



25 Indeed, statistics reveal that water accounts for up to 15% of utility bills and that up to 95%  
26 of fresh water leaves hotels as waste [2].

27 A Welfare monitoring survey by Republic of Kenya [3] indicates that Kenya is mainly an  
28 agricultural country with an expanding economy whose basic element for development is  
29 water. The annual quantity of renewable freshwater resources is estimated at 20.2 billion m<sup>3</sup>  
30 comprising 19.59 m<sup>3</sup> of surface water and 0.62 billion m<sup>3</sup> of groundwater. The amount of  
31 water actually available for utilization in any one year (among other factors) depends on the  
32 rate of run-off, the aridity of the catchment area and the methods of interception at various  
33 points in the hydrological cycle. Precipitation across parts of Kenya is exceptionally variable  
34 and unpredictable, and runoff is exceptionally low (varying from near zero in the north-  
35 eastern part of the country to over 1600 mm/yr in the western part of the country). The  
36 consequence of these two features is an endemic drought in large parts of the country.  
37 Throughout Kenya, even within the same districts, there can be enormous variance in  
38 available water volumes. Because of pronounced differences in average annual rainfall,  
39 evapotranspiration, and hydrogeology, there is high variability within the same season,  
40 between different seasons i.e. twelve-month period, and over several years

41 Like many other highly visited areas worldwide, Lake Naivasha is a tourism destination of  
42 international importance and biodiversity value and as such in 1995 it became Kenya's  
43 second Ramsar wetland site. This shallow freshwater lake supports a high but uneven  
44 biodiversity which is rich in birds and plants [4]. Like many of the great East African lakes,  
45 Lake Naivasha is an area of interest as it has a high economic value for Kenya since it  
46 provides a wide range of opportunities for various economic activities in the area. Today,  
47 the fertile soil around the lake is used for agriculture, particularly for the production of fruits,  
48 flowers, vegetables and vineyards.

49 Besides, Lake Naivasha is renowned for its cool climate, peaceful surrounds and tranquil  
50 waters thus an excellent holidaying spot for both international and local tourists. However,  
51 over the years, the water levels in the lake have significantly declined which is attributed to  
52 the rapid increase in the demand for lake and river water and clearance of catchment area  
53 for human settlement. Similarly, the area covered by the papyrus, which has been an  
54 important part of the lake's ecosystem, has declined in acreage from 1200 ha to 200 ha over  
55 the last four decades [5].

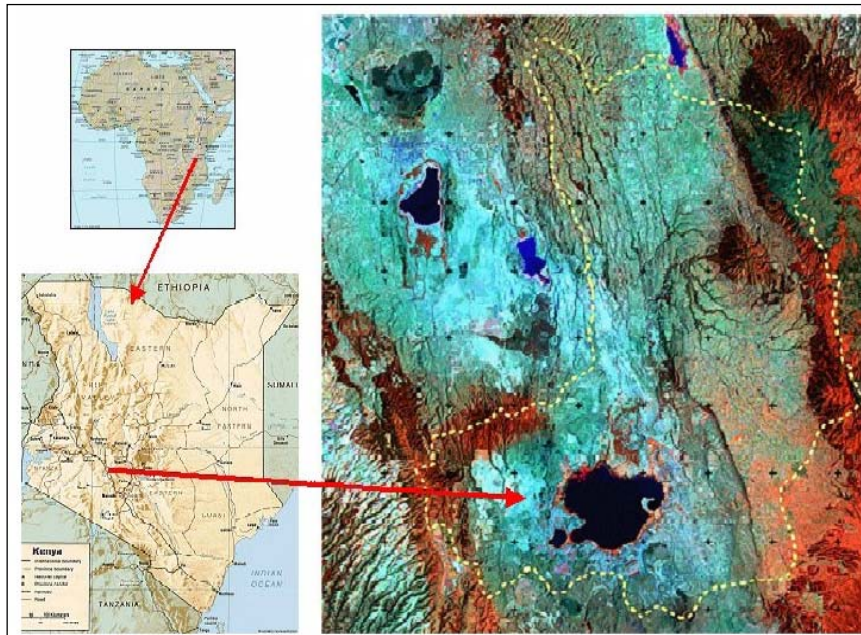
56 Within the sustainable tourism debate, the hotel sector has come under close scrutiny, not  
57 only as pivotal to tourism growth but also as a sector with significant implications for both  
58 development and environmental conservation. In fact, there is increasing acceptance that  
59 hotels, large or small, must adopt an environmental management or "Greening" approach to  
60 their operations so that they positively contribute to the sustainability of tourism (Holden,  
61 2000). In spite of a wide range of literature on environmental issues in the hospitality industry  
62 as well as the factors affecting the hotels' responses to environmental issues; little research  
63 has been done to establish the effectiveness of water resource management strategies on  
64 water sustainability in the hospitality industry. It is in this connection that the current study  
65 endeavoured to assess the effectiveness of water management strategies on water  
66 sustainability in the selected hotels around Lake Naivasha.

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69

70 **Figure A: Maps of Africa, Kenya and the location of Lake Naivasha**



71

72 **Source:** (LakeNet, 2003)

73

## 74 **2. METHODOLOGY**

75

### 76 **2.1 Research design**

77 A case study research design was used in this study since it is suitable for gathering and the  
78 analysis of both qualitative and quantitative data and involves a careful and complete  
79 observation of a social unit be it a person, a family, an institution, a cultural group or even an  
80 entire community [6]. The case study as a research strategy and an empirical inquiry  
81 enabled the researcher to investigate the water resource management strategies within the  
82 real-life context.

### 83 **2.2 Target Population**

84 Hotels in Lake Naivasha region represents tourism stakeholders operating under situations  
85 of water scarcity hence provides a focal point for assessing the effectiveness of water  
86 resource management strategies on water sustainability in hotels. In this study, the target  
87 population comprised of the 30 class A registered hotels with 120 management staff and 24  
88 managers of 8 water management bodies, namely the Lake Naivasha WRMA (Water  
89 Resource Management Action) regional office, World Water Foundation (WWF), National  
90 Water Conservation and Pipeline Corporation, Catchment Area Advisory Committee  
91 (CAAC), Lake Naivasha Water Users Association (LANA WRUA) and Naivasha Water and  
92 Sanitation Services Company (NAWASSCO).

### 93 **2.3 Sampling techniques and sample size**

94 In this research, as shown in Table 1 the following sampling techniques were used:

95

96

97 **Table 1: Target population and sampling techniques**

Target population	Sampling technique	Target population	Sample size	Percentage
Hotel management staff	Purposive sampling	120	40	30%
Managers of water management bodies	Convenience sampling	24	8	30%

98 Source: Author (Pilot survey, 2009)

99 **2.4 Instrumentation and data collection methods**

100 The researcher used both primary and secondary data sources to generate primary and  
 101 secondary data respectively.

102 In this study, primary data was obtained through the use of questionnaires and scheduled  
 103 interviews which constituted of open and closed-ended questions, that solicited respondents'  
 104 views on use of water by hotels, water resource management strategies put in place in the  
 105 sampled hotels, the perceived effectiveness of these strategies, the constraints faced and  
 106 other issues. With the use of observation sheets, the researcher recorded data on the  
 107 various structural measures put in place for water conservation.

108 Secondary data was obtained from Lake Naivasha Water and Sanitation Services Company  
 109 (NAWASSCO) records and reports on the hotels' water consumption records and  
 110 expenditure. Additional information was obtained from WRMA sub-regional office in  
 111 Naivasha, World Water Foundation (WWF), National Water Conservation and Pipeline  
 112 Corporation, Catchment Area Advisory Committee (CAAC), Lake Naivasha Water Users  
 113 Association (LANA WRUA). These sources provided information on the role and level of  
 114 participation of the hotel sector in the stakeholders' meetings and initiatives for water  
 115 resource management.

116

117 Document analysis provided information on documented water consumption, expenditure  
 118 and the subsequent implementation of structural and non- structural water resource  
 119 management strategies as a tool towards sustainable use of water resources in the selected  
 120 hotels in the environs of Lake Naivasha.

121 **2.5 Reliability and validity tests**

122 Before embarking on data collection, the questionnaires and the interview schedules were  
 123 first piloted by using a sample of 4 hotels in Lake Naivasha region. After piloting, the  
 124 questionnaire was restructured and refined to suit the study. The Coefficient of Stability was  
 125 used to determine the reliability of the questionnaires through the test and retest method  
 126 where two administrations of the same questionnaire were done, separated by a one week  
 127 delay and the scores between the two tests were then correlated. Methodological  
 128 triangulation was adopted to verify the validity of the data given in the questionnaires on  
 129 water resource management strategies in the selected hotels, by cross-checking the  
 130 information through direct observation and from analysis of secondary sources such as hotel  
 131 bookings, receipts, water bills and others.

### 133 **2.6 Data analysis and interpretation**

134 Data analysis was done using both descriptive and inferential statistics facilitated by the use  
 135 of SPSS (Statistical Package for Social Science) Computer package. The descriptive  
 136 analysis involved computing frequencies and percentages (proportions) based on  
 137 respondents' responses to diverse questions on the use of structural and non- structural  
 138 water resource management strategies

139

## 140 **3. RESULTS AND DISCUSSION**

141

### 142 **3.1 Background information about hotels**

143 The purpose of this study was to evaluate the implementation of structural and non-  
 144 structural water resource management strategies in hotels within the environs of Lake  
 145 Naivasha, establish the perceived effectiveness of the structural and non- structural  
 146 strategies and compare the two options in terms of their effect on water sustainability in the  
 147 hospitality industry.

148 Hotels constitute one of the main pillars in the tourism sector which is highly unique on  
 149 issues related to the use of water resources and water resource management. However, the  
 150 water use intensity and management practices are dependent on the hotel characteristics. In  
 151 this study as shown in Table 2, the 3-star hotels constituted the highest percentage of the  
 152 respondent hotels (37.0%). At this level, hotels provide significantly greater quality and range  
 153 of facilities than at the lower star classifications. All bedrooms will have fully en suite bath  
 154 and shower rooms and offer a high standard of comfort and equipment. Further, 18.5%  
 155 constituted both 1 star and 2-star hotels. In the 1-star classification hotels, there may be a  
 156 limited range of facilities and meals may be fairly simple and some bedrooms may not have  
 157 en- suite bath/shower rooms. In the two star hotels are typically small to medium sized and  
 158 offer more extensive facilities than at the one-star level. Some business hotels come into the  
 159 two-star classification and guests can expect comfortable, well equipped, overnight  
 160 accommodation, usually with an en-suite bath/shower room. Reception and other staff will  
 161 aim for a more professional presentation than at the one-star level, and offer a wider range  
 162 of straightforward services, including food and drink.

163

164 **Table 2: Star rating of the hotels**

Rating	Frequency	Percentage (%)
1 Star	4	14.8
2 Star	5	18.5
3 Star	10	37.0
4 Star	5	18.5
unrated	3	11.1

165

### 166 **3.2 Structural and non-structural Water Resource Management strategies adopted**

167 Water resource management requires the adoption of a variety of strategies both structural  
 168 and non-structural so as to maximize the benefits. Singh and Cloude [8] reported that by  
 169 adopting such modern water resource management methods, hotels in Barbados and St.  
 170 Lucia could reduce water consumption by an amount sufficient to accommodate anticipated  
 171 rates of growth in the industry over the next 20 years, without a net increase in water  
 172 consumption.

173

174 From the interview sessions with the staff of water management bodies revealed that hotels  
 175 within the environs of Lake Naivasha complied in the effort to sustainably manage water.

176 Key informant 3 indicated that practicing rainwater harvesting is a widely recommended  
 177 structural WRM strategy to hotels to promote water sustainability. From the study results as  
 178 shown on Table 3, it was evident that the main structural water resource management  
 179 strategies adopted by the hotels within the study area were the development of alternative  
 180 water resources like harvesting of rainwater and drilling of boreholes (66.7%) and installation  
 181 water saving gadgets (59.9%) had installed water saving gadgets, 18.5% had waste water  
 182 treatment while 14.8% and 11.15% had opted for reusing waste water and recycling of waste  
 183 water after treatment respectively  
 184

185 **Table 3: Structural Strategies adopted**

Strategy	Percentage (%)
a) Water saving gadgets	59.9
b) Recycling waste water after treatment	11.1
c) Reusing waste water for irrigation and cleaning	14.8
d) Drilling boreholes	66.7

186  
 187 According to Rainwater Connection [9], rainwater harvesting is an effective method of  
 188 building freshwater. This involves collecting rainwater from roof and gutter system,  
 189 transporting it via downspouts and piping to cistern tanks, filtering and then storage.  
 190 Rainwater tanks collect rainwater directly or surface runoff so that no water is lost. A report  
 191 for International Centre for Responsible Tourism ICRT by Goodwin [10] indicates that Hilton  
 192 hotel, Madagascar and Marriott Hotel, India have rainwater storage tanks for monsoon  
 193 rainwater collection which has been successfully used directly for irrigation, flushing toilets,  
 194 within air conditioning systems or treated for drinking.

195  
 196 In tourism, water is an important commodity that ensures the successful operations within  
 197 the hotels and other hospitality facilities especially in the catering and accommodation  
 198 sectors. Any accommodation facility that aims at any success has to develop alternative  
 199 water resource and manage them. Literature reviews, coupled with field observation,  
 200 revealed that the two main alternative water sources that could be developed and used  
 201 include harvested rainwater and water from sunken boreholes. Having an alternative source  
 202 of water for a hotel or restaurant would ensure that if the main source of water is interrupted,  
 203 water would still be available in the hotel and disruption and inconvenience due to lack of  
 204 water avoided. Rainwater tanks which collect rain directly and as surface runoff ensures that  
 205 no water is lost.

206  
 207 To complement the use of rainwater, installation of low flow facilities can be valuable cost-  
 208 effective methods of substantially reducing water consumption. Study findings also revealed  
 209 that having water saving gadgets is much preferred as a structural water resource  
 210 management strategy where 59.2% of the respondents indicated to have implemented in  
 211 their respective hotels. A study by Environment Canada [11] indicated that the top three  
 212 facilities that consume the largest volume of water in a hotel are showers (35%), toilets  
 213 (30%), cleaning and laundry (25%). These gadgets include depressible sink taps, low water  
 214 volume flush toilet and low-pressure showers that use less water and among others. All  
 215 these gadgets are designed to at least reduce the normal water consumption by a great  
 216 percentage if implemented and well maintained. Installing efficient toilets and showerheads  
 217 can reduce water consumption by 35% [12]. A report on hotels in Barbados and St. Lucia  
 218 indicated that guest rooms are fitted with water conservation devices and as such  
 219 showerheads have flow aerators, and there are low flush toilets in. Water conservation  
 220 devices were fitted two and one-half years earlier and there were dramatic reductions in the

221 water consumption when the devices were installed with changes totaling to about 37.85m<sup>3</sup>  
222 of water in one month [8].  
223

224 Treatment of wastewater and later recycling were the other structural water management  
225 strategies where 18.5% and 11.1% respectively of the sampled hotels had adopted to lower  
226 costs in implementation. Many hotels use less than 5% for cleaning food and drinking. Water  
227 that has been treated and recycled is viable for the majority of other uses. Reuse of water for  
228 other areas such as irrigation makes water useful twice. Findings by Goodwin [10] revealed  
229 that Le Sport Hotel in St Lucia wastewater recycles system saved 1 million gallons per year.  
230 This, therefore, guarantees clean and consumable water in the taps of the residents in these  
231 countries and tourist destinations. However, the current study established that a majority of  
232 hotels in Kenya are yet to embrace the technology of converting the wastewater from sewers  
233 back to the taps to be drunk by humans. The main water resource that the country depends  
234 on is rivers and when they dry up, a water crisis of often looms. Other sources are  
235 boreholes, lakes and others that can be threatened especially in these times of severe  
236 climate change.  
237

238 Reusing of wastewater for irrigation and cleaning was mentioned as a structural strategy of  
239 water resource management by 14.5% of the respondents. Recycled water is a valuable  
240 resource. Instead of being thrown away, appropriately treated water can be recycled and  
241 used a second time to reduce the demand on high-quality freshwater sources and improve  
242 environmental water quality. Water recycling increases the available supply of water and  
243 enables greater human benefit to be achieved with less freshwater. Therefore, water  
244 recycling can make a substantial contribution to meeting the world's water needs and to  
245 lessening mankind's impact on the world's water environment [13]

246 This strategy in the study area and in Kenya as a whole is still at its introductory stage  
247 although reusing of wastewater has made a contribution in drastically reducing operating  
248 costs and improved the environment by ensuring the vegetation is well watered and facilities  
249 are clean. Within the study area, results indicated that 81.5% of the sampled hotels  
250 registered a reduction of the water bill while 66.6% indicated an overall increase in the water  
251 supply.  
252

### 253 **3.3 Perceived effectiveness of the structural water resource management strategies**

254  
255 From the study results as shown in Table 4 below, 40.7% of the respondents perceived the  
256 structural water resource management strategies as being very effective while a further  
257 29.6% rated the strategies as being fairly effective as indicated by the reduced water bill.  
258 Indeed, 81.5% of the sampled hotels reported having reduced their water bill by between 25-  
259 50%. Any business or enterprise has an inbuilt mandate of reducing its general operating  
260 cost.  
261

262 **Table 4: Effectiveness of structural WRM strategies**

Label	Percentage (%)
Very Effective	40.7
Fairly Effective	29.6
Do not know	18.5
Fairly Ineffective	7.4
Very Ineffective	3.7

263

264 In the wake of the global economic crisis, every business enterprise always seems to  
 265 reduce operating costs. Goodwin [9] reveals the applicability of such measures where for  
 266 example Hyatt Regency Sanctuary Cove installed low flow showerheads in guestrooms,  
 267 reducing consumption from 27 litres to nine litres per minute and the Renaissance Reading  
 268 Hotel in the UK adopted the waterless urinals which saved hotel 81,440 litres per urinal per  
 269 annum. This is very applicable to the hotels in Naivasha because it would reduce pressure  
 270 on the diminishing water reserves thus ensure the sustainability of water in the region would  
 271 be ensured.

272  
 273 Studies performed globally on factors that influence the quest to manage water resources  
 274 more sustainably include cost rationalization due to the increasing cost of utilities [14] This  
 275 fact is further confirmed by key informants interviewed who indicated that cost reduction is  
 276 the main reason that drives hotels to participate in water resource management. The larger  
 277 the operating cost, the lesser the profit and vice versa. This assertion is supported by the  
 278 sentiments of one key respondent who remarked that ..... *In this era of global economic*  
 279 *hardship, every business venture and enterprise makes every effort to reduce cost and*  
 280 *increase profit.* The structural water management strategies according to the key informants  
 281 may have a longer payback period but are most effective in reducing operating cost, thereby  
 282 increasing the profitability of the hotels.

283  
 284 Key informants further indicated that improving water quality was a major reason for hotels  
 285 to be involved in WRM. It was also clear that declining water quality was a challenge  
 286 experienced by hotels in the study area. Therefore, an effort to improve water quality is what  
 287 motivates most hotels in the study area to engage in WRM. Another reason was compliance  
 288 with the laid down laws which relate to water and its management. NEMA was the body  
 289 charged with the responsibility of ensuring that the environment is properly managed has the  
 290 mandate of overseeing the implementation of some of these laws.

291  
 292 Reuse and recycling of wastewater for irrigation and cleaning was however adopted by less  
 293 than 15% of the sampled hotels despite other studies showing cases of success. For  
 294 example in the water recycling and reuse scheme that was installed at Homebush Bay in  
 295 Sydney, Australia where the Sydney Olympic Games were staged up to 7,000 m<sup>3</sup> per day of  
 296 recycled water from stormwater and treated wastewater sources, was re-used for toilet  
 297 flushing in sporting venues, irrigation of open space areas, and was also supplied to 2,000  
 298 residential houses for gardens and toilet flushing. Through the adoption of microfiltration and  
 299 reverse osmosis treatment processes which were used to achieve the required water quality,  
 300 the scheme reduced demands on Sydney's freshwater supplies by about 850,000 m<sup>3</sup> per  
 301 year [15].

302  
 303 **Perceived effectiveness of the non-structural water resource management strategies**  
 304 Information in the hospitality industry is a key factor in ensuring sustainable management of  
 305 water resources. This can be done by launching a responsible business programme to staff  
 306 and solicit feedback. maintain staff awareness of the programme through regular meetings,  
 307 posters and information on notice-boards encourage motivation through competitions,  
 308 suggestion boxes and reward staff for successes each month [16].

309  
 310 **Table 5: Non-structural strategies adopted**

Strategy	Percentage (%)
a) Provision of water saving manuals to guests and employees	85.2

b) Awareness on proper waste disposal	48.1
c) Conducting preventive water loss maintenance	26
d) Setting water use targets	18.5
e) Water use monitoring and audits	14.8

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In this study, the results as shown on Table 5 indicate that provision of water saving manuals to guests and employees was adopted by 85.2% of the sampled hotels. This strategy involves educating guests and employees about saving water through provision of printed literature and awareness meetings to explain what the hotel is doing to reduce water use and how they can participate in the effort to save water resources. A study at Yokohama Grand Intercontinental Hotel Japan between 1992–1996 reduced water uses by 28% despite a 26% higher occupancy through setting up green teams among the workers which would meet and discuss issues and progress and ensure implementation of water resource management strategies as part of the green measures within the hotel [10]

The effectiveness of this strategy is confirmed by 85.2% of the respondents who reported a reduction of the water bill by a range below 25%. The key informants within the water management bodies interviewed support this view that hotel guests should always be reminded of water conservation through awareness creation since this approach is cost effective and customer friendly.

Raising the awareness of proper waste disposal was also cited in the research as the second most preferred non-structural strategy of water resource management by 48.1% of the respondents. Proper waste disposal ensures that the environment which is important in the tourism industry is not adversely impacted. Improper waste disposal will lead to environmental and ecological degradation. In order for environmental sustainability to be ensured, proper waste disposal methods have to be utilized in the tourism industry. Other non-structural strategies considered in water resource management included conducting preventive water loss maintenance (26.0%), setting water use targets (18.5%) and water use monitoring and audit (14.8%) which the study established were not widely implemented.

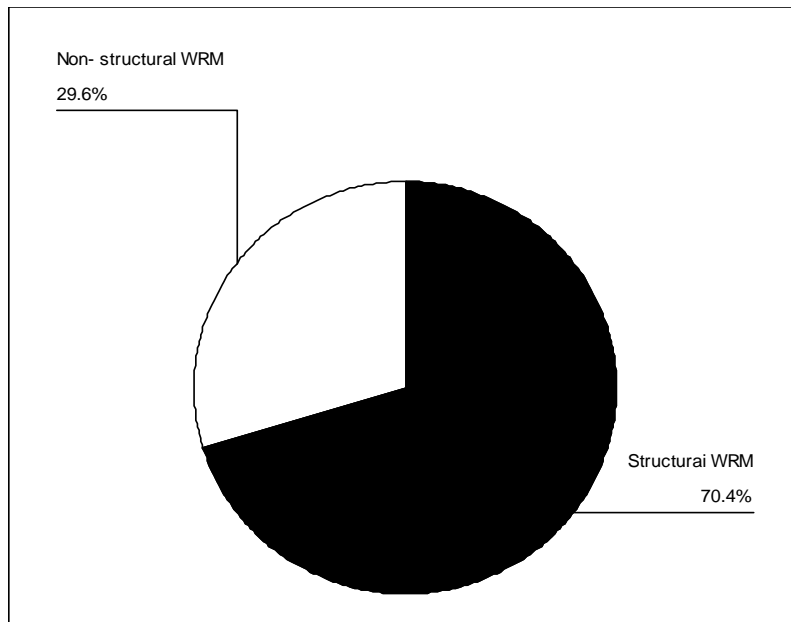
The non-structural WRM strategies are generally cheaper and easier to implement when compared to the structural strategies but can be instrumental in ensuring that the sustainability of water is ensured in the tourism and hospitality industry. The importance of water in the tourism industry cannot be over-emphasized and every effort to conserve it is highly appreciated. When a water resource is properly managed, the operation costs of the tourism and hospitality establishment will be reduced. A proportion of 59.3 % of the respondents in the study area contended that the non-structural strategies (such as management) reduced water bills while 40.7% of the respondents had not experienced any change. Therefore it is evident from that non- structural strategies are not very effective since 85.2% of the respondents registered a change in the water bill below 25%. The key informant 1 interviewed argued that this could be due to the fact that such strategies are based on a conscious human effort which may not be very attractive to guests who have booked the hotels to enjoy the comfort that their money can buy and the workers who lack awareness may not be committed to water-related issues. Schahn and Holzer [16] agree that a number of personal attributes which would appear to be linked to environmental actions and behaviour which includes gender, age and educational level which may limit the adoption of such strategies.

357 **3.4 Comparison of the effectiveness of structural and non-structural Water Resource**  
358 **Management strategies**

359  
360 Structural strategies are optional technologies that enable recycling, reuse, conservation,  
361 and treatment of water which is aimed at reducing usage and water loss and wastage  
362 among water users. Structural measures follow a particular structure stipulated by the  
363 organization and in comparison are more expensive to implement when compared to non-  
364 structural measures. Water conservation is crucial and important to a tourism establishment,  
365 for example, a hotel because water is an essential commodity. The availability of water to a  
366 hotel or a restaurant is important because it ensures the operations in catering, hygiene,  
367 entertainment and others are successful. Treating wastewater reduces the need for requiring  
368 new freshwater thereby reducing the operating cost in the long run.

369  
370 Non-structural measures, on the other hand, refers to policies, awareness, knowledge  
371 development, public commitment, and methods and operating practices, including  
372 participatory mechanisms and the provision of information, which can reduce water use.  
373 The non-structural strategies adopted according to the findings of the study shows that the  
374 most widely implemented strategies included the provision of water saving manuals to  
375 guests and employees, awareness on proper waste disposal, conducting preventive water  
376 loss maintenance, setting water use targets and water use monitoring and audits.

377



378

379 **Figure 1: Comparative views on the most effective strategy**

380

381 In this study, the researcher sought to establish how the respondents compared the two  
382 options on their effectiveness in addressing the challenges related to water resources. The  
383 results obtained as shown on Figure 1, the comparative views shows that 70.4% of the  
384 respondents viewed the structural strategies as being more effective compared to a 29.6%  
385 who indicated rating the non- structural strategies as being more effective. This is further  
386 supported by the outcome of the two options on the percentage reduction in the water bill  
387 where 81.5% of the sampled hotels achieved a reduction of between 25-50% contrary to the  
388 85.5% of the sampled hotels which attained below 25% reduction in the water bill through  
389 the use of non-structural strategies.

390 The non-structural measures or strategies do not possess a particular structure and are  
391 much easier and less expensive to implement when compared to structural measures.  
392 Making the public to commit themselves to water resource management is an uphill task as  
393 some people are generally wasteful of water. This is made possible by constant  
394 enlightenment of the general public on issues of water and the dangers of the crisis related  
395 to the same. Having proper policies that are water-related is an important non-structural  
396 measure of WRM. Increasing awareness of the importance of WRM is probably cheaper  
397 compared to recycling waste water. According to the study, the structural strategies of WRM  
398 were having water saving gadgets, recycling wastewater after treatment, reusing wastewater  
399 for irrigation and cleaning, developing alternative water resources and treatment of  
400 wastewater.

401

#### 402 **4. CONCLUSION**

403

404 The study revealed that the major structural water resource management strategy preferred  
405 in the area was the development of alternative water resources. This is appropriate because  
406 overdependence on a single water resource may be jeopardized if it becomes  
407 unsustainable. Other structural measures either adopted or recommended included having  
408 water saving gadgets, recycling wastewater after treatment, reusing wastewater for irrigation  
409 and cleaning and treatment of wastewater.

410

411 The study also revealed that structural measures of water resource management are more  
412 expensive to implement compared to the non-structural ones. The results revealed that the  
413 main perceived effectiveness of the structural water resource management strategies  
414 adopted have been that they reduce operating costs thereby increasing profitability. Other  
415 reasons cited included reduction of negative environmental impacts, resolution of conflicts  
416 with other water users and guest satisfaction. These strategies are important to the success  
417 of the hotel and hospitality industry in relation to water resource management.

418 The non-structural measures included the provision of water saving manuals to guests and  
419 employees, awareness on proper waste disposal, conducting preventive water loss  
420 maintenance, setting water use targets and water use monitoring and audits. Results on the  
421 effectiveness of non- structural water resource management strategies indicate a minimal  
422 impact on the water bill compared to the structural strategies. However, they are cost-  
423 effective since they are cheaper to adopt but are more dependent on the guest, customer or  
424 tourist for their effective implementation.

425

426 In conclusion, study results indicate that a lack of finances and manpower are the main  
427 setbacks to the implementation of structural and non- structural water resource management  
428 strategies. This, however, can be addressed if cheaper water-saving technology is made  
429 available and finances can be sourced from donors. Other strategies would include water  
430 imports from areas with surplus and legal redress where illegal water abstractors are  
431 penalized. Formulation of better water resource management policies and increased  
432 involvement of other stakeholder was also realized to an amicable solution to the setbacks

433

434

#### 435 **COMPETING INTERESTS**

436

437 "Author declares that no competing interests exist."

438

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