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*Stakeholder's Consultation Workshop
On
Gender Mainstreaming Strategy*



Bhopal, March 7, 2006



**Organised by
Mahila Chetna Manch**



**In Collaboration with
UN-HABITAT**

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GMS – Gender Mainstreaming Strategy

WATSAN – Water and Sanitation

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Stakeholder's Consultation Workshop

On

Gender Mainstreaming Strategy

Introduction

The world today is faced with Water and Sanitation crisis due to growing pressure on the scarce resource from rapid population growth rate and fast pace of urbanization. The situation is alarming in Asia where eighty percent of global population lives without access to improved sanitation and almost two third population without access to adequate water supply. In India the challenge is not very different with only 90 percent of households in urban areas and only 73 percent households in rural areas having access to safe drinking water.

WAC

In response to this grave situation and to attain the water and sanitation related Millennium Development Goals and target of halving the numbers of people without access to safe water and basic sanitation facilities by 2015 and to achieve improvement in living conditions of 100 million slum dwellers by 2020 – the UN-Habitat initiated the Water for Asian Cities (WAC) Programme in collaboration with the Asian Development Bank.

In India the UN-Habitat is working in four cities of Madhya Pradesh namely, Bhopal, Gwalior, Indore and Jabalpur in following priority areas: -

- Pro-poor Urban Water and Sanitation Governance
- Water Demand Management
- Integrated Environmental Sanitation
- Capacity Building
- Monitoring and Evaluation, Knowledge Sharing

WAC and Gender

Since women and girls are the primary collectors, transporters, users and managers of domestic water and promoters of sanitation activities, the problems arising from inadequate water and sanitation services are faced more by them. Women particularly from the social and economically weaker sections and those living in the slums spend long hours in collecting water and have to go far to defecate undergoing trauma in the process. Thus women's need for improved water supply and sanitation is greater than that of men. Yet men are seen as planners, managers and decision makers and the water and sanitation issues are addressed with patriarchal approaches.

WAC programme advocates an approach to water and sanitation services which provides opportunities to close the Gender gap in access to these services by creating equal opportunities for women and men for voicing their concerns and making their choices. It is in this context that a Gender Mainstreaming Strategy was proposed to be formulated for ensuring systematic mainstreaming of gender into the WAC programme. It was envisaged that the Gender Mainstreaming Strategy will facilitate the 'genderization' of water and sanitation utilities through the development of gender sensitive norms and standards, as well as support to enhanced participation of women in water and sanitation utilities.

UNHABITAT and Mahila Chetna Manch are collaborating for formulating and operationalizing the strategy for Gender Mainstreaming under the Water for Asian Cities Programme in India with the following objectives:

- (a) A Rapid Gender Assessment in the four project cities.
- (b) Developing a Gender Mainstreaming Strategy for WAC Programme in Madhya Pradesh.
- (c) Formulating action plans for Gender Mainstreaming for each project city in Madhya Pradesh.
- (d) Capacity Building of the officials of the Municipal Officials and women's groups in the four cities for implementation of the Gender Mainstreaming Strategy.

Rapid Gender Assessment

A Rapid Gender Assessment (RGA) was completed in the four cities of Bhopal, Gwalior, Indore and Jabalpur in September-October in 2005. It focused on household survey and interviews of a sample of women and focus group discussions in selected five slums in each of the project cities. This assessment confirmed the inequalities and equities faced by women in water and sanitation sector. Women are not adequately represented in Ward and Mohalla Committees and do not have opportunity to participate in decision making, monitoring and review of water and sanitation projects partly due to cultural barriers and partly due to lack of efforts of programme staff to involve local communities and women. The voices of women captured in RGA indicated a lack of responsiveness and understanding of their needs by the service providers.

It was noted that despite change in status of women in terms of education, health, skills and opportunities for participation in decision making, patriarchal values and norms persisted and gender role stereotypes continued to be embedded in perceptions of decision makers and these were also internalized by women.

This RGA served as a basis for Gender Mainstreaming stipulating incorporation of gender concerns into all activities planned in the Water for Asian Cities Programmes so that women's and not only men's needs and priorities are adequately addressed. The strategy emphasizes the role of women and men as active participants, agents of change as also beneficiaries of any efforts to improve access to water and sanitation and to bring about pro-poor governance. It envisages support to allied organizations in the area of water and sanitation through advocacy, training, institutional capacity strengthening in gender mainstreaming, resource mobilization and operational activities including appropriate norms, procedures for equitable access, participation in management and decision making.

Objectives of the Workshop

The stakeholder's workshop follows the RGA and preparation of a draft of the strategy for gender mainstreaming. The objective of the workshop was to present the draft

strategy for gender mainstreaming in WAC in the four cities to the various stakeholder's, to discuss the proposed strategy and have their inputs and suggestions for incorporation in the final document and in the action plans for its implementation.

Summary Report

A stakeholder's consultation workshop was organized by Mahila Chetna Manch on 7th March 2006 at Hotel Ashoka Lake View, Bhopal for presentation of draft gender mainstreaming strategy in UN-Habitat's Water for Asian Cities Programme in the four cities of Madhya Pradesh, India. The workshop sought to discuss the draft gender mainstreaming strategy prepared by Mahila Chetna Manch following a Rapid Gender Assessment in the four cities and incorporate the inputs and suggestions of stakeholder's.

The workshop was attended by various stakeholder's from the four project cities of Bhopal, Gwalior, Indore and Jabalpur. These included representatives from Government of Madhya Pradesh, Mayors of the four Municipal Corporations, members of the Mayor in Councils, Municipal Commissioners and officials of the Project Implementation Units including City Engineers representing four project cities. The state project Directorate was represented by the Project Director, Deputy Project Directors and Assistant Project Directors. Representatives from NGO partners of the project, UN-Habitat, Delhi and Bhopal, academia, gender and community development experts and media were also present (list annexed).

Mahila Chetna Manch circulated an executive summary of the draft strategy for gender mainstreaming in Water for Asian Cities Programme in India in Madhya Pradesh. A Hindi translation of the summary and a note for discussion was also circulated.

After the introductory session, 'voices from margins' – a film on Rapid Gender Assessment in the four project cities was presented. This was followed by the presentation of the draft gender mainstreaming strategy. Comments of experts and an open house discussion followed. The proposed strategy was widely; accepted. In the post lunch session the participants worked in four groups which were formed city-wise and

included the concerned Mayor, Mayor-in-Council members, City Engineers of the project implementation units and the NGO partners in implementing pilot project activities. The groups discussed the issues posed in the discussion note for suggestions and comments and the issues raised during the open general sessions. The workshop concluded with the four city groups presenting their recommendations and a summing up of the workshop deliberations.

Proceedings

The first session of the workshop began by introduction of Water for Asian Cities Programme by Dr. Kulwant Singh, Chief Technical Advisor, UN-Habitat, New Delhi who briefly explained the programme components in the four cities of Madhya Pradesh. Dr. Singh stressed on the need of gender mainstreaming in Water for Asian Cities Programme. He stated that WAC is a joint programme of UN-Habitat & ADB launched at the World Water Forum in OSAKA, Japan with focus on achievement of Millennium Development Goals. It is being implemented in number of countries including China, India, Nepal and other countries of South Asia. UN-Habitat's main focus is on poverty alleviation. Madhya Pradesh is selected because it is a relatively poor state. A number of initiatives have been taken in the last two years of the working of UN-Habitat in Madhya Pradesh. These include Water Demand Management (WDM) to reduce water loss in transmission. It is working in the slum settlements with Water Aid and their partners.

The issue of Gender Mainstreaming is a cross cutting theme. Its main focus is on women as they are more affected by any scarcity and quality of water. But their role in planning or implementation of the projects is very little. That is why all over the world gender mainstreaming is being undertaken to involve women right from the beginning of the planning stage. UN-Habitat is also working on a regional level to achieve gender mainstreaming. UN-Habitat is trying to build a strategy so that requirements of women and their households are taken care of from the project planning to the implementation stage. Involvement of women is then ensured directly and their inputs are included. Prior to India, gender mainstreaming strategy was formed for Africa and Latin America. Now UN-Habitat has collaborated with Mahila Chetna Manch for the last one year. He lauded

the efforts of Mahila Chetna Manch for undertaking Rapid Gender Assessment (RGA) in four cities and publishing the Navigating Gender document of this RGA. The proposed strategy stresses restructuring of administrative, institutional, legal framework for incorporating gender concerns. The main objective of this consultation is to discuss the proposed gender mainstreaming strategy. He expressed hope that the inputs of the workshop will help in strengthening the gender mainstreaming strategy, outlining the major role of Government of Madhya Pradesh and all departments and local government. He also stressed that there is need to take the programmes further not only for awareness generation but also, more importantly, for implementation.

Mrs. Nirmala Buch spoke on the need, scope and approach of the gender mainstreaming strategy. She referred to the prevailing lack of clarity on gender and gender mainstreaming. She mentioned the common perception among technical personnel involved in Water and Sanitation sector about there being no need to look at gender concerns especially in technical matters. She said that persons handling technology think that gender is not important in the context of their work and that their job is limited to technical aspects only. Some people think that it is enough to mention 'women' in any policy or programme to call it inclusive of gender concerns. This, she said, is not enough. The perspectives of both women and men have to be incorporated in the programmes and policies. Hence, gender mainstreaming is to include gender concerns in planning, implementation, reporting and monitoring stages in all the development programme and policies. Referring to accepted approaches of participation, she said that participation has also to be not only of persons from the community in general. If the participation is only of men and women are overlooked due to assumption about their participation without ensuring that women and not only men are able to participate then the needs and perspectives of women will not be reflected in the particular programmes even when they are based on participatory approaches.

It must be acknowledged that the social system has assigned different roles to men and women. In matters relating to water and sanitation they have different roles as to who will fetch water and who will remain at home, who will be considered the bread winner and

who will be teaching children about the use of water and about hygiene and sanitation. These need to be recognized in planning and implementation of programmes and projects in the WSS sector.

Mentioning the often noted invisibility of gender and gender needs especially in technical, financial, and managerial matters in policies and programmes she stated that gender mainstreaming seeks to change this situation. The strategy proposed is to mainstream gender perspectives so that these are not limited only to “small” women’s projects and there is gender sensitiveness at all levels. She also emphasized that gender mainstreaming is necessary not only for gender equity and justice but also for efficiency and sustainability of the programmes. The proposal in the strategy to entrust operation, maintenance to local women’s groups was also mentioned in this context.

Mr. P.D. Meena, Principal Secretary, UADD, spoke of Mahila Chetna Manch’s two decade of work with women and their empowerment and the rapid gender assessment in the four cities conducted as a preparation for the gender mainstreaming strategy conducted by Mahila Chetna Manch and published as the document ‘Navigating Gender’. He stated how the voices of the slums have been captured in the gender assessment and also to women’s contribution and responsibilities in water and sanitation services.

Taking an overview of the strategy document he spoke with approval of vision, objectives and action points given in this document and emphasized the need of inputs of the stakeholder’s present to make the document more useful. He also referred with approval to the advisory committees and gender focal points suggested for operationalising the strategy and specifically mentioned the need of suggestions on the proposed gender checklist. Appreciating the participation of the Mayors of the four cities he expressed that it indicates their commitment to the cause as it is under their guidance that the programme and the efforts for gender mainstreaming will be implemented.

Shri. Sunil Sood, Mayor of Bhopal Municipal Corporation spoke about the seriousness and timeliness of water supply and sanitation services and women’s roles

being discussed in the workshop. He spoke of the vision document and issues presented. He spoke of the role of women in urban population in water supply and sanitation. He emphasized the need of assessing the water availability in the next 15-30 years and plan for meeting the water supply needs in this context. In the four types of population in the cities who are have high income, middle income, low income and those who are in BPL, he said that water is an important need for all of them, though if we look at, the available resources, the areas which do not get normal water supply and have to be provided with alternative arrangements it will be seen that women in these areas have more difficulty in this sector than those who are from the middle class. He stated that the municipal corporation will be able to work better in the slums clusters selected under the WAC programme. Finally he emphasized that besides the effort to be made by the municipal corporation, people also must be aware of how water has to be provided and how water quality can be maintained with everyone's cooperation.

Shri. Vivek Shejwalkar, Mayor of Gwalior Municipal Corporation, referred to the women's place in the society and the mindset which tries to keep women backward. He stated that work in the water supply and sanitation can not be successful without women's participation. He expressed his belief that women can do the management of water and sanitation well as they do the management of their the households. He therefore, stressed that whatever programmes are taken up should have women's participation and it can be successful if its implementation is also given to women.

Dr. Uma Shashi Sharma, Mayor of Indore Municipal Corporation, stated that it is women who have to face the problems relating to water. The corporation makes efforts and spend considerable additional funds to supply water through tankers in every summer. There are fights over water during summer and women get involved in them. Still when meetings are called or an agitation is planned on the issue of water, men are called. Recently, a meeting was called for whole city on this issue. The matter was discussed with the women's organizations separately about how conservation of water can be affected and how water supply could be improved. Dr. Sharma expressed her belief that men can give opinion and suggestions in the meeting but the practical aspects

can be handled only by associating women more and more in these decisions and consultations. She spoke about the initiative of construction of tanks in a slum connecting with Narmada river water and giving the management, operation, collection of charges and maintenance work to women's group formed there. If such work is done in all slum clusters, the water supply and its reach will definitely be better. Dr. Sharma also lamented that there was no awareness about the need to prevent water wastage. Quite often the water taps disappear leading to wastage of water. The municipal corporation has been giving attention to the slum clusters and though there are difficulties, they have the commitment to do more work in these clusters and there are instances where good examples are also seen in this context.

Smt. Susheela Singh, Mayor of Jabalpur Municipal Corporation, spoke of the integrated project for water supply and sanitation and how women's participation will help in ensuring clean water which will also be input for better health. She said that the dream of a good city will fail if this is not done. She referred to the illegal water connections. When the corporation disconnected them, the staff were opposed by women and in one case the illegal openings in the water pipes were started again. This, she said, lead to contamination and consequently to ill health. She said that she has decided to give legal connection to everyone so that they do not have these ill effects. She spoke about the importance of health, education and how the mother in the home is responsible for the household's needs of water. She said that efforts are necessary to educate women on all these aspects and hopes that Mahila Chetna Manch and other organizations will work with the women's groups on awareness about various aspects of water and sanitation services and their use and misuse and related consequences.

Shri. Malay Shrivastava, Commissioner-cum-Secretary of UADD – spoke about the timeliness and relevance of the gender mainstreaming strategy in water supply and sanitation and focused on the programme's goal of achieving MDG targets 10 & 11 in water supply and sanitation and slum habitation. He said that gender mainstreaming is relevant for all sectors like education, health etc. but it is extremely relevant in water supply and sanitation. Referring to the belief among some people that the problems

relating to water and sanitation are faced only by women in disadvantaged group, he stated that women deal with the problems and difficulties in water and sanitation services cutting across classes and social groups. Infact in the so called elite group also women deal with these problems though the problems are faced more by women in slums. He also emphasized that gender mainstreaming is not to be limited only to the implementation level. It will also be included at the planning stage of programmes and projects.

Mentioning his experience in the urban areas of Indore he spoke about the responsibility of local bodies in water supply and sanitation and giving management of services at the cutting edge level to women workers. He mentioned in this context the success stories in rural and urban areas like women trained as handpump mechanics leading to higher success and satisfaction level with the regular availability of water. In the matter of sanitation, he spoke of its place in women's life cycle and particularly emphasized the crucial importance of separate sanitation arrangements for girls in middle schools.

Men and women, he said, have different perceptions about development needs of various services. For instance if the male councillors are asked they would probably emphasize the need of CC road and large garbage bins while the women councillors will indicate priority which will be closer to daily needs and would emphasize working handpumps, sweeping of roads and supply of water to the households. He also spoke about mismatch of water supply, maintenance, operation expenses and user charges and spoke of the need to sensitize people on the need of raising user charges.

Screening of Film 'Voices from Margins'

A film based on the Rapid Gender Assessment was screened showing women of the slums of Bhopal, Gwalior, Indore and Jabapur. Voicing their concerns about inadequacy of water and sanitation services. They are recalling their sufferings, speaking their minds, questioning and suggesting solutions, ready to take up responsibilities themselves if they are given training to operate and maintain these services.

Presentation of draft strategy

Mahila Chetna Manch made a presentation of the draft gender mainstreaming strategy for WAC (Annexure). The presentation highlighted the context of the lack of safe Water and Sanitation. The disadvantage from these deficiencies is to the poor and women bear the maximum impact due to the gender roles in these services.

Gender mainstreaming process is a strategy to ensure incorporating women's and not just men's needs and concerns and making them integral to design, implementation and monitoring and evaluation of all policies and programme so that inequalities and inequities are not perpetuated.

The strategy requires incorporating gender concerns, promoting women inclusive institutions, transforming cultural structures of power, ending domestic and public violence and recognizing women's work. In WAC, it will mean incorporating gender, emphasize women's and men's role and advocacy, training and institutional capacity strengthening.

The structure of the document was explained including the vision, basic facts and non-negotiables, assumptions, challenges and objectives of the strategy and action plan and indicators of achieving progress.

The vision of the strategy is proposed as faster, equitable, just and sustainable achieving of MGDs through pro poor governance, removing inequalities and inequities and increasing women's access and control over services, resources and opportunities for participation and partnership. The objectives of promoting gender equity, efficiency and sustainability of water supply and sanitation facility according to need, convenience and suitability as identified in the RGA were emphasized. The expected outcomes are of efficiency, cost effectiveness, demand responsiveness and sustainability. It was also stated that the approach will be participatory. The strategy provides for gender expert staff in the project designing, appraisal, implementation and monitoring, gender issues and programme frame work, gender related guidelines and principles and enabling

women and men from all sections to participate with support of capacity building, organizing and entrusting responsibilities. Advocacy, awareness and sensitization on gender issues is another part of the strategy.

The draft strategy provides for a leadership role of state government and of the project directorate, pro poor water and sanitation governance, Nodal gender unit in the project directorate and gender focal point in each partner municipal corporation. The corporations will have to be more inclusive and sensitive in approach, procedures, rules, regulations of participation and of service and resources provisions. There should be transparency and gender equity and lead role of women in all local decision making committees. Monitoring and reporting arrangements, implementation, supervision areas will have focus on gender perspectives and sensitivity. In the ongoing programmes of Water Demand Management and Value Based Water and Sanitation and Hygiene Education, action points were identified and presented. Training and capacity building, monitoring and evaluation, knowledge sharing were other areas in which focusing on gender concerns was spelt out. A preliminary list of indicators of achievement of gender mainstreaming strategy were also presented.

Mr. Gulshan Bamra, Project Director of Madhya Pradesh, Urban Programme, spoke about how those who are primary users need to be consulted and involved in the planning and implementation of particular services. This, he said, would lead to efficiency and sustainability. He stated that in ADB assisted projects gender focus will be kept in view in the work of the project team and in decision making especially at various stages of the formulation of project documents, their DPR, consultants, Engineers, Technical and Administrative approvals. He admitted that there is need to look at gender mainstreaming at the stage of this planning. Then only the work can be much better. Hence, he agreed with the suggestion of institutional changes suggested in the draft strategy document.

He said that the proposed gender nodal officer is important and should be in position very soon. There should be gender coordinators in execution and the team of consultants

should also include a gender expert. Mr. Bamra especially emphasized about how weightage to gender issues is to be incorporated in the project monitoring framework. At present the points for assessment do not include anything on gender. He agreed with the objectives of the strategy given in the document and accepted the need of the Mohalla Samities, PIU's and about giving responsibility of water supply distribution and sanitation complexes to women's groups. He also wanted to see practical examples of such responsibilities taken up by women's groups and wanted that Mahila Chetna Manch and other NGOs may take up this experiment and make it available for further planning and replication. On the development of indicators, he said that, he wants more input from Mahila Chetna Manch itself. Mr. Bamra expressed his full commitment to implementing the suggestions included in the proposed gender mainstreaming strategy.

Mr. Aniruddhe Mukerji, CTA, UN-Habitat, Bhopal, spoke about UN-Habitat's flagship project of Slum Environment Sanitation Initiative which is planned for the all four cities and in which the work has already been started in Bhopal and Gwalior cities and recently started in Indore city also. In this project, he said, a cluster of 5000 households is selected in a slums particularly which that are very deprived and participation of the community is being attempted there. Participation of SHGs of women is also sought. Here Water AID and its four partners are being associated in this work. Effort is also being made to involve the community in planning, implementation and operation and maintenance.

Women's strong participation is being attempted in this pilot activity. Representatives have gone from the municipal corporations in the four cities to the southern states to see how women are managing and maintaining toilets and it is also being linked with employment. Orders for such participation and management have also been issued by the former project director. He also spoke about the proposal sent to the state government that disused toilets may be given to the women and their groups to maintain if in discussions they feel that these toilets need to be repaired and made usable. In this context he also mentioned the Trichy model of women SHGs' management of public toilets. He also spoke about community participation. He said that in fact the experiments

planned can be seen as pilots for the action plans suggested in the Gender Mainstreaming Strategy. He said that Mohalla Samities and women's participation have been emphasized but these have become sidelined in the matter of management of water supply and sanitation and have focused more employment. He felt that there is need to bring them to focus more on water supply and sanitation management.

Dr. Kumud Sharma from Centre for Women Development Studies, posed the question about why the mainstreaming development institutions are still insensitive to women's concerns and also posed the question of how gender mainstreaming is seen by various people.

She stated that efforts at gender mainstreaming will become meaningless unless we understand the local dynamics and also understand that the social system continues to be unequal and resources are also unequally allocated. Commenting on the film presented in the workshop she stated that the film showed the burdens and costs of women are not included in the planning and management of water and sanitation services.

She stated that we have to note that the community also replicates the inequalities which we try to address in any strategy. Narrating the experience how sometimes gender expert, gender nodal points, gender focal points are added in a programme at the last minute or are not given sufficiently strong mandate or position, she stated that there is need to ensure that the gender unit has a sufficiently strong mandate and that it should not be made solely responsible for incorporation of gender perspectives without other supports. She cautioned that it should be seen that when the document is finalized gender does not become a casualty between the document and its operationalising

Dr. S. K. Singh Director SAMBHAV, Gwalior, spoke about the gap between the capacities of women's groups and the limitations of the service providers. Women, he said, are already prepared for involvement in governance but we still have to address the financial gap, insensitivity and inertia of the system which is not ready to change and also the resistance. He said that the whole issue is of decentralization of power and decision

making. At present he finds that there are no Mohalla Samities. People are not involved in the local decision making which must go to the community level. He suggested that the gender mainstreaming strategy must have the goal of sustainable human settlements with access of safe water and sanitation. Further, he suggested that there should be time frame for implementation and with responsibilities spelt out for this implementation.

Shri. Chandrashekhar Ghatole, Executive Engineer, Municipal Corporation, Jabalpur, referred to the issue of participation and representation from planning to execution but he said that UWSEI projects are more engineering in nature and the implementers are bound by norms already decided. When there are conflicts between these norms and the local aspirations these should be resolved. Only consultation will not work. He posed this issue for future and also suggested that the big projects should be kept out of consideration of gender issues and the question of gender concerns should be included only in small projects like spot water supply, community latrines.

Mrs. Rupanjali Banerjee, MIC Member, Municipal Corporation, Jabalpur, stated that women's should be consulted. They should also be given training. She referred to the adequacy of available water quantity in Jabalpur but for wastage due to illegal connections and wastage from public water posts. She spoke in favour of women's participation but raised the concern as to when the ADB project will start showing results at the ground level.

Mrs. Meera Sharma, Corporator, Municipal Corporation, Gwalior, spoke about the wastage of water and spoke that only women can stop this wastage of water. Women's committees and training will help in this respect and also emphasized recycling of water and its conservation, training, inclusion of educated and competent women in the elected positions.

Dr. Shri. R. G. Verma, Project Coordinator, BGMS, Indore, gave details of the women's SHGs mobilized by his organization who will be a good resource for water and sanitation sector.

Mr. Munnavar Khan, MIC Member Health in Bhopal Corporation, emphasized the need of focusing on women's training and also creating awareness. He felt that at present sometimes women themselves encourage opening of illegal taps and suggested that this can be corrected by awareness and training. He also said that awareness needs to be created from the schools and college level.

Dr. Kulwant Singh, responding to the suggestion of Shri. Khan about starting awareness efforts at the school and college level spoke that UN-Habitat having taken up, in collaboration with CEE an NGO, a school related programme for Value Based Water and Sanitation Education where one school has been selected for water class room in each of the four cities. He also spoke of UN-Habitat initiative for training of all corporators at a prestigious institute of Administrative Staff College of India (ASCI) in Hyderabad in 2006.

Mr. Subimal Pattidar, Community Expert

Sharing his experience about the slum women who are giving support to the project Mr. Pattidar said that access to essential services is not the only issue. He suggested essential services training in O&M, training for poverty alleviation.

Mrs. Mamita Bora, Water Aid India suggested that socially excluded groups should be included in the strategy as the factor of discrimination perpetuates social and economic marginalization. Often people from these groups mentioned how they get water even after animals get water to drink.

She said that gender mainstreaming should not become a target in itself. We should not forget the outcomes and get into that trap of considering gender mainstreaming an end in itself. She also opined that positioning of gender focal points should be very strong so that they are able to influence the mindset of planners, executioners and bring systematic changes rather than being influenced themselves.

On the question of strengthening the gender focal point, Mrs. Buch asked the participants to give their opinion on the proposed positioning of Gender Focal Point (GFP) with the municipal commissioners and also about the proposed Advisory Committee where the project partners will be associated.

Mr. Bamra, Project Director, UWSEIP stated that here the orientation of decision makers is more important and that this is practical.

Dr. Kulwant Singh – commented on the important need of social inclusiveness issue which is also one of the objectives of UN-Habitat. Institutional constraints also deliberately exclude certain sections. It is important to consider how social inclusion can be brought in with Gender Mainstreaming.

Referring to the points raised by some participants, he clarified that the beginning is being made by the Gender Mainstreaming to bring in gender focus and perspectives in the WAC programme and similar programmes in this sector. Gender Mainstreaming is not being taken up as a pilot project. This should take care of the entire city, and while target time here, as in the project, is 2010, the process may continue so the strategy document should spell out short term, medium term and long term actions. Institutional and organizational changes are important. The document of Gender Mainstreaming should indicate specific actions to be taken by the state level, so also local action. It may indicate each action to be taken in the context of four cities and at what level with specific indicating time frame so that the strategy can be appropriately implemented. He expressed hope that the inputs of the gender mainstreaming here can go to other cities and other projects.

Dr. H. M. Mishra, Professor Academy of Administration, Bhopal

Raised the issue of equilibrium in water conservation and harvesting. Raising the issue of governance he asked if a special women's cell need be created when the women corporators are already being elected in the Municipal Corporations. Too much institutionalization, he feared, takes away the social spirit. The elected women should be

empowered enough to look at the women's issues. He suggested that the model of involvement of women should be city specific.

Mrs. Buch explained the need of an institutional structure and the aspects of democratic decision making with participation of women corporators and the implementation and operationalising of the decisions where the proposed institutional mechanism or cell/focal point will help in keeping the focus in implementation and preparatory steps for decision making. There has to be implementing of decisions reached, so it is important to have institutional structures. Dr. Mishra commented that separate arrangement would give exclusiveness while we are talking of inclusiveness.

Working Group Sessions: -

The city based groups discussed the following issues raised in the note for discussion circulated to the participants:

1. Suggestions on vision, objectives, challenges, assumptions and action points.
2. Suggestions for gender sensitization support from state level to local level.
3. Institutional structure, Gender Nodal Unit and Advisory Committee at Project Office and Gender Focal Point in Project Implementation Units in all four municipal corporations – How to strengthen their role.
4. Suggestions on formation of women's groups at local level in slum settlements and entrusting them the management of water supply and public toilet complexes.
5. Suggestions for gender check list, gender norms and standards in water and sanitation services and incorporating other issues in them.
6. Suggestions for addition and changes in tentative indicators of achievement of proposed Gender Mainstreaming Strategy.

Recommendations

General

Based on the discussions held and the group presentations, the following recommendations were given for consideration in finalizing the draft of the proposed gender mainstreaming strategy.

Groups recommended that these suggestions and gender mainstreaming strategy are not only for present WAC programme but should be adopted by Municipal Corporations for other programmes as well as in health and education.

1. Vision, objectives, challenges, assumptions and action points.

The groups agreed with the vision and objectives of the proposed strategy and suggested that other than women the socially excluded groups can also be included as they also suffer discrimination in use of water and sanitation services. Hence to make social inclusion factor explicit in the vision.

2. The objectives should include

- (i) Providing gender equity in important drinking water and sanitation related services and
- (ii) Completing the MDG objectives in a given time frame within 3-4 years upto March 2009.
- (iii) To cover approximately 75% of the population

3. Challenges

- (i) Negative perception towards women
- (ii) Society's social barriers in participation of women
- (iii) Overlap of programmes and personnel's hampers the progress of programme
- (iv) Low level of literacy limits women's participation

4. Action Points

- (i) Provide equal rights to women
- (ii) Education
- (iii) Remove overlapping of implementation schedule of various programmes
- (iv) Give charge of management and maintenance to women's groups.

- (v) Provide capacity building and resource management support to the women's groups.
- (vi) Strictly implement and follow rules of state government, central government, and Supreme Court guidelines to change societal attitudes towards women.
- (vii) Efforts to change habits of water use and sanitation, change in perception about women, should be included in school curriculum.
- (viii) Declare cities as total open defecation free cities.
- (ix) Recharge and reuse waste water
- (x) Collection and segregation of waste be undertaken under waste management.
- (xi) Use of revolving fund.
- (xii) Use of material stock.
- (xiii) Training of women masons for construction and maintenance of toilets with emphasis on low cost sanitation.
- (xiv) Training of local women mechanics to reduce time for fixing breakdown and maintenance of water utilities.
- (xv) All defunct public toilets in slums be revamped, made usable and then handed over to women's groups so that these groups manage them.

2. Gender Sensitization support from State Level to Local Level

- (a) Gender sensitization efforts to include all policy makers, decision makers, project implementers and the community.
- (b) Committees to oversee implementation of gender mainstreaming strategy be made at state level, city level and local ward level.

A. State Level Committee could comprise of:

- (i) Mayors of all the four project cities – Bhopal, Gwalior, Indore and Jabalpur.
- (ii) Members of parliament of Bhopal, Gwalior, Indore and Jabalpur.
- (iii) MLAs of Bhopal, Gwalior, Indore and Jabalpur.

- (iv) Representatives of project implementing unit, and all project partner voluntary agencies.

This committee should take decisions at the apex level and share the information with all four municipal corporations in writing.

B. City Level Committee could comprise of:

Mayor of the city, ward corporators looking after women and child development and water and sanitation issues, project partner organization, voluntary agency and gender specialist. This committee will take decision related to gender sensitization and utility of services besides other support programme activities.

C. At the local level committees could be formed in each locality with involvement of local women's self help groups, teachers, anganwadi/balwadi workers, health workers, for all activities at local level.

- (a) The Municipal Corporation should incorporate gender mainstreaming measures in its structure and functioning.
- (b) Recommendations of NGOs regarding gender sensitization should be given to the Gender Focal Point who will forward it to the Municipal Corporation.
- (c) Democratically chosen committees at ward level should have women and men of the ward as members and local corporator as ex-officio chairperson with the field staff of the corporation who will report the decision taken at ward committees to the municipal corporation. There should be provision for recalling the committee if it does not work satisfactorily
- (d) If any decision is taken at the local level the state should accept it within 15 days.
- (e) Amendment be made in Acts and rules to make them gender sensitive.
- (f) Make strong statements like no plan will be passed unless it incorporates gender concerns.
- (g) Training and capacity building – organize regular vigorous training of front line staff, who are involved in executing the project, on gender issues and concerns so as to evolve a common understanding about gender in all stakeholders.

- (h) Organisation of workshops and consultations on how to incorporate gender concerns in a typical project cycle.
- (i) Implementation process and practice should look at how a gender appraisal is done, how gender disaggregated data can be collected and how this gender disaggregated data can be used in planning. Understanding about these processes should be developed in all implementing staff so that they know the steps to incorporate gender in a project cycle.
- (j) Awareness of local groups be raised to help change attitudes, provide them training support.
- (k) Build consensus be built about gender concerns in decision making at all levels.
- (l) Information should flow from local level to top level and vice versa.

3. Institutional Structure

The groups endorsed the proposed Gender Nodal Unit, Advisory Committee at Project Directorate and Gender Focal Point at project implementing units. The groups were of the view that Gender Focal Point should not be one person. Two groups suggested the following composition of the Gender Focal Points.

a. Gender Focal Points in each Municipal Corporation should have a team of 4-5 persons i.e. one GFP for one cluster of 20,000 population. These persons may be appointed on contract basis, by advertising for the post. He/she has to work as spokes person of the community and not as government employee to be appraised on his performances. He/she should be gender sensitive, have knowledge and capacity for data analysis, training tools with gender perspective.

b. Gender Focal Point should not be one person. It should have representation and involvement of women councillors, male councilors and staff of Municipal Corporation. The unit should be headed by a consultant who has a gender perspective and knowledge of water and sanitation sector.

The position of the consultant should be at par with Commissioner of Municipal Corporation. UN-Habitat can help in selecting such consultants. Such gender units should be at each Municipal Corporation.

c. This team should be made accountable and responsible for incorporating gender concerns in project plans. Regular meeting will be held with regular feed backs and reporting.

d. Advisory Board – Two members of advisory body at state level project directorate, which will essentially play advisory role.

4. Formation of women's groups

1. Women's groups who are taking care of water, sanitation and toilets should make schemes for financial mobilization like what would be the monthly tariff/fee to be realized, what would be their responsibilities, where they would link the groups and where and how they will manage water and sanitation services.

2. Groups undertaking operation and maintenance of toilets have to be cohesive, have regular meetings and have savings.

3. Capacity building of such groups is necessary for long-term sustainability.

5. Gender checklist, Gender norms and Standards

The following suggestions we made for considerations:

- (i) Benefits of proposed policy, project can be quantified to see whether women also get the same advantage.
- (ii) Whether the process of designing, implementation and monitoring include women or not.
- (iii) Whether women's concerns are accounted in selection of items, project cycle, technology, siting etc.
- (iv) Whether the resources for participation, capacity building of women are being made available in the project or not.
- (v) To see that programmes and activities are not adversely affecting women.*

- (vi) Ensure women's role in design, siting of water points and public toilet blocks, their execution and monitoring.
- (vii) Define norms for access, coverage and quality of water.
- (viii) Norms for sanction e.g. public toilets, distance, privacy, non-invasive atmosphere, security and safety. e.g. within 15 min. a women gets two buckets of water, change norm of 35 lpd of water per person as this is not sufficient for one person particularly women.
- (ix) Gender monitoring tools should be discussed and strengthened so as to understand the impact of gendered approach.
- (x) Standards should be appropriate and suitable. They need to be further developed.

6. Indicators

Suggestions about development of indicators included the following points:

1. Make indicators in measurable terms so that follow up can be done on their basis.
2. Proposed committees are set up or not and what is the level of participation of women.
3. Functionaries of committees and women's groups should have common understanding of urban governance on commonly agreed governance criteria of accountability, transparency, sustainability.
4. The issues taken up in the committees and action taken.
5. How many women's groups were formed, trained, given fund and management.
6. How many recommendations were taken up and completed.
7. Gender focal units have been set up and have they become functional.
8. How much slum population is covered by water supply and sanitation.
9. Gender-wise availability of water and sanitation.
10. Assessment of access to water and sanitation services by women, men and children.
11. Time and duration of water supply
12. Decisions are gender oriented or not.
13. Develop other indicators according to action plans.

Smt. Buch while concluding on indicators mentioned that these would seek to address the following:

- (i) Arrangements to include women across social groups and classes, in the processes of governance of Water and Sanitation services.
- (ii) Including women's concerns particularly of those from poor, marginalized socially excluded groups in selection and design of projects and in their implementation.
- (iii) Whether resources are being given for participation of women and women's groups.
- (iv) Norms for access and coverage of water and sanitation services.
- (v) Whether norms for sanction of sanitation facilities and siting are formulated and whether there are addressing issues of privacy, security, distance and safety of women and girls.
- (vi) Whether gender focal points have been set up, whether they have started functioning, whether their mandate has been made effective and is effective in practice.
- (vii) Whether local committees have been made and whether they have started functioning.
- (viii) How many women's groups have been facilitated, what responsibilities have been given to them and with what support to take up these responsibilities.
- (ix) Whether the needed legal, institutional and administrative changes have been made

Conclusion

The proposed Gender Mainstreaming Strategy for Water for Asian Cities programme in India was discussed and widely accepted by the stakeholders. Participants appreciated Mahila Chetna Manch's effort in the preparation of a comprehensive strategy. The UN-Habitat representatives, Mayors of the project cities and the Project Director, expressed their commitment to implement the strategy in WAC programme. The city-wise groups which included the concerned Mayors, Mayors-in-Council members, City

Engineers of the Project Implementing Units and NGO partners in implementing pilot project activities presented their recommendation about the issues raised in discussion note and open sessions. Valuable contributions were made by participants to help in finalizing the GMS document. Their inputs mainly included adoption of this GMS for other programmes of Municipal Corporation as well inclusion of socially excluded groups alongwith women, action plans with time frame of implementation to coincide with the ADB project time frame, strengthening of women's groups for operation and maintenance of WATSAN Services and three tier committees for implementation of GMS. They also suggested some gender norms and indicators.

Executive Summary

I. Introduction –

Lack of safe water and sanitation remains one of the world's most urgent health issues. In India, the 10th Five Year Plan recorded how services in the poorest communities are invariably deficient and even high income areas are feeling the pressure of acute water shortage. The poor are doubly disadvantaged – they get inadequate supplies of water at costs much higher than those for the rich, the little water they get is often of bad quality.

The U.N. Millennium Goal 7, target 10 and 11 envisage action– (i) To reduce by half the proportion of people without sustainable access to safe drinking water and adequate sanitation by 2015 and (ii) To achieve significant improvement in the lives of at least 100 million slum dwellers by 2020. The UN Habitat initiated the Water for Asian Cities (WAC) programmes to address this Millennium Development Goal and the two targets. In India, the programme is focused on the four cities of Bhopal, Gwalior, Indore and Jabalpur in Madhya Pradesh.

Women and girls are the primary collectors, transporters, users and managers of water in the household. They are also the promoters of home and community based sanitation activities. They bear the maximum impact of inadequate, deficient or inappropriate water and sanitation services. Yet in the public domain men are seen as planners and decision makers. Women's views and perspectives are not represented thereby adversely affecting the equity, efficiency and sustainability of these services as these fail to address the different gender roles and consequent differential in needs and perspectives. This document on Gender Mainstreaming Strategy in WAC in India has been prepared in this context.

This document is in seven parts. I. The background of this exercise and the subject. II. An overview of the WAC in India and its priority areas. III. The concept of gender mainstreaming, its evolution as well as various relevant terms and their definitions. IV. Rapid Gender Assessment and Emerging Issues for Strategy. V. Gender Mainstreaming Strategy for WAC programme in India, the Vision, Basic ideology and non-negotiables, Assumptions, Challenges, Objectives and the Strategy. VI. Action Plans for the Thematic Priority Areas of WAC programme. VII. Indicators of achievements and progress in Gender Mainstreaming.

The concept of gender mainstreaming in development planning and projects has a long history in development policy discourse. "Integration of Women in Development" leading to the beginnings of Women in Development (WID) projects which remained small isolated projects of income generation. The concepts and strategies of Women And Development (WAD) and Gender And Development (GAD) focused on various aspects of equity, equality, and participation.

Women's issues and concerns are important in all development planning and projects and the success of any initiative depend substantially on recognition of their different needs,

concerns, perspectives and contributions and also the gender relations. Gender mainstreaming not only seeks to ensure incorporation of women's and men's needs and perspectives but also sees their contribution to the efficiency and sustainability of the development initiatives themselves.

Gender, refers to the array of socially constructed roles and relationships, personality traits, attitudes, behaviours, values, relative power and influence that society ascribes to the two sexes on a different basis. Gender is thus an acquired identity that is learned, which changes over time, and varies widely within and across cultures. Gender equality means that the different behaviours, aspirations and needs of women and men are considered, valued and favoured equally. Gender equity, on the other hand, means fairness of treatment for women and men, according to their respective needs. This may therefore include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities.

Gender Mainstreaming is a strategy for making women's and not only men's concerns and experiences an integral dimension in the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and social spheres. It assesses the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels.

Gender Mainstreaming requires that:

Unequal gender relations to be addressed both as a cause and as a factor in the intensification of poverty when considering ways of achieving pro-poor governance. The issue of Women's Agency and well being has also, therefore, to be considered in formulating the strategy of mainstreaming gender. Women's Agency is defined as the capacity of women for autonomous action in the face of constricting social sanctions and structural inequalities.

Gender Mainstreaming also seeks to lead to empowerment of women which refers to the expansion in women's ability to make strategic choices in terms of rights to assets and services. A Rapid Gender Assessment (RGA) was done in the four cities in October – November 2005 prior to the formulation of the Gender Mainstreaming strategy. This Assessment highlighted the policy context and other resources and assets available to support gender mainstreaming in WAC and the political commitment to the broad goal and objectives of Gender Mainstreaming. It also confirmed the inequalities and inequities faced by women in the water and sanitation sector.

The Constitution of India guarantees equality and non-discrimination on any ground including gender. Madhya Pradesh has a State Policy for Women. It includes a number of action points that bear a direct relevance to WATSAN services. Urban policies and programmes for water and sanitation have been conceived and looked upon as engineering solutions especially for efficient land use and planning of supplies. Issues of gender equity and participation of women do not figure in such technical options. The voices of women captured in the Rapid Gender Assessment indicated a lack of responsiveness and understanding of their needs by the service providers. Women

interviewed in the slums indicated negligible participation in government schemes as also in the schemes and programmes for water and sanitation services. There were very few organizations working in the slums. There is significant participation by women in the slums in intra family decision making in different matters.

Patriarchal values and norms persist and gender role stereotypes continue to be embedded in the perceptions of decision makers and these are also internalised by women themselves. The one third reservation in the local bodies introduced by the 74th Constitutional Amendment in 1992 was an important step to place women in these institutions of self government but patriarchal pressures have sought to undermine its effectiveness. Lack of understanding gender leads to inappropriate conception and location of 'Sulabh' toilet complexes. There are examples of self help by women and, more importantly, of women's voices urging action, and expressing willingness to contribute.

There is an urgent need to give security of tenure to slum dwellers, have 'in situ' improvement of slums, and immediate improvement of water supply and sanitation on an adequate level as a priority charge for WSS project. There is lack of information, support and training to women.

The Gender Mainstreaming Strategy follows a number of international and national commitments and decisions. The Gender Mainstreaming Strategy is stipulating incorporating gender concerns into all activities planned in Water and Sanitation for Asian Cities Programmes so that women's and men's needs and priorities are adequately addressed. The strategy emphasizes the role of women and men as active participants, agents of change as also beneficiaries of any efforts to improve access to water and sanitation, and to bring about democracy and good governance especially at the municipal level. It envisages support to relevant organizations, departments, and other partners working in the area of water and sanitation, through advocacy, training, institutional capacity strengthening in gender mainstreaming, resource mobilization, and operational activities including appropriate norms, procedures for equitable access, participation, in management and decision making.

Vision --

Faster, equitable, just and sustainable achievement of Millennium Development Goal 7 Targets 10 and 11 through pro poor governance and by removing inequalities and inequities in women's access and control over services, resources and opportunities for participation in decision making, Operation & Maintenance, Monitoring and Evaluation of and partnership in WATSAN services.

Basic ideology and non negotiables --

1. Men and women's situations, interests and priorities are different not because of biological differences, but because society's conception of male and female roles and qualities positions them in a specific relationship to one another.
2. In poor urban areas, it is generally women and especially girls who are more affected than men by inadequate provision of water.

3. It is women who are responsible for the collection and storage of water and yet disposal of wastes.
4. Better sanitary conditions provide real benefits to the urban poor especially women and girls. An understanding of such special needs of both women and men is needed in all Programmes of water and sanitation.
5. Water should be managed as an economic as well as a social good.
6. A gender equity approach within the water sector strives for a more balanced division between women and men in access to information, the amount of physical work, sharing contributions in time and cash, the degree of decision-making, access to resources and benefits, and the control over these resources and benefits to address these needs and special responsibilities.
7. Gender Perspectives and concerns are not the concerns of only women but are concerns of women as well as of men and stem from their socially constructed different roles and responsibilities in the private as well as public sphere and their relations.
8. Gender mainstreaming will be for reflecting these perspectives and concerns in all aspects of the policies and programmes and projects of WAC and not only where these are obvious as in identification of target groups and beneficiaries of a specific set of activities.
9. The system will meet women's needs by involving women as well as men and not only men in management and decision making. This involvement will therefore contribute to efficient use of valuable water resources and conservative of environmental having maximum impact on their well being.

Assumptions -

Gender Mainstreaming and its ideology as presented here have certain assumptions on governance, participation, their costs and benefits and the implications of equity, efficiency and sustainability of different systems of governance.

1. It is costly to maintain and sustain an unequal, iniquitous system or structures of social relations or governance.
2. Participation, dialogue and consultation with women and men particularly at the local level is an effective measure to get maximum impact, efficiency and people satisfaction.
3. Gender Mainstreaming in Water and Sanitation is not only an issue of equity but also of efficiency and sustainability of water and sanitation services.
4. When seeking community participation, it has to be participation of women and men and not only of a community.
5. Participation has to be not only in the presence of women in the institutions or structures of governance as is sometimes practiced by inclusion of token women and token of other marginalized sections in them. Participation must include willingness to participate as well as the ability and opportunity to participate.
6. This would also imply adoption of the strategy of mobilization of women's groups particularly of those with limited or no access to resources.
7. Gender perspectives have to be integrated into all policies, programmes and projects, into capacity building activities, into methodology of the development

initiatives, into routine monitoring as well as in reporting mechanisms and procedures.

Challenges –

1. Assumption that technical areas are in principle “Gender Neutral”.
2. The inability of the gender specialists to respond adequately to have sector specific information. The sector specialists to understand the gender issues, to adequately involve themselves in incorporating gender concerns and priorities and use their specific knowledge for it.
3. Continued invisibility of gender concerns to decision makers and implementation officials.
4. Generally viewing the need to look at gender only in selection of beneficiaries, target groups. Even in beneficiary and target group selection, there is inability to see the intra household inequalities.
5. Continuing political, social, cultural constraints in full participation of all sections and gender.
6. Insufficient gender awareness and sensitiveness at all levels.

Objectives –

Promoting gender equity, efficiency and sustainability of water supply and sanitation facilities according to need, convenience and suitability as identified in the RGA and in furtherance of the MDG 7 and targets for time bound reduction of the number of people without access to adequate water and sanitation and improving the life of slum population.

Strategy –

Gender Mainstreaming in WAC programme is basically an issue of good governance in planning and management of water and sanitation which is pro poor and ensures inclusion of perspectives and needs of all especially women who have not been adequately represented in the institutions of governance in WAC programmes in India and in the planning, implementation, participation, monitoring and evaluation systems so far.

The Gender Mainstreaming Strategy in WAC programme is at the policy level, in the implementation, monitoring and evaluation as well as at the community level participation. Expected outcome of this exercise range from efficiency, cost effectiveness, demand responsiveness to improved design and implementation driven by an inclusive, participatory approach. The Strategy also takes into account the gender impact of all project components – engineering, institutional strengthening, financial, community development and health components.

The strategy is on five axis – (i) inclusion and participation of gender expert and staff with gender expertise in project design, selection, implementation and monitoring teams (ii) introduction of gender issues in programme framework reviews, workshops, and all other activities for policy proposals, programme development monitoring, reviews and evaluation and (iii) framing and inclusion of gender related guidelines and principles in

programmes and undertaking gender analysis in designing projects. (iv) Enabling women and men from all sections especially those from the deprived sections to participate at all levels and stages of WSS projects and services through capacity building, organizing groups, entrusting responsibilities (v) Advocacy, awareness, sensitization on gender issues in WSS for all levels of policy making and implementation.

Community Participation and Gendered Norms of Participation

An important area for success of WSS is participation of the local community at various stages of formulation, implementation, monitoring and evaluation of the programme and projects. Participatory processes do not automatically include women for a number of reasons. The participation strategy in gender mainstreaming therefore moves from community participation to participation of women as well as men, learning from failed projects and from failures in maintenance and operation.

The implementation and monitoring in this strategy includes establishment of gender sensitive indicators for monitoring the impact of projects and interventions. It includes quantitative targets as well as their qualitative interpretation. The final evaluation will see this quantitative data and its qualitative interpretation and include a comparison of the situation at the commencement (baseline) with the situation at different stages of the projects and at the time of completion of projects. This will be seen, for instance, in changes in men's and women's involvement in decision making in their WSS practices, in the constraints faced by women in management and control of the facilities created at the community and household level.

Action Plans

A leadership role of the state government and project directorate

At the state level, government and the project directorate will play the role of overall direction for gender mainstreaming. Undertake a comprehensive assessment of the implication of policies, programme and actions at all levels relevant for water and sanitation services in urban areas Incorporate policy directions under the WAC and Water and Sanitation projects to work to enhance women's agency (i) building women inclusive local institutions, women's committees with adequate number of women at effective levels e.g. chairpersons, secretaries and treasures (ii) making women chairpersons for water and sanitation committees (iii) providing for democratic elections to ward committees and mohalla committees (iv) enhancing women's participation in institutions of governance. Ensure consultation and active participation of local women and their groups in decision making in water and sanitation services at local levels. Ensure that action is taken to assess gender impact of all project components - engineering, institutional strengthening, financial, community development and health components.

Pro Poor Water and Sanitation Governance

The institutions of governance must be gender sensitive and responsive in terms of their composition in representation, in their management and operation personnel. There should be clear scope for participation of women and men also ensuring that this participation is informed and organized and the rules and procedures are explicit for this

objective. Must have equal participation of women and men, and they must ensure transparency and gender equity in the allocation of resources in the projects even when these appear primarily technical.

An institutional mechanism of nodal gender unit and gender focal points will have to be set up. The WAC project directorate at the state level will have a nodal gender unit to ensure gender mainstreaming in all stages of the WAC programme in the four cities and operationalising the gender mainstreaming strategy. It will work directly with the project director. It will be assisted by an advisory committee in which, among other, partners in capacity building gender mainstreaming will be represented. Each partner municipal corporation will have a gender focal point who will be responsible to help the municipal commissioner in implementation of the gender mainstreaming strategy and its action programme, for regular reporting to the project director at the state level. The costs on these units will form as a part of the WAC project costs in the four cities.

The municipal corporations must be made inclusive and sensitive (i) in their approach, (ii) in their procedures, rules and regulation of participation of women and men and (iii) in their norms, rules and procedures of providing services and resources of water supply and sanitation, their information, and management. An exercise is to be undertaken for identification of roles and responsibilities of women and men in all aspects of water supply and sanitation and consequently their respective stakes in the provision, operation, efficiency and sustainability of the services. This will enable attention to meeting these needs and priorities appropriately. Here an important aspect will be reducing women's drudgery resulting from inefficient and inappropriate ways of providing water supply and sanitation services.

The 74th Constitutional Amendment has already provided a one-third reservation among the elected corporations. The next step will be to ensure adequate representation in all the committees. As gender sensitive and responsive Institutions the municipal corporations will ensure (i) Lead role of women within all local decision making committees on water management and in the management of the assets created by the projects under WAC programme. (ii) The monitoring and reporting arrangements will see (i) percentage share of resources and benefits by women, (ii) percentage share of positions held by women in the management and (iii) the actions and steps taken to address needs of appropriateness, special separate facilities for women and gender sensitivity in locations, selection and construction of facilities. Action will be taken to remove institutional, cultural, economic and practical barriers created by patriarchal patterns of decision making.

In the selection of projects and consultants in the designing stage of the projects and studies contemplated in the WAC programme in the four cities actions will include (i) inclusion of gender expert on project team (ii) facilitating participation of both men and women by structuring project rules and procedures, determining gender roles in the WSS sector in the project area, determining barriers to gender and appropriate implementation and determining steps for reducing or removing these barriers.

In implementation and supervision of WAC programme actions will be taken for (a) Awareness raising of Municipal Corporations and Water and Sanitation utility management about gender issues with training, workshop and study tours and communication material. (b) Inclusion of gender experts on implementation staff units.

Identify and promote women's Self Help Groups and Committees. These committees and groups will be (i) consulted in the selection of water and sanitation models and their location and construction. (ii) given support with training and revolving fund and will be given responsibility for governance by handing over water distribution and management of sanitation blocks at the local community, identified locality or slum levels. Local women's groups will also be involved in monitoring and evaluation of the use and impact of the WSS services.

Collection of gender disaggregated data related to water and sanitation will be promoted in all institutions concerned with WSS Gender responsive budgeting or analysis of budgets will be undertaken in the project office and in the four corporation at the time of formulation of further initiatives under WAC programme so that policies on gender equity included here are matched with adequate resource allocations.

Water Demand Management

- Consulting women groups equitable for delivery of water and sanitation service
- Handling operation, maintenance and regulation of water and sanitation services
- Involving women in water audit and budgeting and also recycling of waste water

Value Based Water, Sanitation and Hygiene Education

1. Teaching tools and the curriculum will be continuously reviewed in collaboration with the state education authorities.
2. The Value Based Water Education (VBWE) programme will integrate gender mainstreaming and pro-poor issues into the planning and implementation of all project activities.
3. A project steering committee will be set up composed of key institutions and stakeholders in each city.

Training and Capacity Building

1. Capacity Building of Programme Staff of Water and Sanitation for Cities
2. Training of Staff of State Project Office and Local Authorities
3. Capacity building of WATSAN utilities
4. Capacity building of local women's and men's organizations
5. Teacher Training and Raising Awareness
6. Gender Mainstreaming Workshops

Monitoring, Evaluation and Knowledge sharing

Project directorate will initiate action to adopt gender sensitive indicators for monitoring impact of project interventions.

Ensure advocacy, awareness-raising, and information exchange on gender issues are important to ensure that all levels of personnel involved in water supply and sanitation programmes are sensitized and trained in gender sensitive, pro-poor approaches.

Developing of gender-focused information, education, and communication materials and tools for dissemination in communities and Civil Society.

VII. Indicators of achievements

1. Ability and willingness of the state WAC project office, water and sanitation utilities and municipal governments to utilize gender guidelines and practical tools.
2. Number and extent of municipal corporation management and water and sanitation utilities awareness of, and utilizing gender and pro-poor concepts and frameworks
3. Number of local women's groups in each city with improved skills in management and participation in WAC activities.
4. Development of Guidelines and practical tools for gender integration
5. Proportion of women participating in local governance on issues related to water and sanitation and managing local level water distribution and sanitation facilities in the slums.
7. Proportion of women trained in use and maintenance of facilities
8. Gap between the goal of full provision and supply of water and sanitation services and the current.
9. Number of women in decision making positions within water and sanitation utilities.
10. Level of development and inclusion of gender sensitive norms and standards in the working and practices of water and sanitation services providers particularly in the slums
11. Increase of access to water and sanitation services for the most poor mainly women headed households.
12. Level of satisfaction of the urban poor both women and men with their water and sanitation services.

MAHILA CHETNA MANCH

**STAKEHOLDER'S CONSULTATION
ON
GENDER MAINSTREAMING STRATEGY IN
UNHABITAT'S WAC PROGRAMME IN M.P
One Day Workshop on 7th March, 2006**

Programme Schedule

9:00 am to 9:30 am	:	Registration
9:30 am to 9:35 am	:	Welcome of Guests
9:35 am to 9:45 am	:	Overview of WAC Programme in Madhya Pradesh by Dr. Kulwant Singh , CTA, WAC Programme Office, UNHabitat, New Delhi.
9:45 am to 10:00 am	:	Need, Scope and Approach of Gender Mainstreaming Strategy by Mrs. Nirmla Buch , Chairperson, Mahila Chetna Manch
10:00 am to 10:35 am	:	Address by Mr. P.D Meena , Principal Secretary Urban Administration and Development, GOMP
10:35 am to 10:45 am	:	Address by Mr. Sunil Sood , Mayor of Bhopal Mr. V.N. Shejwalkar , Mayor of Gwalior Dr.(Mrs.) Uma Shashi Sharma , Mayor of Indore Mrs. Sushila Singh , Mayor of Jabalpur
10:45 am to 10:55 am	:	Comments by Mr. Malay Shrivastav , Commissioner-cum-Secretary, Urban Development
10:55 am to 11:00 am	:	Vote of thanks
11:00 am to 11:30 am	:	Tea
11:30 am to 11:50 am	:	Screening of Film 'Voices of Women'
11:50 am to 12:30pm	:	Presentation of draft Gender Mainstreaming Strategy by Ms. Rashmi Saraswat, Director, Trg. & Communication, MCM
12:30 pm to 1:30 pm	:	Comments by Mr. Gulshan Bamra , UWSEI Project Director Dr. Kumud Sharma , Vice President, CWDS Mr. Anniruddhe Mukharjee, CTA, UN-Habitat, Bhopal, Open House Discussion
1:30 pm to 2:30 pm	:	Lunch
2:30 pm to 4:30 pm	:	Group formation and discussion in groups
4:30 pm to 4:45 pm	:	Tea
4:45 pm to 5:25 pm	:	Presentation of group reports and summing up

MAHILA CHETNA MANCH
STAKEHOLDERS CONSULTATION
ON
GENDER MAINSTREAMING STRATEGY IN
UNHABITAT'S WAC PROGRAMME IN M.P

One Day Workshop on 7th March, 2006

Name of the participants

Sr. No.	Name
1.	Ms. Asha Singh
2.	Mr. K.K. Shrivastava
3.	Mr. B.S. Sikarwar
4.	Smt. Sharda Pantawane
5.	Mr. Ashish Agrawal
6.	Mr. Anil Bindal
7.	Mr. J.P. Pathak
8.	Mr. Ajay Sharma
9.	Mr. Ramanuj Banarjee
10.	Mr. M.A. Khan
11.	Mr. A.K. Gupta
12.	Mr. S.G. Phadke
13.	Mr. Dharamendra Verma
14.	Mr. Prabhash Sankhla
15.	Mr. S. Pattadar
16.	Dr. R.G. Verma
17.	Mr. Gulshan Bamra
18.	Mr. R.C Saxena
19.	Mr. Bharat Chowdhari
20.	Mr. Syed Munawar Ali
21.	Mr. Alok Sanjar
22.	Mr. P.C. Aniyam Mathew
23.	Ms. Urvi Mankad
24.	Mr. Madan Lal
25.	Dr. H.M. Mishra
26.	Ms. Sudha Bhargawa
27.	Dr. Mamita Bora Thakkar
28.	Dr. S.K. Singh
29.	Mr. K.S. Rajput
30.	Mr. Chandra Shekhar Ghatole
31.	Mr. Mohd. Younus
32.	Ms. Rupanjaly Banerjee
33.	Ms. Nisha Kuril
34.	Ms. Madhuri Sonker
35.	Mr. Aniruddhe

37. Mr. Malay Shrivastava
38. Dr. Kulwant Singh
39. Ms. Kumud Sharma
40. Mr. M.L. Sharma
41. Mr. Manish Singh
42. Mr. Manoj Dagar
43. Dr. Pramod Chandra, Bhopal
44. Mr. Praveen Singhai
45. Mr. Sunil Shrivastava.
46. Mr. A.K. Tiwari
47. Mr. Sunil Sood
48. Smt. Susheela Singh
49. Dr. (Mrs.) Uma Shashi Sharma
50. Shri. V.N. Shejwalkar
51. Mrs. Nirmala Buch
52. Ms. Rashmi Saraswat
53. Shri. J.P. Patel
54. Ms. Santla Johue
55. Nirmala Kerro
56. Ms. Sapna Chouhan
57. Ms. S. Verma
58. A. Bindal
59. Mr. Anwar Khan
60. Ms. Sumitra Verma
61. Mr. Sunil Tiwari
62. Mr. Shameem Khan
63. Mr. Shakeel Khan