

Development of a Target Organisation for REGIDESO

Country:	Democratic Republic of Congo
Region:	Africa
Customer:	GIZ German Cooperation
Partner:	REGIDESO Waterworks Company
Duration:	April 2018 – October 2018



Starting point

Multi-annual GIZ project to support the reform of the water sector in the Democratic Republic of Congo by restructuring the institutional landscape and opening up this sector to private entrepreneurs, improve access of the population to adequate drinking water and basic sanitation.

Scope

Implementation of selected organisational development and personnel management recommendations to increase the efficiency and performance of REGIDESO for the post-privatisation process of a former public institution.

Activities

- Individual and group interviews with representatives from all hierarchical levels as an accompanying measure for the implementation of the organisational development project
- Establishment of nine thematic workshops to develop target organisations for the directorates: staff functions, development, technical, commercial, finance, human resources, information systems, general services and for the Kinshasa regional directorate (more 200 participants in total)
- Consolidation workshop to agree on a common target organisation for REGIDESO and to present the results at a closing event to all relevant donors
- Workshop and accompanying discussions with works councils and union representatives on the planned implementation of change management measures and the revision of the collective bargaining agreements
- Strengthening the human resources area (integration of key HR indicators, systematic introduction of personnel development data based on modern CVs for all employees in the DRC)
- MS Visio training for selected HR employees (elaboration of professional organisational charts)

Achievements

- Preparation of a first complete personnel report for REGIDESO
 - Volume I - Organisational charts as of 1st April 2018
 - Volume II - Workforce analysis as at 1st April 2018
 - Volume III - Target organisation as of 1st January 2023
 - Volume IV – Catalogue of generic job descriptions
- Awareness creation on change management need within REGIDESO's Directorate-General, among REGIDESO employees and relevant stakeholders