

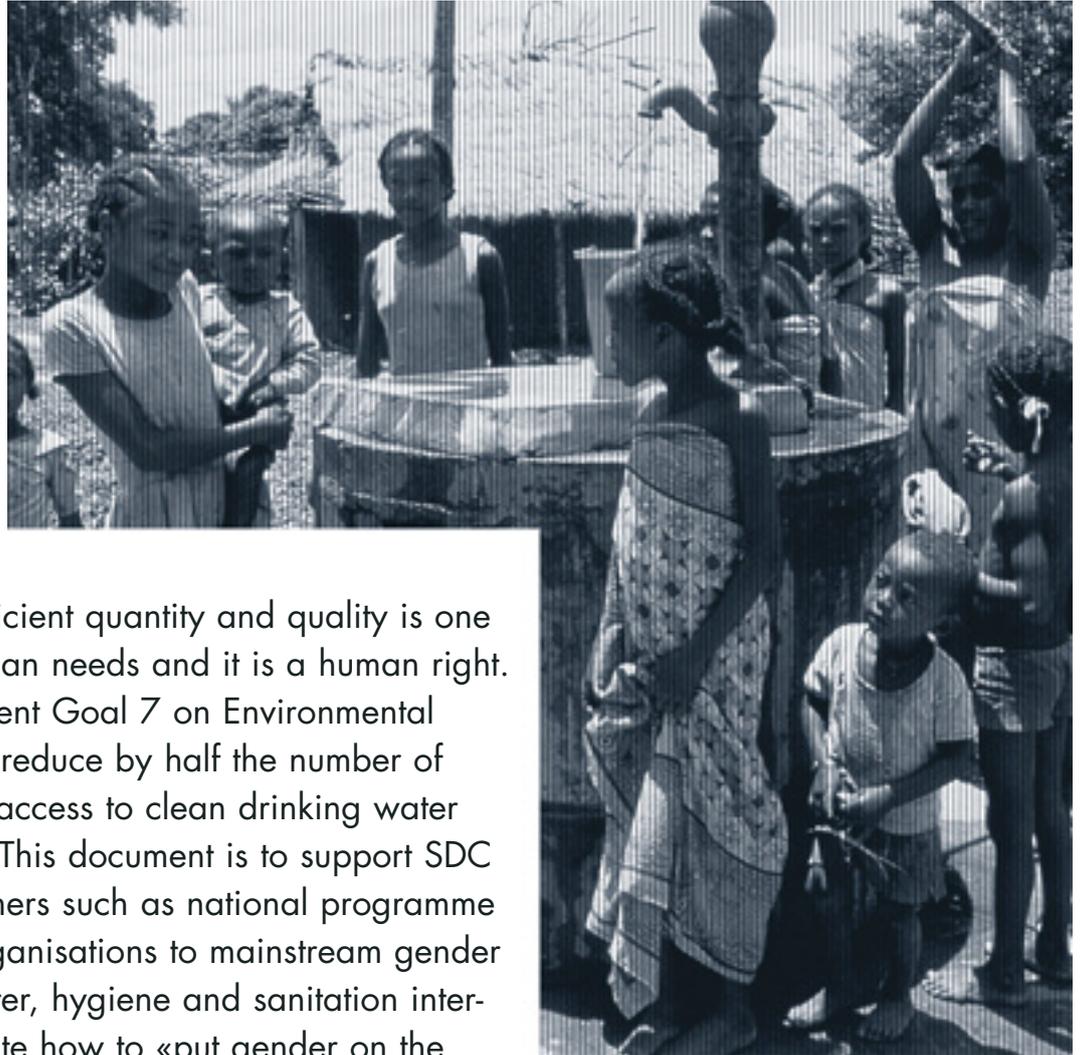


GENDER & WATER

Mainstreaming gender equality
in water, hygiene
and sanitation interventions

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Drinking water in sufficient quantity and quality is one of the most basic human needs and it is a human right. Millennium Development Goal 7 on Environmental Sustainability aims to reduce by half the number of people who have no access to clean drinking water and basic sanitation. This document is to support SDC project staff and partners such as national programme officers and water organisations to mainstream gender equality into SDC water, hygiene and sanitation interventions. It will illustrate how to «put gender on the agenda» in terms of gender strategies and gender sensitive water policies and ensure that people are engaged and remain committed.

Why do we need to look at gender?

Community-Managed Wells in Mali – How an initiative can fail if women are not involved in planning

The Macina Wells project in Mali failed to incorporate an understanding of gender roles and inequalities in project planning. Management of the wells was handed over to (male) community leaders without consulting women in the planning of the new resource or its continued management. Women were allocated cleaning tasks. The systems and equipment set up were impractical for women, though they were the ones primarily responsible for collecting water from the well. As a result, at peak times, women dismantled the equipment and went back to their old ways of collecting water. Moreover, the men who were involved as caretakers failed to adequately fulfil their roles since water and sanitation were seen as a women's domain¹.

Watershed Management in Mindanao – Including a gender perspective

This project made initial attempts to include women farmers in monitoring soil loss to evaluate soil conservation techniques. The attempts did not succeed and analyses conducted during the project revealed that women were more interested in health issues than soil loss and therefore were reluctant to participate in the monitoring process. Raising women's awareness of the links between health and water quality, together with an expansion of the project to include monitoring for e coli bacteria resulted in women becoming far more invested in participating in this particular project and in other environmental projects².

Philippines Communal Irrigation Project – Ensuring women's participation

This project implemented measures to involve women at all levels through recruitment of female community organisers, ensuring women as well as men participated in water user associations and supporting women in taking up leadership roles. The project both exceeded its targets for increased paddy yields and women's involvement made the payment of fees more consistent since it was the women who, in this context, controlled family finances³.

¹ Green, C., with Baden, S., 1994, «Gender Issues in Water and Sanitation Projects in Mali», Briefing commissioned by the Japanese International Co-operation Agency, Sussex: IDS, BRIDGE

² Diamond, N. et al., 1997, «A Working Session on Communities, Institutions and Policies: Moving from Environmental Research to Results», Washington DC: WIDTECH. Quoted in UNDP, 2003.

³ Quisumbing, A.R., 1994, «Improving Women's Agricultural Productivity as Farmers and Workers», World Bank Discussion Paper Series No. 37. Quoted in UNDP, 2003.



A gender perspective which seeks to include an understanding of gender roles and relations and how these affect and are affected by water and sanitation interventions can ensure greater sustainability and resource efficiency and can therefore increase the number of beneficiaries. Experience has shown that interventions which include the views and input of both men and women generally work better. Water is not «gender neutral». Water resource management is incomplete without a gender perspective because:

Women and men have different and changing gender roles which are bound up with relations of unequal power

Women are often the primary users of water in domestic consumption, subsistence agriculture, health and sanitation. Women in many cases also take the primary role in educating children, in child and family health including sanitation and in caring for the sick. Understanding gender roles will help to plan water interventions and policies which are based on the knowledge of how and why people make the choices they do in water use in order to meet their needs.

Women and men have different access to power and assets

Poor women often use more «common property» resources such as rivers and lakes than men or better off women. Ownership of land on which a current or future water source is located will significantly influence decisions over design, management and distribution of income.



Women are often not heard in consultations

People will not use facilities that are unsuited to their needs. Water projects are now increasingly «demand responsive» which should be good news for women since demand responsive approaches imply consultation and acknowledgement of the different needs of different groups of people. Good consultation and communication processes can indicate a commitment to transparency which can help to prevent conflict over water resources. However, consultation processes need to be gender sensitive since women may feel unable to speak out in public consultations and/or may have no experience of doing so.

Women are not involved in management or decision-making

Men are often in control of budgets and planning and this may result in women's uses of water being given less importance than those of men. If women do not participate in management, they lose rights and privileges that they had before the project or programme

began and may therefore in fact end up being more dependent on men.

A gender perspective can also raise questions around whether participation in «consultations» actually reflects participation in the design, management and continued implementation of water services. Policies which pay «lip service» to the inclusion of women often do not integrate women's opinions or indeed their physical presence at a more fundamental level of management. A gender perspective is therefore needed not only on personal roles and relations but also on the wider institutional and policy context.

Gender issues apply to macro- as well as micro-planning in the water and irrigation sector. A gender perspective can be applied to policy, finance, infrastructure investments and the effects of large scale water resource management projects. The participation of women in PRSP consultation processes is one way of getting their perspectives reflected in water policy.

Current Issues in Gender and Water

Going beyond gender stereotypes

The gender stereotyping of water uses and «users» is not uncommon. In reality, women's and men's roles are complex. A thorough gender analysis thus is required, covering the broad context and the multiple dynamics in which a particular project will operate. One shall also analyze how different groups of women and different groups of men may be – in different situations and at different moments in time – in different negotiating/bargaining positions in relation to the definition, attribution, and acceptance of different roles, may see themselves attributed different roles, may (accept to) take on different roles. This will then allow to better foresee how new ways of using water and managing the resource may bring about changes in the complex – socially negotiated – construction of roles.

Integrating the uses of water for «productive» and «reproductive» activities from a gender perspective

The lived experiences of many women are that of an intricate overlapping of both «productive» and «reproductive» uses of water, while gender stereotypes frequently ignore it and present women and men with clearly



distinct needs, uses and roles. Many women do use water for example in farming, animal husbandry and the production of marketable goods. There is thus the need to fully explore and reveal how these multiple needs, uses and roles are articulated, how power flows within a household, how access to and control over income generated by members of a household are negotiated, similarly how access to and control over water are negotiated.

Privatization in the water sector

New public-private or private ownership structures, the introduction of new highly complex technologies for water management and the fact that water services are – part as a result of these changes – being (re-)centralized all may (further) negatively impact on the access particular groups of people – e.g. along gender and/or class lines – have both to the resource and to decision-making processes in relation with the management of the resource. Making sure that the processes induced by the privatization of the water sector do indeed contribute to achieving policy commitments to gender equality, poverty reduction and democratic governance is of the responsibility of those who make these commitments: SDC, its partners, and Governments it cooperates with.



Commoditization of water

Community-based water management systems are increasingly based on water being given a market value, being considered a «commodity». Along with the introduction of these systems, one frequently observes a drive for the formalization of property rights over watershed areas. In these processes, women who had informal property rights often find themselves losing out. Again, the commoditization of water may bring about people – particular groups of people e.g. along gender and/or class lines – not being recognized in their claims to their right to water. It also creates a situation where non-productive uses of water (e.g. for health, hygiene, etc.) may not be integrated in the management models.

New trends in development financing of water programmes and projects

Bi- and multilateral agencies now frequently take part in sectoral policy dialogues that bring together a broad variety of actors, ranging from water agencies and Government departments to local communities. The challenge for development agencies is thus to be able to support partners in developing their capacity to validly take part in these policy processes and to ensure that gen-

der equality is mainstreamed in water policies, as well as to support measures these partners take to promote gender equality internally.

New approaches to gender mainstreaming

Gender responsive budgets and gender audits are being promoted as new gender mainstreaming initiatives. These involve analysing budget allocations to establish who is benefiting from particular services. They are a useful way of monitoring existing programmes and policies, and are useful in establishing criteria for budget allocations at the planning and formulation stages of interventions. Gender-sensitive indicators developed by the beneficiaries of these interventions themselves are also being widely promoted. These include gender and water indices as well as qualitative research into improvements in health, productivity, empowerment and well-being.

SDC Perspectives

The following are three key frameworks which shape SDC water and sanitation policy.

Water as a human right. The human right to water entitles everyone to sufficient, safe, acceptable, physically accessible and affordable water for personal and domestic uses⁴. The State has obligations and responsibilities to ensure that all people have access to safe water. A rights-based approach prioritises non-discriminatory access to water and inclusive participation in all decision-making mechanisms and links this to the accountability and legal obligations of public institutions. In this way, it tackles the intersection of various forms of discrimination⁵.

Integrated Water Resources Management (IWRM). IWRM is a cross-sectoral approach coordinating all actors in a way that balances economic, social and environmental interests and places an emphasis on access to safe water for all. This involves an emphasis on management rather than just provision – with initiatives operating at the lowest possible level – and therefore has potential benefits for women and other marginalised groups.

Gender Mainstreaming. Gender mainstreaming is a way of ensuring that gender considerations are taken into account given that unequal power and resources make men more able to access and demand their rights to water. Gender mainstreaming means taking into account the perspectives, roles and responsibilities of both women and men in development initiatives. It involves integrating an understanding of gender and gender power relations in all departments, projects and processes rather than just designing projects that target women exclusively. This means exploring the gender issues in sectors such as infrastructure which may initially appear as if they affect all people equally irrespective of gender or any other difference. SDC Gender Equality Policy states that there should be no negative effects on women, and all policies and projects should benefit women at least as much as men and should in fact prioritise women’s needs in order to improve the sustainability of water services.



⁴ See: General Comment 15, The right to water (arts. 11 and 12 of the International Covenant on Economic, Social and Cultural Rights), U.N. Doc. E/C.12/2002/11 (Twenty-ninth session, 2002).

⁵ For more information on water as a human right see: http://www.who.int/water_sanitation_health/rightwater/en/ <http://www.righttowater.org.uk/code/homepage.asp>

How to mainstream gender equality in water interventions

This section outlines the areas in which gender perspectives need to be incorporated into the design of development interventions in the water sector. Divided into analysis, planning, implementation and monitoring and evaluation, each stage includes key questions to prompt discussion and reflection, together with additional information and suggestions for improving practice.

Analysis

Gender analysis conducted in advance of design and planning should seek to establish who is doing what and when and with what water. Analysis should be undertaken with the participation of the community/communities concerned using methods such as participatory exercises. (For more information, see also SDC «Gender in Practice» Toolkit, sheets 3–5.)

Question: *Is conducting a gender analysis included in the logical framework for projects and programmes?*

A gender analysis aims to understand the role of women and men in the use and management of water resources in the particular area of the intervention. For example, women often have a greater role in water collection and in

sanitation within the household; men may be more active in decision-making in the local community and beyond. A gender approach means incorporating an understanding of social relations and power dynamics and adjusting projects and programmes accordingly, rather than simply targeting women. Such analysis should seek to move beyond stereotypes of women's and men's roles to build up a picture of the specific context in which the intervention will operate.

Development interventions in the water sector may involve changes in culture and social life – in decision-making powers, the division of labour and in people's behaviour. An initial analysis must seek to understand the existing different priorities, knowledge and constraints of men and women through qualitative and quantitative sex disaggregated data. Participatory methodologies such as Participatory Rural Appraisal (PRA) are useful ways of bringing in the perspectives of diverse groups within communities. The participatory technique of village mapping for example, is a good way of identifying existing water sources and sanitation facilities and can be conducted with both women and men.





Question: Are the following areas covered in the gender analysis?

Policy environment

- National obligations and commitments to gender equality such as the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), the Beijing Platform for Action and a National Women’s Machinery and/or gender equality policy if these exist.
- National commitments to sustainable development and how these overlap with the above.
- Existing national policies on water and sanitation, who currently sets priorities and what the criteria are; how gender sensitive these policies are.
- Existing other water policies, programmes and projects and their impact.
- Existing donor initiatives – for example Sector Wide Approaches (SWAPS) – and the extent to which these incorporate a gender perspective.
- Previous water resource interventions – lessons learned.
- Links between the water sector and other related sectors (e.g. health, education, infrastructure and agriculture).
- Statistics on gender equality and on gender and water.

Economy and society as a whole (macro level)

- Legal and regulatory framework; laws regarding ownership, access and use of land and resources such as water. These could include inheritance laws, bylaws, laws on water user groups, water fees and cross subsidy mechanisms. What are the contractual arrangements with service providers? Are there gender issues to pick up on in these areas?
- Budgetary allocations in this particular context. What is the role of national, local or municipal governments? How much comes from donor agencies? Have any attempts been made to analyse these budgets from a gender perspective?
- Gender stereotypes and cultural norms. What are the ways in which gender roles (such as not being seen to speak up in public – or taking responsibility for water collection) are enforced? How might this affect different groups’ use of water or their ability to participate in any water interventions?
- What other forms of discrimination intersect with gender – for example discrimination on the basis of race/ethnicity, age or class/caste?



Water sector and key institutions (meso level)

- Numbers of men and women in water and sanitation agencies and other partner organisations.
- The roles of men and women and the processes of exclusion and division which dictate these roles? Who are the decision-makers in water management? How much labour is paid and how much is unpaid labour in water management?
- Training and skills on gender in water and sanitation agencies.
- Current water services and their location. Are they public or private and are user fees charged?
- Women's organisations, groups such as university departments working on gender equality issues and other local or national NGOs. What programmes do such groups operate in the area where the intervention is planned?

Households and individual members (micro level)

- Roles and responsibilities of women and men in domestic and productive water use; for example collection, transport, storing and managing water for domestic and productive use. What is the general household division of labour? What patterns are there of time use with regard to water and other work for different family members?
- Existing control over resources including land and credit as well as water rights. What inequalities and exclusions are evident within the target communities?
- Current attitudes and practices in personal hygiene.
- Other family dynamics such as roles of other family members.
- Analysis of household budgets. What money comes into the household, and who controls the allocation of resources?



It is also important to explore the intersections and dynamics between the different levels. For example, gendered power relations in the household may have an impact on the ability of women to be employed in water agencies. Control over household finances may dictate whether money gets allocated for water user fees rather than going towards the purchase of new farming materials. It is important to notice that women often have influence in the home that their husbands may then carry into «official» consultations; this again gives an indication of how important it is not to neglect an analysis of the household and to look beyond gender specific stereotypes.

Local experts should be used to conduct the gender analysis and all consultations must include discussions with gender equality advocates such as women's NGOs or gender consultants/researchers.

Question: *Are steps being taken to ensure that the gender analysis feeds into project and programme objectives, planning and implementation?*

This does not happen automatically and has therefore to be initiated and controlled by the project management. A strategy with appropriate goals must be drawn up for the transfer of the analysis (and further consultations) into the project or programme itself. Specific goals should include the production of solid baseline data which will provide the basis for monitoring and evaluation activities.

Ensuring participation of all women and men at the analysis phase including their participation in discussions on key questions can facilitate their continued engagement throughout the planning and implementation. It also helps the analysis to be grounded and based on lived realities which will in turn make it more likely that its findings will feed into the practical planning and implementation. The analysis should be an ongoing process throughout the project or programme cycle – linking with further consultations, monitoring and evaluation processes.



Planning

Question: *Have gender equality objectives been formulated for the project or programme, including specific objectives to advance women's participation? Are these included in the terms of reference?*

Specific gender aware objectives can prevent the gender perspective getting «lost» in the course of the project or programme cycle. An individual acting as a gender focal point with terms of reference and a budget line/resources can also ensure that gender remains a continuing priority.

Question: *When addressing gender issues with water agencies and institutions, have the processes for effective policy dialogue been put in place?*

Their degree of buy-in to gender equality policy significantly affects gender equality outcomes. Policy negotiations can be supported by gender training and gender analysis tools. Has support been given to the advocacy efforts of women's and gender equality civil society institutions?

Policy Dialogue in South Africa

When the South African government drafted a new water law in 1995, two booklets were produced to inform the public on the draft law and a series of public workshops were organised, including nine regional workshops. Focus group meetings with stakeholder representative groups and other international and national consultations were also held. To ensure the widest dialogue possible, sessions were held in the vernacular language with disadvantaged groups in advance of the regional workshops. The resulting White Paper showed a marked improvement on the original draft in terms of gender awareness – particularly in terms of provision of information to women, their representation on water committees and in technical and managerial positions. There was also commitment from the Minister concerned to have the language in the policy accessible for all⁶.

⁶ Source: Gender and Water Alliance, GWA, 2003.



Consultation

Question: *Have sufficient time and resources been allocated to consultation?*

Consultation including identification of goals, needs, constraints and access must form the basis for the project or programme plan. Various methods of consultation must be employed including participatory appraisals. These can be time consuming. Existing local decision-making bodies can be used as a social space for consultation provided constraints to women's participation in such arenas are overcome. As well as target communities and service providers, consultation must be undertaken with groups working on gender and development – including religious groups, mothers' groups, NGOs, unions, cooperatives, donors and staff in partner organisations and agencies.

Question: *Are processes of consultation addressing all relevant elements of the intervention?*

- What are men and women's preferences for location?
- What preferences are there for design and technology?
- What communication methods are preferred by women and men to provide them with the information they need about the project or programme? Are these formal or informal? Note that those who have less access to power will often prefer informal communication methods.
- Are there differences between women and men in willingness and capacity to pay for water services?

In addition to priorities and preferences, consultation must include poverty assessments, proposed project or programme design and scope, cost and finances and institutional arrangements.

Question: *Have obstacles to women's participation in consultations been identified in the analysis and have strategies been formulated to overcome them? Has this included an understanding that different groups of women may also be marginalised by ethnicity and class/caste?*

Women may be less able to engage in meetings which occur in male dominated public space. Much discussion and problem-solving between women may tend to take place in the home and in informal spaces such as the water source or well. Behavioural norms such as soft speech and deference to male community members will also affect the ways in which women are able to participate. Separate meetings for women and men as well as mixed meetings can go some way in addressing these problems.

Consultation is made more effective if local gender specialists from NGOs, universities or other research institutions are involved in carrying it out. If facilitators are women, this may better ensure the participation of other women in consultations. However, it must also be acknowledged that local gender specialists are also acting from a particular position in the society or community and may not necessarily perceive hidden power relations or discriminations. It will therefore be important to explicitly address such local power relations in consultations.





For men's groups, it might be useful to have a male facilitator to understand gender dynamics and male roles. Consultation should also take into account women's schedules and meetings be arranged at convenient times. Another strategy is to link up with and support women's NGOs. This is particularly relevant to projects or programmes that may involve overtly changing traditional gender roles in public participation and water use. Fostering women's collective identity can enhance self confidence and avoid individuals being penalised for transgressing social norms. It can also contribute to changing men's perceptions of women's abilities and enhance women's bargaining power in the home.

However it is important to acknowledge that different people will always have different vested interests and conflicts will arise over needs and control.

Gender-sensitive consultation processes in Tanga Region, Tanzania

In a project to help people manage the coastal environment and protect freshwater resources, women initially did not attend the meetings. The women felt that men would not listen to them and said that the meetings were arranged at times when they were unable to attend. They also noted that they were not properly informed about the meetings. In order to address these problems, special meetings were held with women to analyse why they did not attend and to discuss with them why it was important for them to do so. A joint meeting was then held with both women and men to discuss the issues raised. These measures resulted in an increase in women's engagement in planning, monitoring and evaluation activities and their participation in the formulation of a fisheries management agreement. Raising awareness around gender issues and increasing women's participation and motivation also built up their self-confidence more generally and they began to participate in training courses, workshops and study tours⁷.

⁷ Source: Van Ingen, and Kawau, C., «Involvement of Women in Planning and Management in Tanga Region, Tanzania», IUCN, The World Conservation Union, undated, cited in UNDP, 2003.



Project or Programme Design

Question: *Have the analysis and consultation formed an integral part of the design and plan? What are men's and women's roles in the operation and maintenance of the project?*

Women's and men's roles in the project should build on the knowledge gained from the initial analysis. The ways in which the project works with existing roles and the ways in which these roles will change will have implications for project design and must be documented in the design report. (For more information see SDC «Gender in Practice» Toolkit, sheets 8a and 8b.)

From the consultation, women's preferences with regard to location, technology, financing and communication need to be taken into consideration.

Question: *Have there been measures to ensure women's equal participation in the planning and ongoing management of the project or programme?*

Emphasising the importance of consultation can often detract from the importance of participation as well as consultation in water interventions. True participation means being involved in planning, decision-making and management throughout. For example, women should be adequately represented in water user groups and provided with the information (including technical information) to do so from a position of knowledge. The

importance of addressing the barriers to women's participation in consultations as outlined above, will also apply here and affirmative measures to ensure a critical mass of women in such groups may be necessary. Women staff members in field and extension roles must be supported and counterpart agencies with high numbers of women field staff should be considered favourably.

Eco-restoration with a Gender Perspective in Kutch, India

In some areas of Kutch, recurrent and prolonged droughts are a serious threat to people's livelihoods and misguided policies have led to environmental degradation and the breakdown of traditional economies. A programme was started in 1991 by Janvikas, with Kutch Mahila Vikas Sanghathan (KMVS) – an organisation working on women's empowerment – and SDC. The programme placed the empowerment of women as a central element in the project, which incorporated awareness-raising and capacity-building in sustainable natural resource management, participation in decision-making processes, and access and control over resources. KMVS worked through women's organisations at village and at block level (the primary planning and implementation bodies). They also set up user groups for the management of common resources. During the project women were involved in planning and implementing smokeless chulas, toilets, soil and water conservation and irrigation dams. They learnt new skills, and gained self-confidence, visibility, status and recognition from their communities⁸.

⁸ SDC Country Programme, India (2003)

Question: *Are both men and women involved in construction, operation and maintenance? Are economic and employment advantages distributed equitably?*

Women will also be involved in the construction and maintenance of water facilities. Have their needs in this respect been accounted for? Often when such activities involve paid work, the paid work goes to the men and the unpaid work goes to the women. Where women are paid they may be paid less. Such gendered uptakes of economic and employment opportunities must be monitored. Affirmative action and specific training may be required to increase the number of women in management bodies, as operators and as staff in agencies. In the case of irrigation programmes, joint assignment of plots of land and putting title deeds in joint names of men and women could be considered as could the allocation of irrigated plots to female heads of households and to women's organisations.

Question: *Have gender relations been included as part of the project or programme's risk analysis matrix, logframe and payment milestones?*

Question: *Is gender equality included as a project outcome? (For more information, see SDC «Gender in Practice» Toolkit, sheets 8a and 8b.)*



Women as Mechanics in Rajasthan, India

In Rajasthan it was found that male mechanics often failed to respond quickly to broken hand-pumps due to the fact that it was mainly women who used the pumps. A project was set up to train women mechanics as it was felt that they might be more accessible and responsive. As a result of the project, breakdown rates fell and the women mechanics also proved more effective at spreading public health messages in the course of their work⁹.

⁹ SDC NGO-Programme (completed 2004)

Capacity

Question: *Is there adequate gender expertise within the project or programme team?*

Any gender experts must have in-country and sector experience as well as experience in practical implementation of gender strategies, participation and monitoring and evaluation. Research conducted in terms of new technologies must be gender sensitive. Do technical staff have the capacity to ensure this?

Question: *Is there sufficient capacity within institutions in terms of skills and access to information on gender?*

It would be an advantage to choose partners with some knowledge or experience of implementing gender strategies. When dealing with agencies and institutions, designated gender coordinators can be appointed. Further training and capacity-building programmes on gender must be inbuilt into the plan for all staff and stakeholders. This includes women and men target users, staff and partners, water and sanitation agencies and civil society organisations in the water sector.

Question: *Has an awareness of the gender dimensions of the intervention and their importance been communicated to all partners and institutions involved?*

All staff in partner institutions need to be made more aware of the importance of women’s participation. This means being prepared with detailed arguments for the inclusion of gender perspectives. Arguments for introducing a gender perspective can range from instrumentalist arguments such as financial sustainability to those based on ideas of equality and social justice. As pointed out above, arguments for the introduction of a gender perspective must take care not to further embed stereotypes of men and women’s roles and must discuss the prospective changes in roles and behaviours that such a perspective may entail.

Awareness-raising can take the form of training workshops and seminars, but must ensure that commitments do not remain superficial. Successes in raising awareness amongst par-

Gender-sensitive capacity-building – Cendrawasih Coastal Area Development, Indonesia

This project in Indonesia aimed to assist people in rural areas to obtain capital and improve their skills in agricultural, livestock, and marine production. The idea was to increase their income through better marketing and enhanced productivity. The project incorporated an institution-building component which provided training for Government officers, extension agents, NGO field workers, and villagers in fisheries, food crops, food processing, livestock, marketing and cooperative development. Twenty-five Government extension agents were trained in Participatory Rapid Appraisal techniques which enabled women in the area to better express their needs. Gender training workshops were also conducted with village authorities, local government, aid agencies, NGOs and project managers¹⁰.

ticular individuals in agencies and institutions can help to develop a core of advocates who can then promote gender strategies within partner organisations as well as for particular projects.

Question: *Has targeted training on water resource management and skills been provided for specific groups of women?*

Extension training in irrigation for women as well as men is needed. Many women farmers and agricultural workers suffer from a lack of technical knowledge, often due to social and cultural constraints. This could also promote the appointment of more women as extension agents.

¹⁰ Source: Maine, R. A., Fishery Industry Officer (Training & Extension), Food and Agriculture Organisation Gender and Food Security, www.fao.org/gender/ cited in UNDP, 2004.



Implementation

Question: *Does the participation of women go beyond the planning stage?*

Gender perspectives can «evaporate» through the course of the project or programme. Women's participation needs to be maintained throughout. This means putting in place measures to ensure that women are able to spend time on an ongoing basis. This may include provision of childcare facilities during meetings and providing support for women involved in construction and maintenance of water facilities. It also means demonstrating a genuine commitment to understanding and acting upon women's contributions and reflecting their priorities when re-visiting the design during the course of the intervention (For more information, see also SDC «Gender in Practice» Toolkit, sheet 8b).

It is also important to assess women's participation in terms of whether their unpaid labour is being utilised over and above what was stated in the project or programme design. This assessment should explicitly be related to the gender analysis. Women's unpaid work must not be further exploited, and remunerating women for their time must be considered if participation proves more demanding than originally stated.

Question: Are there accountability mechanisms in place to ensure policy-makers, water agencies and other actors actually deliver on gender equality objectives?

Contracts, codes of conduct and memoranda of understanding can all provide written documentation of commitments made to gender equality. (For more information, see also SDC «Gender in Practice» Toolkit, sheet 10.)

Question: Are all participants aware of the gender issues related to the intervention?

Communication strategies with both partners and stakeholders must continually be revised according to whether they are effectively reaching all groups. If, for example, the project or programme has resulted in a shift in people's roles such as a sharing of water collection or a change of location, then new opportunities for formal and informal communication may arise while others disappear.

Question: Have appropriate communication strategies also been put in place which ensure that all groups have adequate information about the project or programme as a whole?

Informing stakeholders and increasing transparency of decisions can help prevent conflict over water-related issues. This is particularly important if certain groups such as women are perceived to be receiving additional, targeted support or resources.

Question: Is the national institution responsible for gender equality involved in the implementation?

National Women's Machineries are the Government departments responsible for gender equality. They can provide information and human and other resources. Their involvement is a sign of high-level political commitment to the gender equality objectives of interventions.

Question: Have budget implications for the implementation of gender equality objectives been anticipated?

Timely and ongoing budgetary support is required. A continued budget line that goes beyond the planning stages is essential to ensure implementation.





Monitoring and Evaluation

Monitoring

Question: *Are there enough resources for gender-specific monitoring and assessments during the project or programme cycle? Are further resources available to integrate new aspects and adjust the programme/project if necessary?*

Monitoring should be linked to the baseline data collected through the gender analysis and to the project or programme's logframe.

Question: *Is gender being covered in project and programme reporting systems such as annual internal reviews, external reviews and meetings? Gender should be covered in such reports as well as in a section on gender equality outcomes. (For more information, see SDC «Gender in Practice» Toolkit, sheet 11)*

Question: *Are there any changes in legislation, networks or economic and social conditions during the course of the intervention? For example, a new Government, the impact of HIV/AIDS, new information from other water interventions and current research findings.*

Evaluation

Question: *Are impact assessments of the project or programme gendered?*

This means both ensuring that «mainstream» impact assessments are differentiated by gender, but also that impact of the project or programme on gender equality/inequality is measured. New ways of integrating a gender perspective into development interventions such as gender budgets and gender audits involve analysing budgetary allocations to establish who is benefiting from services such as water.

Question: *Have gender-sensitive indicators been developed for outcome data?*

These should incorporate the baseline data set up during the gender analysis phase. General indicators should be gendered and there should also be specific gender indicators. For example, how are women using new resources over old/traditional ones? Are there gender differences in access, use and acceptability of facilities? What are the side effects of the programme or project and are these gendered? Data may also include sex-disaggregated statistics of attendance at training sessions and consultations; uptake of facilities; levels of awareness regarding the project or programme; women in management positions; women in non-traditional positions; men and women in hygiene promotion activities. The impact of the intervention on gender rela-



tions and gender equality is harder to measure than statistics. This requires qualitative as well as quantitative evaluations which can be helped by gender expertise within the evaluation team. Have men's and women's roles and responsibilities changed as a result of the initiative – both in tasks that are directly water-related and in others such as increased/decreased productive roles, change in products etc? Women and men must be involved in evaluating the significance of any differences in gender relations since the intervention began, and formulating future strategies based on these evaluations.

Question: Are «lessons learnt» being documented with regard to gender, the implementation of specific gender equality objectives and of SDC Gender Equality Policy?

Further Resources



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http://www.wedo.org/sus_dev/diverting1.htm

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Woroniuk, B. and Schalkwyk, J., 1998, Tip Sheet on Irrigation prepared for the OECD DAC Network on Gender Equality, Paris: OECD
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