wellwishers 'a gift of water is a gift of life' providing hand dug water wells to rural ethiopia

Relief Society of Tigray (REST)

Proposal On

RURAL POTABLE WATER SUPPLY DEVELOPMENT, AND SANITATION AND HYGIENE PROGRAM IN SIX WOREDAS OF TIGRAY, ETHIOPIA

Submitted to: **WellWishers**
Project Period: **January 1, 2020 to December 31, 2020**

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LIST OF ACRONYMS AND ABBREVIATIONS

Acronyms/ Abbreviations

CLTSH	Community Led Total Sanitation and Hygiene
CSA	Central Statics Agency
ETB	Ethiopian Birr /Ethiopian Currency
GTP	Growth and Transformation Plan
NHDW	New Hand Dug Well
RHDW	Rehabilitation of Hand Dug Well
MoU	Memorandum of Understanding
ODF-E	Open Defecation Free Environment
REST	Relief Society of Tigray
WASH	Water, Sanitation and Hygiene
WASHCO	Water, Sanitation and Hygiene Committee

PROJECT PROFILE

Project Title:	Rural Water Supply Development and Sanitation and Hygiene Program in the Six Woredas of Tigray, Ethiopia			
Project Type:	Water, Sanitation and Hygiene (WASH) project			
Project Location/Zone and Woredas):	The project will be implemented in Tigray Rigion • **Zones**– Central, Eastern and South East zones • **Woredas**- Ahferom, Kola Temben, Werei Leke, Gulomekeda, Ganta Afeshum and Saharti Samre			
Major activities	• Constrcution of 28 new HDWs and • Rehablitationof 12 HDWs • Establishment of 40 WASHCOs • Propoting CLTSH approach in 40 Villages			
Project Period:	January 1, 2020 to December 31, 2020			
Project Start Date:	January 1, 2020			
Number of Beneficiries:	Around 7,200 community memebers (it is expected 50% of the beneficiaries to be Female)			
Project Budget (in ETB)	**Well Wishers Contribution**	**REST Contribution**	**Community Contribution**	**Total**
	6,400,000.00	266,477.93	75,200	6,741,677.93

EXECUTIVE SUMMARY

The Relief Society of Tigray (REST) was established in 1978 and it is one of the most prominent local NGOs in Ethiopia with a proven record of accomplishment of successfully changing the lives of the poor and most vulnerable in Tigray. Nowadays REST is operating with a license acquired from the Charities and Societies Agency under registered number of 1173, in accordance with the charity proclamation of No.621/2009. The organization has focused on multi-sector and long-term development program while retaining some capacity in emergency response. The organization has built strong partnership with various international donors like Well
Wishers that significantly supports the WASH program for the last consecutive years.

This proposed WaSH project is planned to be implemented in 40 sites of the Six Woredas of Tigray namely Ahferom, Kola Temben, Werei Leke, Gulomekeda, Ganta Afeshum and Saharti Samre. Thus, the goal of the project is *to contribute to improve community access to water and hygiene and sanitation facilities*. The project is expected to improve the coverage of hygiene and sanitation and have a positive impact by protecting key public health risks for around 7,200 beneficiaries. The main project implementation approaches under this WASH project includes: developing and rehabilitating Hand dug wells using grant approach, promote CLTSH/SLTSH approach to bring social and behavior change in WASH practices, promote integrated approach to have a synergy of programs with sectors, and community institution establishment and capacity building to ensure sustainability of the project gains. Main activities planned under this WASH project are construction of 28 new Hand dug wells; Rehabilitation of 12 Hand dug wells, hygiene and sanitation activities, and establishment of 40 WASHCOs. The project will have one-year duration from January 1, 2020 to December 31, 2020.

The total beneficiary of this WASH project is around 7,200 (it is expected 50% of the beneficiaries to be Female). The total cost of the project including contributions is ETB **6,741,677.93 (100%)** of which ETB **6,400,000.00 (94.93%) is** expected from WellWishers in a form of grant. REST and community will have significant contribution amounting to ETB **341,677.93 (5.07%).**

1. PROJECT NEEDS/ANALYSIS

1.4. The Context

The Regional Context: Tigray is one of the regional states of Ethiopia located in the northern part of the country, which is structured into **Seven** administrative zones and 34 rural districts (locally called Woredas). As per the CSA 2013[1], the total population of Tigray is in 2019 is projected to be 5,443,000 (2,686,000 males and 2,757,000 females) that 75% population resides in rural area and about 25% in urban areas. Agriculture, which is the main stay of the regional economy, is still predominantly rain fed, frequently exposed to droughts due to climate shocks. The agriculture is practiced in fragmented lands with land holding size per household varies 0.25ha – 0.5ha.

The regional policy and program has been focused towards reducing poverty and food insecurity by promoting natural resources conservation based agricultural development where by the community, local and regional stakeholders invested considerably in soil and water conservation and watershed development intervention as a basis for agricultural development.

The integrated effort by actors has brought in declining poverty trend to 26%, increment of water coverage to 48% based on the GTP II standards[2]. In this regard, REST has been playing vital role by offering holistic WASH services to alleviate the problems associated with the lack of access to safe water in rural communities thereby improving the overall regional health and socio-economic development condition and quality of the life of the population, especially children and women.

The Woredas' context: this project targeted Six Woredas, which are located in the Central, Eastern and South East zones of Tigray and main operational areas of WellWishers. The total population of the Six Woredas is **899,251** in which Crop and livestock production takes the highest share as the major sources of income. The target Woredas are within the agro ecology belts of the moisture deficit zones that productivity of the agricultural sector is highly dependent on and severely affected by poor rainfall distribution during drought occurrences, like the El Nino phenomenon faced FY2019, poses considerable challenge to the livelihoods and lives of the people.

1.5. Analysis Main Problems/Needs to be Addressed

Access to safe drinking water is considered as a fundamental human rights and central core for reaching gender equality and also contributing for rural and urban population well-being. In line with these principles, the regional government has made significant strides to improve quality of life through provision of WASH services. Despite all the efforts made so far by the government

[1]Central Statistical Agency (CSA) 2013: Population projection of Ethiopia for all regions at Woreda level from 2014-2017. Addis Ababa, Ethiopia.

[2] Tigray Regional GTP II Tigrigna version; GTP II standards (49% in rural Tigray within 0.5-1km and 25lt daily/person; and in towns 51.46% with the standards of 80m with 30lt daily per person)

and stakeholders, still a great majority of the region in general and the target Woredas in particular use unsafe water for drinking and household purposes.

In Tigray, the current population with better water coverage as per the GTP II standard is 49% (rural) and 51% [3](urban) as per the GTP II standards that indicates the level of efforts required in the future. As a result of this poor WASH coverage, people are exposed to various health constraints. This is the worst scenario for women who bear the family responsibility by creating workload and limiting their participation in productive economic activities, household management, childcare, and socialization.

The type of WASH related regional problems is a reflection of target Woredas. According to the ***Regional Bureau of Water Resource Water Coverage Report*** in the target Woredas the number of population with better potable water coverage ranges from 46.84% to 62.33% as of June 2019 and the regional water coverage was 45.99% at the same period as per the GTP II standards. Water coverage as of June, 2019 as reported by the regional Bureau of Water Resources is presented in the table below:

Table 1: Water Supply Coverage for 2019 (as per GTP-2 Standards)

Zone	Woreda	Water supply coverage (as of June, 2019)		
		Population	# of people with access to water	Water supply coverage (%)
Central	Ahferom	214,665	108,521	50.55%
Central	Werei Leke	178,114	100,369	56.35%
Central	Kola Temben	152,225	89,461	58.77%
Eastern	Gulomekeda	103,121	64,274	62.33%
Eastern	Ganta Afeshum	103,243	57,414	55.61%
South East	Saharti Samre	147,883	69,264	46.84%
Regional Coverage		**5,443,000**	**2,503,425**	**45.99%**

Source: Regional Bureau of Water Resource (Water Coverage Report as of June 2019)

Similarly, the hygiene and sanitation is also affected due to poor water coverage that resulted in complicating the health of the targeted community by undermining the hygiene and sanitation practices. Now, hygiene and sanitation problems are becoming internalized and the concern of all stakeholders. Woreda health reports indicated that poor hygiene and sanitation negatively contributed to WASH related diseases that rank one to three among the top ten diseases, which are mainly attributed to:

- Use of unsafe water sources
- Poor practicing of hand Washing with soap/ash and water at critical times

[3] Bureau of Tigray Regional GTP II document: standards of 0.5km-1km radius and 20lt/day/person

- Low access to toilets and usage and with high open defecation practices
- Poor management from the source to household level consumption

The REST hygiene and Sanitation unit has already adopts in using the identified transmission routes of diseases depicted below.

Figure 1: Transmission routes of diseases by feces and its barriers or prevention methods

Source: adopted from the Ministry of Health (Ethiopia) document and used during promotion of hygiene and sanitation

To alleviate the WASH service problems the regional government has developed GTP II plan (FY2016 – 2020) with progressive WASH benchmarks 69% (FY2017), 75% (FY2018), 80% (FY2019), and 85% (FY2020). To achieve this remarkable WASH coverage and to satisfy the forecasted demand, the regional Bureau of water has also planned various water technologies like New and Rehab Hand dug wells (HDWs), spring development (SPD), Shallow boreholes (SBH), spring system, deep well system, multi village system, and mini-dam. Stakeholders are expected to contribute more since the regional coverage cannot be fully addressed by the government alone due to various reasons that inevitably need support of international funding in various forms. REST is now highly involved with the support of donors like WellWishers to improve the overall wellbeing of the target community by improving the WASH services with the construction of 28 new Hand dug wells, rehabilitation of 12 hand-dug wells and promoting the hygiene and sanitation approaches /CLTSH/to serve around 7,200 communities (greater than 50% of them will be females). This intervention alone is expected to maximize the water coverage of the target Woredas by more than 1%.

1.6. Theory of Change

The proposed Theory of Change (ToC) is based on the REST strategic plan, lessons learnt and experiences accumulated in designing, implementing and managing WASH programs, the local, regional, and national development policies and programs focus towards improved WASH condition and the priorities for WellWishers and the community. This program identified poor access to WASH services to be the key problem in the program area, as it is in the Tigray region. The underlying cause of poor access to WASH services in Tigray has been mainly attributable to lack of intervention in WASH services and poor promotion of hygiene and sanitation.

The program's ToC therefore put in the center three, closely inter-related, change-levers believed to be necessary to lead to the goal that is "*to improve the health and well-being of the target communities by creating a sustainable access to safe and adequate WASH facilities*" based on the two below listed domains of change ***(Outcomes.)***.

- **Domain of change 1:** Access to safe and adequate water on sustainable base improved in the target community
- **Domain of change 2:** Access to Hygiene and Sanitation services on sustainable base improved

Therefore, to alleviate the problem associated with WASH services and to achieve the three domains of change REST has proposed this WASH focus interventions like construction of 28 new Hand dug wells, Rehabilitation of 12 hand-dug wells and activities related hygiene and sanitation to serve around 7,200 communities (greater than 50% of them will be females). The construction and rehabilitation of the hand-dug wells will enhance water coverage at least 1% for the target Woredas thereby enhances the hygiene and sanitation condition. The construction and rehabilitation of the Hand dug wells enable access to water by the community within reasonable distance (0.5km – 1km) and will have a capacity to provide adequate amount of water to ensure 25lt per person per day consumption. In achieving the domains of change, all WASH actors/stakeholders will contribute to the objectives of REST.

2. PROJECT DESCRIPTION

2.1. Location and Target Groups

The project will be implemented in Six Woredas of Central, Eastern and South East zones of Tigray. The total population in the Six target communities are **899,251**. People who are suffered due to poor WASH services as per the GTP II standards is **409,948 (45.59%)**. The number of beneficiaries with better access in the target Woredas is **489,303 (54.41%).** Overall information of the target areas and the community depicted below.

Table 2: Proposed Water Points and Number of Beneficiaries as per the GTP II Standards

Zone	Woreda	Proposed Number of Water Points		Targeted beneficiaries of FY2020 WASH Project
		NHDW	*RHDW*	
Central	Ahferom	5		900
Central	Kola Temben	4	6	1,800
Central	Werei Leke	6	3	1,620
Eastern	Gulomekeda	7		1,260
Eastern	Ganta Afeshum	4	2	1,080
South East	Saharti Samre	2	1	540
Sub Total		**28**	**12**	**7,200**

2.2. Project Goal (Objctive Hierarchy, Log-Frame)

The **goal** of the proposed project is *to contribute to improved health and well-being of the target communities by creating a sustainable access to safe and adequate WASH facilities*

Outcomes

- Access to safe and adequate water on sustainable base improved in the target community
- Access to Hygiene and Sanitation services on sustainable base improved
- Community members demonstrate they have ownership of the WASH services

Main Outputs

- 28 new Hand dug wells constructed
- 12 Hand dug wells rehabilitated
- 40 WASHCOs established
- 240 WASHCO members trained.
- 40 villages/sites declared to be Open Defecation Free area
- 320 community members trained CLTSH approaches

2.3. Project Activities

2.3.1. Construction of 28 New Hand Dug Wells

Constructions of new Hand dug wells involve excavating wells using hand tools, small generators, dewatering pumps, hammer drills, and explosives. The well is dag to a diameter of 1.8 meters and approximately 6 meters of aquifer penetration is mandatory in order to have a continuous water supply during droughts. Since rocks with varying degrees of hardness cover the majority of Tigray, explosives has been used virtually in all wells to blast the rock and hence have better penetration of the aquifer. Then after, the wall is lined with either stone masonry or pre-cast concrete rings. Finally, the wells are to be chlorinated and fitted with Village Level Operation and Maintenance (VLOM) Afridev hand pumps. To accomplish these activities REST will deploy 14 Hand dug well technicians. The community will have roles in providing local materials and fencing the water points. ***28 NHDWs will be constructed to serve around 5,040 beneficiaries.***

2.3.2. Rehabilitation of 12 Hand Dug Wells

Hand dug wells that need rehabilitation have been identified. The majority are old that served beyond their design period, some became dry due to lowering of water table level, and some became non-functional because of their construction quality as they were given to local contractors and hence for their low construction capacity and some quality and depth problems. Mostly maintenance is needed on reworking of cover slabs and aprons, depth increment of about 3 meters into the hard rock formations, ditch construction and partial and full replacement of hand pumps. For the rehabilitation activities, REST will deploy two Hand dug well technicians. ***The Rehabilitation of 12 HDWs will be maintained to serve around 2,160 beneficiaries.***

2.3.3. Establishment of 40 WASHCOs

WASHCOs are community members composed of six members each of which 50% are women. The WASHCO has vital role in sustaining the benefits of water points all year round. ***For this project 40 WASHCOs will be established with six members each of which 50% are women****;* all these members will receive trainings on best water schemes management as well as health and sanitation activities.

2.3.4. Promoting CLTSH Approach in 40 Villages

The CLTSH activities is focused at bringing sustainable change in the three behaviors related to open defecation, hand Washing at critical times and water chain management with a view to improve hygiene and sanitation practice of communities. Community conversations and social networks will be used during the pre-triggering, triggering, post triggering, review meetings, festivals and to declare ODF that contribute for community behavioral change in hygiene and sanitation practices. ***40 sites/villages based on the numbers of water points will be included in the CLTSH activities.***

2.4. Project Implementation Strategies

2.4.1. General Approaches

- **Grant approach:** once the community need is identified and prioritized, some of the investments recommended become beyond the financial and technical capacity of the community and the local government. In such case the required investments are made by the project in a form of grant. Under this proposed project, construction of new Hand dug wells, rehabilitation of Hand dug wells, hygiene and sanitation activities and establishing and provision of start-up tools and equipment for WASHCOs will be covered by the project in a form of grant.

- **Participatory Approach:** Participation of all stakeholders including the target community themselves empowers and contributes for the sustainability of the future outcomes of the water project. Hence, target communities able contribute equal amount of labor to project activities and have equal access to their fruits of labor.

2.4.2. WASH Related Approaches

- **Building Community Institutions-WASHCO approach**: Water supply, hygiene, and sanitation committee will be established for smooth implementation and management of water point. The committees composed of six members. Right after construction and rehabilitation the WASHCO will receive training that enables them to manage the water points. At least 50% of the members supposed to be women. The WASHCo is the community institution primary responsible for appropriate and sustainable management of the water supply schemes and ensuring continued access to potable water among the beneficiary community.

- **Community Led total Sanitation and hygiene (CLTSH):** REST has widely used this approach to integrate potable water development with hygiene and sanitation activities. CLTSH is an innovative methodology for mobilizing communities to eliminate open defecation (OD). The project will facilitate the process by the Communities to conduct their own appraisal and analysis of open defecation practice and its impact in the area and develop their own action plan to become open defecation free area to reduce target community exposures to diseases. The CLTSH approach triggers the community's desire for change, propels them into action, and encourages innovation, mutual support, and appropriate local solutions, thus leading to greater ownership and sustainability. ***For this project, the CLTSH approach will be practiced in the 40 villages where by the construction of new Hand dug wells and rehabilitation of hand-dug wells takes place.***

2.5. Local Ownership and Sustainability

The project has been designed with active participation of the community. Priorities are set based on the community interest, by the community and local stakeholders. The selected activities are based on the local capacity of the community and with due consideration of the ability and willingness of the community to contribute its share in terms of local knowledge, labor and/or local materials. Similarly, the local authorities have also been positively engaged in the process of activity identification and implementation site selection, and are expected to continue their strong engagement during the implementation of the project (by mobilizing the community and providing technical and leadership support) and after implementation by overtaking technical support from the project to ensure sustainability of the project gains. The project will provide necessary capacity building support to the relevant community institution and line offices, to contribute to sustainability of the project actions.

2.6. Risks and Risk Management

The main risks identified include:

i) **External risks:** two external risks were identified (shortage and/or unpredictability of rainfall; and inflation). The occurrence of rainfall shortage and/or unpredictability is considered less likely in the proposed period, but if it happens, it may affect the performance of water supply schemes. Thus, the project office will carry out close follow-up on the onset, distribution, and cessation of rainfall and jointly work with sector offices and farmers to undertake drought-proofing measures like natural resource management to replenish the ground water with free labor mobilization. As for inflation, REST has planned to procure items in Bulk at Mekelle, to ascertain competitive price for quality inputs.

ii) **Internal risks:** the main risk associated with this project is staff turnover, with the expected occurrences rate of less likely.

3. CROSS-CUTTING ISSUES

Different groups within society have different levels of access to development opportunities and benefits, associated with different levels of political, social and economic power. Women particularly, continue to constitute the majority of the poorest, and are under-represented in administrative and community power and decision-making institutions. Promoting the empowerment of women, and of other marginalized people, is an intrinsic part of REST's people centered development process. In this regard the intervention this WASH service enables women/girls to have more time for productive. Furthermore, representation of women on the WASH committee creates rooms to exercise on decision making processes. With regard to environment this WASH project is designed considering all possibilities that avoid significant conflicts or negative effects on the people and environment

4. ORGANIZATION AND MANAGEMENT

4.1. Organizational Structure of Partner

The Relief Society of Tigray (REST) was founded in 1978; and is one of the most prominent local NGOs in Tigray with a proven record of accomplishment of successfully changing the lives of the poorest of the poor in Tigray. Since its establishment, the organization has focused on multi-sector, long term development program while retaining some capacity in emergency response. REST mainly works directly with communities to increase their incomes, improve health and education services, increase and diversify agricultural production, protect the environment, build appropriate water supply and sanitation systems, address child malnutrition, address needs of highly vulnerable children, enhance social protection and Social Accountability and strengthens local capacities in development so as to bring about improvements in the lives and livelihoods of most poor in rural Tigray.

To this end, REST has established project coordination offices in 17 Woredas of Tigray and four technical departments (agriculture and natural resources development, rural water supply development, irrigation development and health and nutrition department) at head office level, equipped with seasoned professionals. Since REST has coordination office within and nearby the target Woredas intervention of this project is expected to have smooth flow. The organization has its own management structure: General Assembly and the Board of the Organization are the higher-level structures providing strategic guidance and decisions. REST management and REST departments being responsible for ensuring the proper organizational functioning and results delivery, and REST project Coordination Offices is the field level arrangement responsible for day to day implementation and follow up of projects.

4.2. Coordination with Other Stakeholders

The Table below presents summary of expected stakeholders, their role in project implementation, review, management and operation and the stage where by each stakeholder is expetected to actively contribute to the project:

Table 3: Summary of Stakeholder Analysis

Partner Organization/Institution	Role and responsibility	Stage in the project cycle management
REST (Relief society of Tigray)	Main implementer of the Construction and rehabilitation of the Hand dug wells	From designing to evaluation of the project
Woreda Water, Mines and Energy office	Assist the implementation of the water development project and establishment of WASHCOs.	From designing to evaluation of the project. After phase out of the project, Woreda Water, Mine and Energy office will be responsible in the support and follow up of the project so that community will utilize potable water resource from the new constructed Hand dug wells and rehabilitated Hand dug wells in a sustainable manner.
Woreda Health Office	Assist in the implementation of overall Hygiene and sanitation/CLTCH/ activities in the 40 villages	Throughout the project cycle and will sustain the benefits of hygiene and sanitation facility services after the phase out of the project
Tabia administration and Watershed committee	They will play active role in mobilizing the community during the development of WASH activities	From the project design up to hand over processes of the WASH activities
Target Beneficiaries	Contribute in their labor and Resource	From project design, implementation, hand over and post-implementation of the WASH activities

4.3. Project Management

Head office level REST Management committee: the REST management committee will oversee the overall program implementation and provide strategic leadership for the successful implementation of this WASH project.

REST Departments: the two main technical departments contributing to this project are the Rural Water supply (RuWaS) and Health Departments. The RuWaS is responsible for the timely and quality implementation of the water supply components of the project and will already assigned 16 Hand dug well Technicians while the health department is responsible for the implementation

and technical support for the hygiene and sanitation activities by allocating focal person who can entirely engage in. The supporting departments (Planning and coordination department and Finance and purchase department) ensure proper project management and resource utilization by allocating focal persons.

Woreda steering Committee: consists Woreda level representatives of REST and sectors and is the main body responsible for periodic planning, implementation and management of the project activities. It is also responsible for ensuring community mobilization and integration of the project with on-going development efforts, strengthening community institutions and establishes mechanism for ensuring sustainability of project gains.

Woreda REST coordination office: coordinating the overall activities of the project. The Woreda REST coordination office consists of coordinator and technical teams who manage the project at Woreda level.

5. MONITORING, REPORTING AND DOCUMENTATION

5.1. Monitoring

a) **Daily routine monitoring** –The REST technical experts will be fully engaged in the site selections and constructions of water supply projects. The technical experts will be assigned to lead the implementation of the activities as per the required technical standards. For the hygiene and sanitation activities the Tabia Health Extension Agent and the REST Woreda Health, Hygiene and Sanitation Expert are responsible for day-to-day implementation and follow-up.

b) **Quarter monitoring -** Quarter program monitoring will be conducted by all partners by setting standards. REST will compile the status of the project in a form of quarterly report which will be an input for quarter joint monitoring. REST - WASH Programming, Monitoring and Evaluation Division will be responsible for periodic in monitoring of progress against the project plan and organizing the periodic project status report.

c) Joint monitoring - At the mid of the project period, a joint monitoring will be conducted by the management of concerned donor staffs, implementing partners, zone sector offices and Woreda administration and sector offices. Maximum effort will be made to have regional sector offices as part of the joint monitoring team. Findings will be documented in and will be shared with all concerned bodies

5.2. Reporting and Documentation

- **Quarterly report:** For each quarter, narrative and financial report will be submitted to WellWishers that enables donors to have updated information on the progress of the project.
- **Bi-annual report:** both financial and narrative bi-annual report will be submitted to WellWishers. This report summarizes the overall completion activity during the year of the project period.
- **Annual report:** the annual report also submitted to WellWishers that show the overall performance of the project including case stories and other lessons learnt.

6. BUDGET

6.4. Project Budget

The project finance will be covered by WellWishers financial support as well as REST and community contributions. WellWishers will cover **ETB 6,400,000.00 (94.93%).** REST and community are expected to contribute total of **ETB 341,677.93 (5.07%).**The contribution from REST is made up of costs of tools and vehicles during the construction and rehabilitation of Hand dug wells while the contribution from community will be based on their free labor contribution to work during the construction/rehabilitation of the 40 schemes. Therefore, the total cost of the project including WellWishers, REST, and community contribution is **ETB 6,741,677.93 (100%).**

Table 4: Budget Summary of the Project FY2020

S/n	Description	Total Cost (ETB)	Total Cost (USD)
1	Construction of 28 New Hand dug wells including dry well costs	4,871,056.91	$ 152,220.78
2	Rehabilitation of 12 Hand dug wells	904,254.33	$ 28,257.70
3	Hygiene and Sanitation	468,591.19	$ 14,643.47
	Total Program Cost	**6,243,902.44**	**$ 195,121.95**
4	Admin Cost (2.5% of the Total project Cost)	156,097.56	$ 4,878.05
	Total Project Cost /Grant requested from Well wisher	**6,400,000.00**	**$ 200,000.00**
5	REST and Community Contribution	341,677.93	$ 10,677.44
	Grand Total	**6,741,677.93**	**$ 210,677.44**

6.5. Staffing Plan

For the implementation of the WASH project, different human resources are necessary such as one hygiene and sanitation expert, 16 hand-dug well technicians, two drivers, two hydro geologists and two field coordinators who are directly supported by this program.

7. PHASE OUT STRATEGY AND SUSTAINABILITY PLAN

7.1. Sustainability Plan

Sustainability plan contributes much after the post implementation of the WASH projects. REST's sustainability approach considers technical, technological development, financial development and Institutional development.

Institutional setup: Local institutions such as WASH committees will be established and their capacity will be built to take over responsibilities as the project phase out. The WASHCO's role is crucial sustaining the development endeavors carried out. Leaders from Tabia to Woreda and to regional level will recognize the role and responsibility of the local institutions play. Clear role and responsibility of the local institution will be designated and agreed upon by all parties and taken up as rules and regulations.

Technical or Technological: The WASHCO committee will receive technical capacity building through trainings. The members of the WASHCO will have equal responsibilities to carry out their commitments. The technical training is focused on minor maintenance that ensures year round services. Some spare parts will be offered to WASH committee to repair some parts of the water point to their level. Besides, technical experts from REST and Sector offices will support them during the process to successfully carry out the maintenance services.

Financial: A financial source is necessary to sustain the established institution/WASHCO. The WASHCO is established to shoulder different responsibilities given by the community. To enable the WASHCO to carry out their commitments need cash generations through user fees. User's fee and member contributions with transparent utilization of the saved money will create sense of ownership by all members and community at large. Scheme maintenance using contribution without external support will enable the scheme sustainable.

Governance: Good water governance is based on principles of good governance, which include equity, efficiency, participation, decentralization, integration, transparency and accountability.

7.2. Phase Out Strategies

Project will withdraw its resources from the program area as a step-by-step approach without creating room for negative impacts. REST will work to create conducive ground where community at large and stakeholders understand the need to exit from the operational area and sector office will take the responsibility during the post-implementation activities.

- Different preparation works will be conducted like preparation of operational plans, signing MoU with Regional and Woreda relevant government sector offices, distribution of operational plans, identify role and responsibilities of all stakeholders, etc.

- Completed projects will be hand over to the community at large and the local administration and Woreda sector offices for sustainable resources utilization of the potable water.
- Implementation and all preparations will have been finalized to cease resources from infusing into the watershed from external sources (the donor) and all resources will have by now been consigned over to the stakeholders for their sustainability. The capacity of the community to managing their endowments and assets and the support giving system of sector offices built during the project implementation period.

REST

January 31, 2020