiopia. **Joy Busolo** (2030 WRG, Africa Senior Water Resources Specialist/Kenya Country Coordinator) and **Dr Nick Hepworth** (Director, Water Witness) co-facilitated the session on crafting Ethiopia's leadership role on water stewardship.

At the end of the 50-minute breakaway sessions, each group re-joined the main plenary where a rapporteur from each session presented the key highlights from the discussions. The water stewardship leaders' forum was then brought to a close by closing remarks from Dessalegne Mesfin and Dr Nick Hepworth. Participants who had registered for the AWS masterclass were then asked to make their way to the training venue.

2. Alliance for Water Stewardship Advanced and Specialist training

From 4th – 6th December 2019, 38 participants (8F, 30M) from five countries took part in the AWS Standard training (Ethiopia, Egypt, South Africa, Sweden, UK). The event consisted of Foundational, Advanced and Specialist AWS training and representatives from businesses (6), government institutions (22), civil society organisations (7) the donor community (2), and academia (1) took part.

The AWS Foundation training module took place on Day 1. This part of the course is intended to provide a broad understanding of water risks and stewardship opportunities across the range of participants.

Participants are also introduced to the framework of the AWS Standard and group work helps demonstrate the strategic business case for businesses to undertake water stewardship actions using collective action guided by the framework of the AWS Standard. This section of the course is targeted at water management and sustainability professionals, for people implementing water stewardship in their operations and people providing consulting, auditing and training services. The module took an in-depth look at the steps involved in gathering information to understand the water risks facing a site and how these can be tackled using a fictitious case study that weaved together examples from around the world of poor performance on water stewardship and what a water stewardship journey can look like for a company who implements the AWS Standard. The training built on knowledge generated during previous applications of the AWS Standard in Africa, and combined hands-on, practical engagement with group work and expert-led workshop sessions.

The AWS Advanced and Specialist training modules took place starting at the end of Day 1 and over Days 2 and Day 3. This part of the course is targeted at people seeking accreditation as AWS auditors, consultants and trainers, as well as business supply chain managers, CSOs and government water managers. These modules walk participants through the different steps of the AWS Standard from the perspective of a business as well as from the perspective of an auditor. The afternoon of Day 2 included a site visit to the Nestle Waters bottling plant at the Abyssinia Springs site, which has successfully achieved AWS certification. Participants were guided around the site, its local environment, and spoke with community stakeholders engaged in the implementation of the AWS Standard. This part of the training allows participants to refine their understanding of the strategic business case for water stewardship and the requirements of the verification process. The learning objectives for the 3 AWS modules are as follows:

Day	Learning objectives
AWS Foundation & Advanced Training Day 1 programme: (Wed 4th Dec)	<ul style="list-style-type: none"> • Enhanced understanding of water risks and stewardship opportunities; • Peer-to-peer insights on strategic and practical responses to water risks; • Enhanced understanding of how business engagement and stewardship contributes to public policy goals and regulatory implementation; • Overview of stewardship and the AWS Standard, how they contribute to shared objectives on water management, and opportunities for involvement.
AWS Advanced & Specialist Training Day 2 programme (Thurs 5th Dec)	<ul style="list-style-type: none"> • Understanding of the core requirements of each of the five implementation steps of the AWS Standard; • Achieve a deeper knowledge of the Standard's criteria and indicators and how they are applied at a site and at catchment level; • Build confidence in working with the Standard through experience with the application of criteria and indicators and groups exercises to raise and resolve questions and ambiguities;

		<ul style="list-style-type: none"> Exposure to real-life case study of what it takes for a site to become AWS certified
AWS Training Programme (Friday 6 th Dec)	Specialist Day 3	<ul style="list-style-type: none"> Equip special service providers with a deeper knowledge of the application of the water stewardship system to water using sites; Provide potential specialist service providers with an understanding of the AWS verification system and its requirements.

The underlying logic of the training was: **understand, apply, evaluate**. Participants developed an understanding of key concepts and processes through expert-led sessions. Mark Dent of the Alliance for Water Stewardship and Shona Jenkins from Water Witness facilitated sessions covering the terminology, steps, criteria and indicators involved in the AWS Standard, as well as the AWS accreditation requirements and verification programs, 3rd party auditing and certification, and claims. Nick Hepworth of Water Witness facilitated complementary sessions exploring how the strategic case for implementing water stewardship actions can be tailored to different stakeholders (presented in Section 2.1 below) and held brainstorming sessions for participants to ideate on their own professional water stewardship objectives and how these objectives could be achieved (Presented in Section 2.2 below).



Staff from Nestle Waters at the Abyssinia Springs site showing participants their investment in a drinking water station for the surrounding community.

The visit to the Nestle Waters bottling site at the Abyssinia Springs site really helped to cement learning and provide a real-life case for participants of what a successful water stewardship journey looks like in practice. Senior site staff were made available for the site visit and participants were active in asking questions. This experience helped to complement the previous work that participants had done working with the fictitious case study and reflecting on their own working environment and how water stewardship action can strategically be applied. **Nestle Waters’ Corporate Affairs and Sustainability Manager, Bethlehem Hailu and Shared Value Manager, Firiehiwot Assefa**, also prepared a short presentation prior to the site visit which provided participants a sneak-peak into the level of effort required from a site to meet the requirements of the AWS Standard and what it takes to organise the documentation to demonstrate to an auditor that a site has met the AWS Standard requirements.



Participants engaging with staff from Nestle Water during the site visit to the Abyssinia Springs and the surrounding communities (Top left, top right, bottom left). Training participant presenting on how to tailor the case for water stewardship to different stakeholders (Bottom right).

2.1 Tailoring the case for water stewardship to different stakeholders

Stakeholder benefits and questions they will have regarding the relevance and feasibility of the AWS Standard for their site or business

Implementing sites (companies)	Government authorities	Civil Society & NGOs	Investors (Financiers)	Communities in the basin	Consumers of Ethiopian export goods
BENEFITS OF AWS					
<ul style="list-style-type: none"> • Help me make efficiency and cost savings • Improves staff capacity & understanding and health • Helps to enter into the international market • System for ensuring full compliance with the law • Certification can increase market share & ensure global competitiveness • Helps me secure new investment & business • Protects my reputation 	<ul style="list-style-type: none"> • Ensure water governance • Value for money • Ensure sustainability of service delivery • To have better implementation of IWRM – helps better water governance • Reduce cost of regulation & compliance monitoring • Address drought & climate variability • It revitalises our economic zones • Align with/help implement green development strategy • Ensure sustainable quality water supply, health & safety of the population 	<ul style="list-style-type: none"> • Helps to protect culture, natural reserve • Protects important water-related areas (wetlands, rivers) • To bring common understanding between NGOs, government & private sector for clean, safe & adequate access for WASH, environment & for economic development • Secure more EU funds • Meet the objectives of WASH provision • To see more local Ethiopian textile 	<ul style="list-style-type: none"> • To get/build good reputation • Reduces long-term business risks • Business sustainability: More profitable, attract more investors • Increase marketability • Improve reputation • Reduce water costs • Secure potential market distinction • Attain better quality services 	<ul style="list-style-type: none"> • WASH services at the community level with government & development partners • Mitigate water risks • Improved health (less outbreaks) • To get sustainable water supply • Consumer satisfaction • Increased property value • As government or local community, we cannot afford 	<ul style="list-style-type: none"> • Brings equitable, sustainable & efficient water use • Access safe and clean water • Access safe product (environmentally friendly) • Increases the confidence of the consumer & exporter • Gain confidence in using AWS certified products

	<ul style="list-style-type: none"> • Increase Disaster Risk Reduction capacity • Ensure good governance & attract more investment • Creation of partnership with like-minded institutions • Helps meet environmental standards and environmental sustainability targets • Improve environmental health 	<p>exported to the EU market</p> <ul style="list-style-type: none"> • Improve water use efficiency in our beneficiary • To make concept note specifically for water projects • To get recognition in the country, region • To have enough information on WASH to improve water governance • Protect marginalised groups from water risks (scarcity, flooding) 	<ul style="list-style-type: none"> • Increase efficiency of production • To support the industrial parks • Competitiveness of the product 	<p>certification, but we can adopt the principles of AWS</p> <ul style="list-style-type: none"> • Improvements in community living standard, in WASH service provision 	
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QUESTIONS ABOUT AWS

<ul style="list-style-type: none"> • I have many certifications for my farm to date, e.g. MPS, GGAP, Fairtrade, but I still have serious problems with catchment stakeholders. How is 	<ul style="list-style-type: none"> • Is technical assistance available? • How much budget is required? And where will the budget come from? • Isn't this my job? You can just give the money to me 	<ul style="list-style-type: none"> • Can AWS Standard be used to green wash a site's products/activities? 	<ul style="list-style-type: none"> • Wouldn't my money be better placed elsewhere? This is wasteful. • What is the cost to implementation? 	<ul style="list-style-type: none"> • Can we really trust the businesses? • Why should I do this? I pay my taxes. • How much time, money, energy will it cost? 	<ul style="list-style-type: none"> • How can AWS Standard assist us in competing at the world stage?
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<p>AWS Standard any different?</p> <ul style="list-style-type: none"> • What human and financial resources will I need • How long will it take? • Is there external support available? • How does it fit with my other standards? • Brief info materials from AWS for companies to quickly & clearly understand “what will be in it for them”. 	<ul style="list-style-type: none"> • What is the benefit to the community and to the country as a whole? 		<ul style="list-style-type: none"> • Besides being trained how to/what points to comply with for AWS Standard, who will provide capacity building to my company to implement the things on the ground? • Will I see a return on my investment? • What production enhancement will it bring to us? 		
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2.2 Brainstorming what it will take to realise professional water stewardship objectives

As a final exercise for the day, participants were asked to come up with their own professional water stewardship objectives for how water stewardship could be integrated into their current work – participants were asked to articulate **what, why it's important, how will you deliver/where/with whom and support needed** to realise their professional objectives? The following tables outline the objectives that were put forward:

Table 7 Water stewardship idea from BENAA (Egypt)

What?	Why is it important?
Engaging the WUA in Egypt & giving the involved stakeholders the right tools and methodologies.	Because WUA are lacking proper management of water resources & there is no clear responsibilities and documentation.
How will you deliver? Where? With whom?	Support needed?
<ul style="list-style-type: none"> • By meeting with the Minister & Head of WUA to draw up an implementation plan • I should start the translation process in cooperation with AWS 	<ul style="list-style-type: none"> • Funds for translation of the materials • See more cases in the MENA region • Coaching throughout the process

Table 8 Water stewardship idea from WRG 2030/GIZ NatuRES

What?	Why is it important?
<ul style="list-style-type: none"> • Disseminate water stewardship across different sectors • Engage private sector on water security for sustainable economic development 	To make sure water will not be an impeding factor to economic development
How will you deliver? Where? With whom?	Support needed?
<ul style="list-style-type: none"> • High level: Sensitisation, conferences, policy support, analysis, levying finance • Practical level: Implementing stewardship partnerships 	<ul style="list-style-type: none"> • Awareness with private & public sector • Stewardship evangelists • Finance (ideally not from donors)

Table 9 Water stewardship idea from Abate Hailu (Hawassa University)

What?	Why is it important?
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To establish the Centre for corporate citizenship/sustainability (name may change), which will act as a centre that advocates for the issue of sustainability	To mainstream the issue of sustainability in the university curricula, in: <ul style="list-style-type: none"> • Agricultural departments • Agro-processing programme • Textile and garment departments >To make it one thematic area of university resources, technical advice and community service.
How will you deliver? Where? With whom?	Support needed?
<ul style="list-style-type: none"> • Benchmarking the best university-based Centre for Sustainability • Drive the deliverables (specific targets) • Co-creation of the framework together with local stakeholders • Collaborate with industries/NGO to set it up 	Support from other universities and organisations started on the same journey.

Table 10 Anonymous water stewardship idea

What?	Why is it important?
Institutionalising AWS in our organisation to attain Global (GTP6) and National Goals through engagement of relevant stakeholders for IWRM implementation	<ul style="list-style-type: none"> • Ethiopia is a water-stressed country • Climate variability • Increase water demands/development • Poor water use efficiency • National/international commitment
How will you deliver? Where? With whom?	Support needed?
<ul style="list-style-type: none"> • Aligning with ongoing water sector strategy • Stakeholder engagement platform • Establishing delivery team (division...) Where: <ul style="list-style-type: none"> • At national and site (local) level • With users, knowledge institutes, development partners 	<ul style="list-style-type: none"> • Technical support • Financial support • Experience sharing

Table 11 Water stewardship idea from IPDC

What?	Why is it important?
<ul style="list-style-type: none"> To develop sustainable water resources management within the Industrial Parks To deliver adequate & quality water for domestic and industrial use To increase the efficiency of production 	
How will you deliver? Where? With whom?	Support needed?
<ul style="list-style-type: none"> Water is delivered from groundwater source by drilling boreholes Water is distributed for domestic and industrial uses Water is distributed for greening purposes 	<ul style="list-style-type: none"> Water supply needs huge amount of money Stakeholder engagement is required

Table 12 Water stewardship idea from IPDC

What?	Why is it important?
AWS Standard adoption, implementation and certification in all Industrial Parks, starting with Hawassa IP. Hawassa IP to be certified by end of 2020	<ul style="list-style-type: none"> To increase brand image of HIP To improve international investor attraction To improve relationship with community To improve HIP water efficiency To improve the water balance in the catchment
How will you deliver? Where? With whom?	Support needed?
<ul style="list-style-type: none"> Apply AWS Standard Branding and promoting HIP Engage relevant stakeholders > starting with stakeholder mapping (investors, IPDC, university, government, community) Conduct internal water audit 	<ul style="list-style-type: none"> Technical support Resource mobilisation

<ul style="list-style-type: none"> Construct artificial wetland and ecosystem to tackle issue with paved surfaces 	
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Table 13 Water stewardship idea from Hemen Sirabizu

What?	Why is it important?
To build capacity and create awareness about AWS both within our firm and the society	To start the journey of sustainable water use by ensuring AWS Standard are being completed on the projects that we consult on (and to make the projects of course!)
How will you deliver? Where? With whom?	Support needed?
<ul style="list-style-type: none"> Trainings Experience sharing both with AWS and certified companies 	<ul style="list-style-type: none"> Support on trainings and capacity Knowledge sharing platform

Table 14 Water stewardship idea from Mahlet Shebabaw & Daniel Kassa Munea (IDH) & Girmachew Terefe (IRCWASH)

What?	Why is it important?
<ul style="list-style-type: none"> Stakeholder P&I matrix Common understanding of the value of water Commitment to collective action 	<ul style="list-style-type: none"> Water being a scarce but critical commodity in Ethiopia (esp., Ziway Shelle sub-basin (IDH) and Tana sub-basin (IRCWASH)) Access to safe and clean water still limited (WASH) Concern for inter-generational equity Lack of public awareness on the above
How will you deliver? Where? With whom?	Support needed?
<ul style="list-style-type: none"> Identify key role players in water sector Sensitise the key role players on the 'why element' Jointly gather info to understand & act 	Capacity building not just for complying with AWS Standard, but implementing for impact at Glocal scale.

Table 15 Water stewardship idea from MoTI & ETIDI

What?	Why is it important?
To develop short-term training program on AWS	<ul style="list-style-type: none"> • Improve the awareness and understanding of the trainees on AWS • Share experience among the trainees
How will you deliver? Where? With whom?	Support needed?
<ul style="list-style-type: none"> • Mapping potential beneficiaries • Identify training scope and content • Prepare training manual • Invite the trainees and conduct the training in the institute with development partners, and other relevant governmental institutions 	<ul style="list-style-type: none"> • Technical and financial support

Table 16 Water stewardship idea from Hopeful River Initiative

What?	Why is it important?
Build capacity within the organisation (CSO) to consult for sites in the process of AWS certification	To ensure that sites within the Akaki sub-basin comply to AWS Standard, so that their impact on WR in the sub-basin is reduced
How will you deliver? Where? With whom?	Support needed?
<ul style="list-style-type: none"> • Train staff within 2020 • Incorporate in organisational strategy • Gain accreditation to conduct consultancy 	<ul style="list-style-type: none"> • Funding • Training & accreditation support • Partnership/links with private sector sites

Table 17 Water stewardship idea by Nigussie G/Maraim & Negasa Bane (Federal Food beverage and Pharmaceuticals industry Development Institute), Keteme Tolosa (Ethiopian Standards Agency/Cleaner Production Center)

What?	Why is it important?
Develop a strategy to implement AWS certification process for food industry (sector specific)	<ul style="list-style-type: none"> • To make sure water supply system is sustainable in the company, but also for all stakeholders

How will you deliver? Where? With whom?	Support needed?
<ul style="list-style-type: none">• By organising teams and other stakeholders within the compound surrounding area of the company	<ul style="list-style-type: none">• Technical support (skill training)• Cost sharing• Cooperation with local community• Local government assistance

Annex 1: AWS Water Stewardship Leaders' Forum participant evaluation

At the end of the Leaders' Forum, 39 participants filled out an evaluation questionnaire designed to gather critical feedback on the knowledge and skills gained and the extent to which this could be applied to professional objectives. The feedback generated from the evaluation is displayed below. The results of the participant evaluation of the AWS masterclass training are presented in Annex 2.

1. Knowledge and applied learning

a. What new knowledge and skills have you gained through your involvement in the Water Stewardship Leaders' Forum?

Feedback highlights

"How to link challenges and resources for solutions."

"Knowledge on why AWS is relevant to Ethiopia."

"I learnt ways of how stewardship is done across different sectors, cities, catchments and geographies."

"The importance of water stewardship for the issue of sustainable development of the country."

"I have gained excellent knowledge and skills from the case study presentation and able to identify those gaps or problems in my company."

"I have come to understand that sustainability and environmental wellbeing is not a luxury anymore, but a must."

b. How will you apply the knowledge and skills gained in your work?

Feedback highlights

"Help one to strengthen the university-industry linkage in the area of water management."

"I'll advocate the concept of water stewardship and help the process of mainstreaming of the issue of sustainability into our curricula."

"I will try to identify the gaps in Industrial Parks of the country."

"Promoting the concept of water stewardship & giving awareness on the AWS Standard."

"I will use the knowledge to support design and development of policies and regulatory reforms to promote water stewardship."

"I will apply the knowledge that I have gotten in my workplace via reusing of wastewater from industry and applying the required standards of water quality for production."

c. What benefits will this bring for water security in Ethiopia (and across Africa)??

Feedback highlights

“Market competitiveness, improved water quality and more partner engagement.”

“It will help the development of water economic technologies and business processes.”

“Attract international investors to Industrial Parks.”

“It will bring competence to our industries by fortifying international standards and compliance.”

“Hopefully better coordination and knowledge sharing among partners.”

“To better manage the existing water resources in the country and this will also inspire private company to introduce new cleaner technologies in water.”

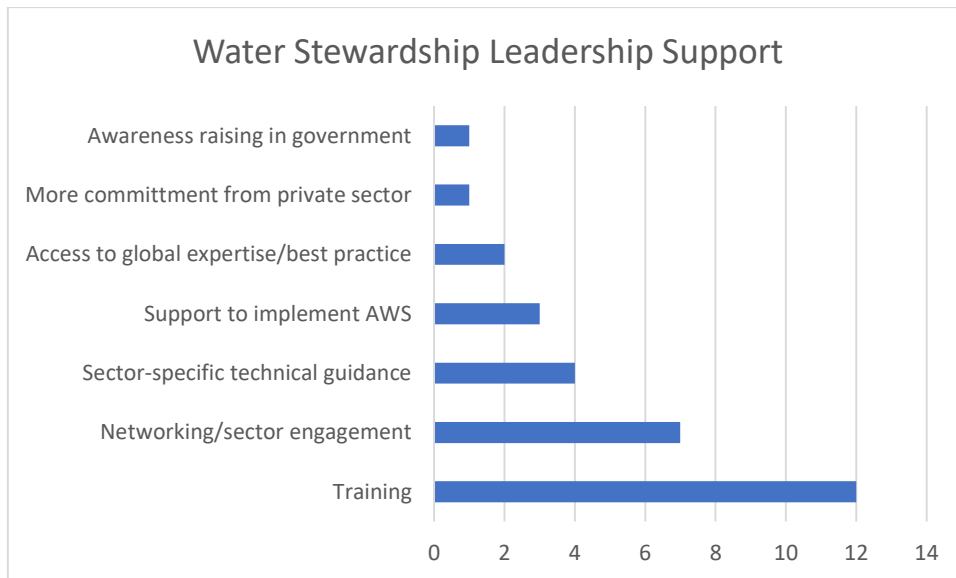
“[It] will facilitate cross boundary cooperation and open new opportunities for young people in the region.”

2. Alliance for Water Stewardship

1. How would you like to be involved with promoting and leading water stewardship in Ethiopia?



2. What additional information or guidance do you require to increase your leadership for water stewardship?



Annex 2: AWS training participant evaluation

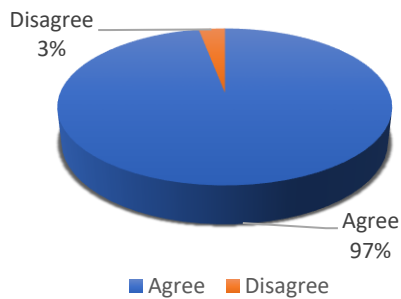
At the end of the training, 36 participants filled out an evaluation questionnaire, designed to gather critical feedback on the training, and inform development priorities for the Alliance for Water Stewardship and future training events. The feedback generated from the evaluation is displayed below:

✓ How would you rate the training overall?

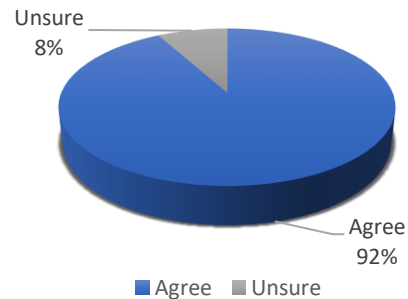


✓ How much do you agree with the following statements?

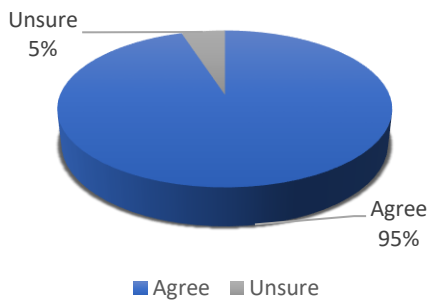
a. Training aims clearly stated



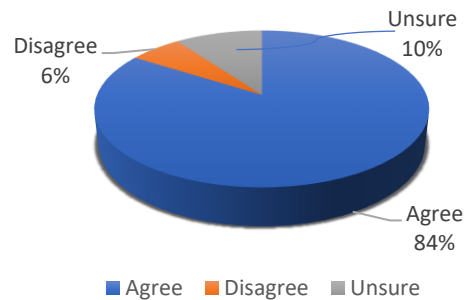
b. Presenters were easy to understand



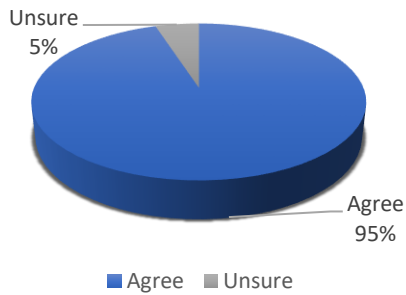
c. Time was managed effectively



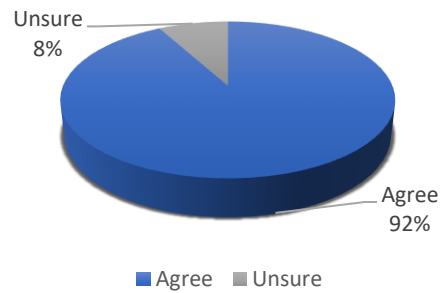
d. The pace of the training was appropriate



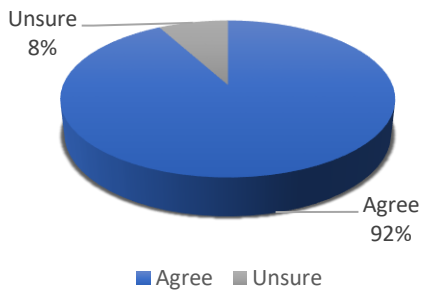
e. Facilitators encouraged participation



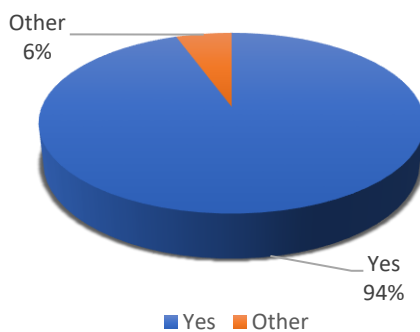
f. Facilitators kept the attention of all participants



g. I am confident I can use the information and skills gained in the training



✓ **Would you recommend this AWS training for colleagues or clients? Why?**



Feedback highlights

“Yes, because this is new energy for Ethiopia. So, everyone has to get this ...”

“For sure, it is a new perspective and opens new opportunities.”

“Yes, I’d recommend it to companies we work with as they are in a water stressed area and facing challenges.”

“Yes, it contextualises the water, multi-stakeholder challenge.”

✓ Improving the impact of our work

a. What did you see as the strengths of the training?

Feedback highlights

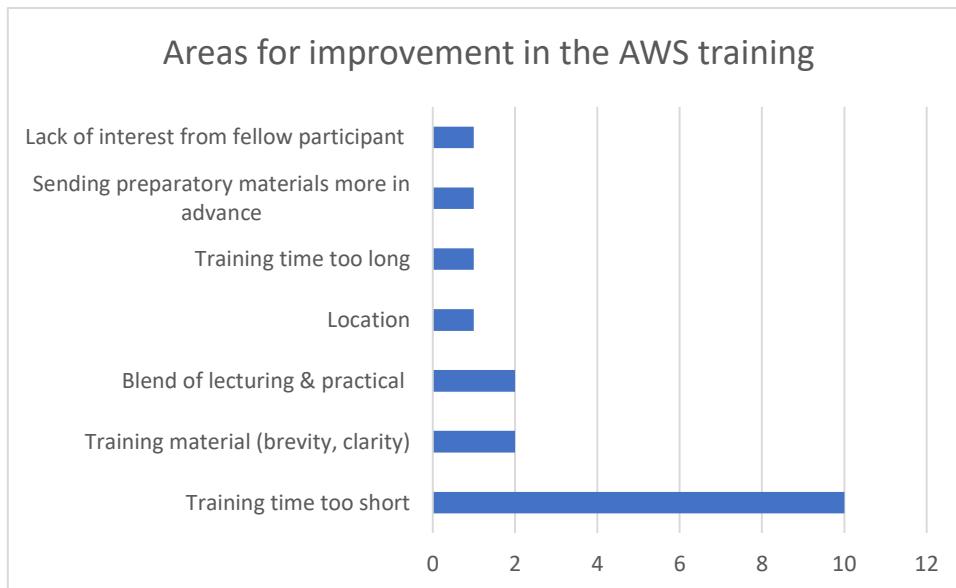
“The trainer’s dedication to pass the knowledge to the trainee.”

“That it is so much more than the AWS Standard – it’s a high-level understanding of water issues and methodological approaches to understand and tackle them.”

“The concept and overall objectives of AWS, especially steps and outcomes.”

“Its interactive nature and group exercises.”

b. What did you see as the weaknesses of the training?



c. What are your recommendations for improving the impact of our training in the future?

Feedback highlights

“...good, except the shortage of days to cover [the material].”

“The training should include practical examples for AWS Standard implementation.”

“Do video for case study.”

“Give more time for reading and digesting material”.

“More practical with good case studies. Cases and stories should be based on more local case studies”.

“Case study is good, but very long. Could it be abridged?”

“If some kind of (online) group could be formed for each batch of trainees for further follow-up and networking”.

Annex 3: Water Stewardship Leaders' Forum Agenda

Time	Topic	Responsible
Opening & Keynote Speech		
8:00-8:30	Registration	Shona Jenkins, International Programme Officer, Water Witness
8:30-9:00	Welcoming remarks, objectives, introductions	Ato Dessalegne Mesfin (representing all partners)
9:00-9:20	Opening remarks: Ethiopia's development vision and the central role of water	State Minister, Ato Teka Gebereyeseus, Ministry of Trade and Industry, FDRE
The need and opportunity for water stewardship		
9:20-9:40	Ethiopia's water institutional framework, key challenges and opportunities for a water secure economy.	Ato Getachew Gizaw, Deputy Director General, BDA
9:40-10:10	An introduction to water stewardship: insights from Africa and global practice	Dr Nick Hepworth, Director, Water Witness
10:10-10:30	Q and A	Ato Dessalegne Mesfin
10:30-11:00 Tea/coffee and networking		
Inspiration from Ethiopian, regional and global stewardship practice		
11:00-11:10	Nestle Water stewardship journey and the business benefits of using the AWS standard	Bethlehem Hailu, corporate Affairs and Sustainability Manager
11:10-11:20	Impact and lessons from Imarisha Naivasha, Kenya: an African water stewardship showcase	Kamau Mbogo, Chief Executive Officer, Imarisha Naivasha, Kenya
11:20-11:30	Stewardship benefits for small-holders and communities in Africa	Herbert Kasililah, Chair AWS Africa
11:30-11:40	Impact and lessons from Mersey Basin Campaign: a European stewardship showcase	Ant Parsons, Director, ALP Synergy
11:40-11:50	2030 Water Resources Group – Global perspectives and lessons	Joy Busolo , Kenya Country Coordinator / Africa Senior Water Resources Management Specialist, 2030 WRG
12:00-12:30	Panel Q and A and discussion with the morning's presenters	Abera Endeshaw, MoWIE
12:30-13:30 Lunch		
Unlocking water stewardship in Ethiopia		
13:30-14:45	<p>Panel debate: How can we ensure good water stewardship delivers for growth and job creation in Ethiopia?</p> <p>1) What are the priority needs and opportunities?</p>	<p>Panelists:</p> <ul style="list-style-type: none"> • David O'Halloran, Managing Director, Africa Juice • Rami Narte, Senior Specialist, Global Water Partnership (GWP) • Getahune Wendemkun, IPDC

Time	Topic	Responsible
Opening & Keynote Speech		
	<p>2) What are the barriers and how do we overcome them?</p> <p>3) How can Ethiopia demonstrate regional leadership on water stewardship?</p>	<ul style="list-style-type: none"> Bethlehem Hailu, Corporate Affairs and Sustainability Manager, Nestle Waters <p>Facilitated by Dr Nick Hepworth, Water Witness</p>
14:45-14:50 Brief instructions for breakaway sessions		
14:50-15:10 Tea/coffee		
15:10-16:00	<p><u>Group A: Triggering action by the private sector (Lalibela Hall):</u></p> <p><i>What are the main water issues and challenges facing the private sector in Ethiopia?</i></p> <p><i>What drives/will help the private sector to take action on water?</i></p> <p><i>What barriers do they face and how can they be overcome?</i></p> <p><u>Group B: Creating and enabling environment in Ethiopia (Jugol Room)</u></p> <p><i>What can government, civil society, academia and donors do to advance private sector water stewardship for better water resources management in Ethiopia?</i></p> <p><u>Group C: Ethiopia's leadership role on water stewardship (Konso Room)</u></p> <p><i>What can Ethiopian stakeholders do to stimulate and support water stewardship elsewhere in Africa and globally?</i></p>	<p>Facilitators:</p> <p>2030 WRG</p> <p>GIZ</p> <p>Water Witness</p>
Wrap-up and way forward		
16:05-16:15	Feedback presentation: Group A	Facilitator/rapporteur
16:15-16:25	Feedback Presentation: Group B	Facilitator/rapporteur
16:25-16:35	Feedback Presentation: Group C	Facilitator/rapporteur
16:35-17:00	<p>Wrap up & Highlights</p> <p>Evaluation & way forward</p> <p>Details for Day 2, 3 and 4.</p>	Ato Ato Dessalegne Mesfin & Nick Hepworth Water Witness.
17:00	Close	

Annex 4: Alliance for Water Stewardship Masterclass Agenda

DAY 1 – Tuesday (3 December 2019) – Water Stewardship Leaders' Forum - Separate Agenda to follow		
DAY 2 – Wednesday (4 December 2019) – FOUNDATION & ADVANCED TRAINING		
TIME	PROGRAM	PRESENTER/S
09:00 – 09:45	Foundations of the AWS Standard V2.0	Mark Dent
09:45 – 10:30	Foundations of the AWS Standard V2.0	Mark Dent
10:30 – 10:50	Tea Break/Networking	
10:50 – 11:00	Presentation of the Case Study & Group Exercises Theme	Mark Dent
11:00 – 13:00	Implementation of AWS Standard, STEP 1 – Group Exercises	Mark Dent
13:00 - 14:00	Lunch	
14:00 - 15:30	Implementation of AWS Standard, STEP 1 – Group Exercises	Mark Dent
15:30-15:50	Tea Break/Networking	
15:50 -17:00	Implementation of AWS Standard, STEP 2 & Group Exercises	Mark Dent
DAY 3 - Thursday (5 December 2019) – ADVANCED & SPECIALIST TRAINING		
TIME	PROGRAM	PRESENTER/S
09:00 – 09:15	Check in & Recap of Day 2	
09:15 -- 9:45	Implementation of AWS Standard, STEP 2 & Group Exercises	Mark Dent
09:45 – 10:30	Preparation of AWS Standard, STEP 3-5 Group Exercises	Mark Dent
10:30 – 10:45	Tea	
10:45 – 12:15	AWS Standard, STEP 3 and Group Exercises	Mark Dent
12:15 – 13:00	AWS Accreditation & Certification System	Mark Dent
12:45-13:30	Lunch	
13:30 --17:00	Nestle Site visit	Nestle Team
DAY 4 - Friday (6 December 2019) – SPECIALIST TRAINING & CHAMPIONING		
TIME	PROGRAM	PRESENTER/S
09:00 – 09:15	Check in & Recap of Day 3	Mark Dent
09:15 – 09:45	Group Exercise to Accredite Audit Team for Role Plays	Mark Dent
09:45 --10:30	Site Certification Audit, STEP 1 – Group Exercises	Mark Dent
10:30 - 10:45	Tea Break/Networking	
10:45 -- 11:15	Site Certification Audit, STEP 2 & Group Exercises	Mark Dent
11:15 – 11:45	Group Certification; Claims; Fraud	Mark Dent
11:45 - 12:45	AWS Training Feedback Survey & Assessment Test	Mark Dent
12:45- 13:30	Lunch	
13:30 – 14:30	Championing Water Stewardship	Nick Hepworth/ Mark Dent
14:30 – 15:30	Championing Water Stewardship	Nick Hepworth/Mark Dent
15:30 – 15:45	Tea Break/Networking	
15:45 – 17:00	Championing Water Stewardship	Nick Hepworth/Mark Dent

Annex 5: Water Stewardship Leader's Forum and AWS Training Participant List

First Name	Last name	Organisation	Position	Forum	AWS masterclass
Abate	Hailu	Hawassa University Institute of Technology	Head, Technology Business Incubation Centre (TBIC) Lecturer, Water Supply and Environmental Engineering Department	✓	✓
Abera	Endeshaw Abebe	FDRE, Ministry of Water, Irrigation and Energy	Senior Technical Adviser to the Minister	✓	✓
Abidi	Nigussie Maraim	Federal Food beverage and Pharmaceuticals industry Development Institute	Marketing Director		✓
Ahmed	Seid Yesuf	Kombolcha Industrial Park (KIP)	Acting General Manager	✓	
Anduaalem	Gezahegn Habibo	Rift Valley Lakes Basin Development Office	Higher Environmentalist	✓	✓
Ant	Parsons	ALP Synergy	Director	✓	✓
Aselefech	Getachew Hailu	GIZ - Sustainable textile program	Senior waste management expert	✓	
Azmeraw	Asfaw Kassa	Industrial Parks Development Corporation (IPDC)	GIS Expert	✓	✓
Bethlehem	Hailu	Nestle Waters	Corporate Affairs and Sustainability Manager	✓	
Daniel	Kassa Munea	IDH the Sustainable Trade Initiative	Program Officer	✓	✓
David	O'Halloran	Africa Juice	Managing Director	✓	
Debiso	Dede Hoshe	Rift Valley Lakes Basin Development Office		✓	✓
Dejene	Kuru	Industrial Parks Development Corporation (IPDC)		✓	✓
Dessalegne	Mesfin		Water Resources and Environmental Management Expert, Ethiopia	✓	

Elleni	Eliyas	Industrial Parks Development Corporation (IPDC)	Director	✓	✓
Enawgaw	Nigussie Tsium	Ethiopian Textile Industry Development Institute under the Ministry of Trade and Industry	Directorate Director in the Ethiopian Textile Industry Development Institute	✓	✓
Eva	Ludi	Country Representative East Africa	IWMI	✓	
Eyob	Abebe Kelkil	Basins Development Authority	Senior Water Quality expert	✓	✓
Firiehiwot	Assefa	Shared Value Manager	Nestle Waters	✓	✓
Gabriel	Sku Prodip	Sustainability Program Manager	H&M	✓	
Getahun	Wendmkun	Industrial Parks Development Corporation (IPDC)	Senior water expert	✓	✓
Getasew	Yehuala Gezahegn	Ministry of Trade and Industry	Textile and Garment Industry Sector Study, Follow up and Support Higher Expert	✓	✓
Gimachew	Addisu Lijalem	IRC WASH	Monitoring and learning advisor, water	✓	✓
Girum	Bahri	2030 WRG	Industry Coordinator	✓	✓
Gizachew	Mern Delelegn	Industrial Parks Development Corporation (IPDC)	Senior Environmentalist	✓	✓
Haimanot	Tefera	GIZ SI Jobs	Junior Advisor	✓	✓
Hemen	Sirahbizu	Technical specialist	Socio-Economic Consultant	✓	✓
Herbert	Kashililah	Shahidi wa Maji	Chairperson of the board	✓	
Hiwot	Hailu	IPDC	Main contact point to IPDC for the Sustainable Textile Programme	✓	
James	Njeru	GIZ	Country Coordinator at GIZ NatuReS Ethiopia	✓	
Joy	Busolo	2030 WRG	Kenya Country Coordinator / Africa Senior Water Resources Management Specialist	✓	
Kalayu	Gebbru	Solidaridad	Project Manager	✓	✓
Kalkidan	Jabir	IPDC	The CEO Assistance	✓	

Kamau	Mbogo	Imarisha Naivasha	Chief Executive Officer	✓	
Kareem	Hassan	BENAA Foundation	Managing Director	✓	✓
Ketema	Tolosa Tekle	Ethiopian Standards Agency/Cleaner Production Center	Director, Ethiopian Cleaner Production Center	✓	✓
Kiran	Gokathoti	H&M	Sustainability Program Responsible	✓	
Lesley	Parsons	ALP Synergy	Director	✓	✓
Mahlet	Shebabaw Bekele	IDH - The Sustainable Trade Initiative	Country Representative	✓	✓
Mark	Dent	AWS	Trainer	✓	✓
Meklit	Berihun Melesse	Addis Ababa University and IWMI	Lecturer at and Consultant	✓	
Mekuria	Tafasse	2030 WRG	Country Coordinator	✓	
Melkamu	Bekele muluneh	Industrial Park Development Corporation (IPDC)	Environmentalist	✓	✓
Meron	Alemseged	Bole Lemi Industrial park Investors Association	Project Manager	✓	
Mesfin	Tefera Alemayehu	Habesha Breweries S. C.	Sustainability Development Manager	✓	✓
Michael	Witter	GIZ – Natural Resources Stewardship Programme	Adviser	✓	✓
Milha	Desta	Tena Kebena	Coordinator, Hopeful River Initiative	✓	✓
Minyahil	Terefe	Ethiopian Textile Industry Development Institute	Director, Ginning and Spinning Industrial Development Directorate	✓	✓
Negasa	Bane Biru	Ethiopian Food, Beverage and Pharmaceutical Industry Development Institute	Director (Environmental protection Industrial safety and Energy)	✓	✓
Rami	Narte	Global Water Partnership	Senior Specialist, Private Sector Engagement	✓	✓
Samson	Asefa	Ethiopian Textile Industry Development Institute	Cotton development directorate Director	✓	✓
Sara	Syed	H&M	Sustainability Program Responsible	✓	

Shiferaw	Demissei	Basins Development Authority	Director	✓	✓
Shona	Jenkins	Water Witness	International Programme Officer	✓	✓
Sisay	Mideaso	Habesha Breweries S. C.	Utilities Manager	✓	
Sossina	Tilahun Yibeltal	Industrial Parks Development Corporation (IPDC)	Environmental Chemist	✓	✓
Stefan	Uhlenbrook	International Water Management Institute	Director - Water Food & Ecosystems Strategic Program	✓	
Takele	Nemomsa Geleta	Rift Valley Lakes Basin Development Office	Water Resource Management Team Leader	✓	✓
Tarekegn	Garomsa	HEINEKEN	Local Sourcing Manager	✓	
Taye	Getnet Teshome	Ministry of Trade and Industry	Textile Industry Sector Study, Follow Up & Support Expert	✓	✓
Terefe	Belayneh Damtew	SEURECA Consulting Engineers	Project Manager (Wastewater Treatment plant in Addis Ababa)	✓	✓
Theodros	Zekarias Selassie	Ethiopian Textile Industry Development Institute	Senior Environmental Expert	✓	
Thomas	Tekelessilassie Demissie	Wetland Project Manager	Ethiopian Horticulture Producer Exporters Association	✓	
Tsgehiwot	Haftu	Ministry of trade and industry	Textile and garment expert	✓	✓
Vincent	van Reenen	PVH	Senior Corporate Responsibility Specialist	✓	
Zerihun	Desalegn Gebregiorgis	Solidaridad Ethiopia	Country Manager	✓	✓