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Clean Water and Better Sanitation

A Responsibility for All

Gender Participation in Community
Water and Sanitation

Volume 1



UNICEF



Water
Research
Commission
of South Africa

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**Water and
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Clean Water and Better Sanitation

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Gender Participation in Community
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Volume 1



UNICEF



**Water
Research
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of South Africa**

- **Summary Proceedings of the Regional Gender Workshop, Pretoria, South Africa, November, 1997**
- **Gender Assessments and Action Plans, Eastern and Southern Africa**

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- The Governments of Eritrea, Ethiopia, Kenya, Uganda, Tanzania, Malawi, Zambia, Zimbabwe, Mozambique, Mauritius, Madagascar, Botswana, Angola, Namibia, Lesotho, Swaziland and South Africa;
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- The Institute for Water and Sanitation Development (IWSD),
- The Network for Water and Sanitation (NETWAS) and
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Special gratitude goes to the Water Research Commission and the Department of Water Affairs and Forestry in Pretoria, South Africa, for coordinating the local logistics and providing secretariat support. Special thanks to the Devon-Shy Theater and Dance Company of Alexandra township that graced the opening session through their wonderful entertainment.

We look forward to future partnerships with the many organizations that contributed to the success of this workshop. The follow-up activities are aimed at promoting a more equal participation by women and men in the provision of sustainable water and sanitation services to the poor.

We will continue to support country action plans and coordinate common activities, starting with the Regional Gender Assessments.

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Foreword

For the last fifteen years or so, the need to recognize the role of women in water and sanitation and to ensure their participation has gained wide acceptance. It is one of the Dublin principle. The more recent concept of gender participation reflect a concern to consider women in relation with other groups with distinct stakes and roles in the provision and maintenance of water and sanitation services. Much progress has been done in developing methods for the effective involvement of women to provide a basis for "mainstreaming" gender participation in projects and sector policies. The challenge now is to take stock of the experience accumulated so far and to derive a sharper understanding of the contribution of gender participation to critical aspects of community water and sanitation programs; i.e. community mobilization, program effectiveness and sustainability, and to develop good practices.

With this objective in mind, the Water and Sanitation Collaborative Council (WSSCC) through its Working Group on Gender and Participation has undertaken the Participatory Learning and Action Initiative, in short PLA. The PLA was launched through a workshop held in the Hague, the Netherlands in October 1997. The purpose was to confirm interest, define the focus and outline the methodology. The next steps were the working sessions of the PLA steering committee in New Delhi and Bangalore, India in February 1998. The meetings in India drafted and pretested methodological guidelines for gender assessments respectively.

Plans for a regional drive to re-focus and strengthen gender approaches were combined with the PLA. The regional gender initiative was kicked off in Pretoria in November 1997. The Pretoria workshop was jointly organized by UNESCO, UNICEF, RWSG-ESA, the National Committee for the International Hydrological Program and the Water Research Commission of South Africa. The workshop which gathered 14 countries from Eastern and Southern Africa confirmed the need for stock taking and exchanges and lead to regional and country action plans for incorporation of gender participation in WSS. Seven countries, namely Kenya, Malawi, Zambia, Uganda, Tanzania and South Africa, undertook to carry out gender assessments as part of the PLA Initiative.

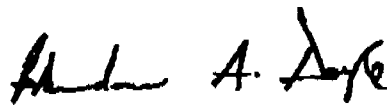
This report tries to do three things. First, to outline the global PLA initiative on gender; second, to present summary proceedings of the Pretoria workshop; and third, to map out key elements of the regional work plan for the next two years. The latter will be carried out in partnership by participating countries and with UNESCO, UNICEF and RWSG-ESA.

The participants to the Pretoria workshop constitute the first audience for the present report. The report should also be of interest to researchers, practitioners and policy makers involved in the country assessments and more broadly in the implementation of the country action plans as it will allow them to place their involvement in a broader context, regionally and globally.

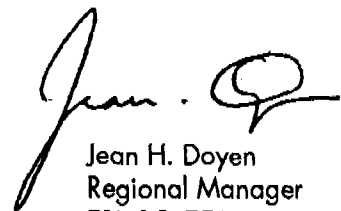
We look forward to working with the country teams to incorporate participatory gender approaches in WSS services and to establish linkages between country plans through a clearly defined regional strategy.



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List of Abbreviations and Acronyms

CIDA	Canadian International Development Agency
DRA	Demand Responsive Approach
ER	Eritrea
ESA	Eastern and Southern Africa
ETH	Ethiopia
GAD	Gender and Development
IWSD	Institute of Water and Sanitation Development
IRC	International Research Center for Water and Sanitation
ITN	International Training Center for Water and Waste Management
KWAHO	Kenya Water for Health Organization
MMZZ	Malawi, Mozambique, Zambia and Zimbabwe
MOH	Ministry of Health
MOWR	Ministry of Water Resources
NAC	National Action Committee
NETWAS	Network for Water and Sanitation International
NGO	Non-Governmental Organization
PALNET	Participatory Learning Network
PLA	Participatory Learning and Action
RWSG-EAP	Regional Water and Sanitation Group - East Asia and the Pacific
RWSG-ESA	Regional Water and Sanitation Group - East and Southern Africa
RWSG-SA	Regional Water and Sanitation Group - South Asia
TORs	Terms of Reference
TOT	Training of Trainers
UNDP	United Nations Development Program
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNICEF	United Nations Children's Fund
UNPAC	Uganda Plan of Action for Children
WB	World Bank
WID	Women in Development
WSS	Water Supply and Sanitation

Executive Summary

This report is divided into three distinct sections. Section A provides the background to Gender and Participation in Water Supply and Sanitation, and outlines the launch of the Participatory Learning and Action (PLA) Initiative. The section also shows the links between the Initiative and the two days regional gender workshop for East and Southern Africa held in Pretoria, Republic of South Africa in November 1997. Section B and C contains the summary proceedings of the Pretoria workshop and an update on the progress of gender assessment activities in the region initiated after the workshop, respectively.

The Participatory Learning and Action (PLA) Initiative

The Pretoria and the proposed assessments are part of a broader global PLA Initiative on gender and participation in community based water supply and sanitation programs. The broad objective of the PLA is to improve the capacity of sector partners to respond to the users' demand in water and sanitation services, using gender and poverty sensitive participatory approaches. The Initiative was established by a Working Group on Gender Participation of the WSS Collaborative Council in partnership with the International Research Center for Water and Sanitation (IRC) and the UNDP-World Bank Water and Sanitation Program (WSP).

The Regional Gender Workshop

The Pretoria workshop that was jointly organized by UNESCO, UNICEF, the Regional Water and Sanitation Group - East and Southern Africa (RWSG-ESA), in collaboration with the National Committee for the International Hydrological Program and the Water Research Commission of South Africa. The workshop brought together a total of 120 participants from 14 African countries of Angola, Botswana, Eritrea, Ethiopia, Kenya, Malawi, Mozambique, Namibia, South Africa, Swaziland, Tanzania, Uganda, Zambia and Zimbabwe.

At the start of the workshop, participants exchanged experiences on gender sensitive approaches and reached a common understanding of how to assess linkages between gender participation and project performance and greater equity.

Three thematic presentations set the stage for sharing views on various concepts and established a working definition of gender (see box on page 5). During group discussions, participants analyzed the status of gender, and addressed constraining factors an opportunities to mainstream gender participation in WSS. Later on, participants developed a generic framework and guidelines on what needs to be undertaken in the

application of gender participation to improve project performance, benefits and equity. It was resolved by the workshop participants that there is need to undertake situation analysis and gender assessments at country level to establish the status quo and develop a regional gender strategy.

Key outputs of the workshop were the action plans showing follow-up activities at regional and country levels. They include advocacy and gender sensitive campaigns, training, implementation at project and program level, monitoring and evaluation systems and experience sharing through networking. More importantly, Kenya, Malawi, Tanzania, Uganda, Zambia and South Africa committed themselves to participate in the gender assessment exercise and follow up plans of action. Finally, participants identified requirements for gender information network and support mechanisms in the WSS sector.

Regional Gender Assessments

These assessments are aimed at determining:

- (i) the extent to which selected projects and programs were based on the principles of poverty-sensitive demand-responsiveness;
- (ii) whether they were participatory enough to ensure gender sensitivity and whether this had any impact on the sustainability of the projects; and
- (iii) which factors facilitate or limit the implementation of gender sensitive approaches.

The expected outputs of the assessments will include a tested participatory methodology, gender tools and techniques for the application of gender participation and poverty-sensitive demand-responsive approaches. Others will include, minimum evaluation procedures to assess the capacity of communities, participating organizations and regional partners to mainstream gender participation in WSS programs. The assessments are expected to take place between September and December 1998.

Section C further outlines activities that form the basis of a four year regional gender work plan. The work plan will be based on the outcome of the gender assessments and it will include:

- (i) documentation and dissemination of the regional country findings;
- (ii) review of the assessments' findings with the WSP, IRC, UNICEF, UNESCO to establish the linkages between country action plans; and
- (iii) definition of a regional follow-up strategy. The latter will encompass a regional gender participation workshop on tools and techniques proposed for August 1999.

A. Introduction

This report contains the summary proceedings of the Regional Workshop on Gender and WSS held in Pretoria, Republic of South Africa in November 1997 and also outlines the regional follow-up initially focused on gender assessments.

The Pretoria workshop and the assessments are part of a broader global Participatory Learning and Action (PLA) Initiative on gender and participation in community-based water supply and sanitation.

The PLA was initiated by the Collaborative Council's Working Group on Gender Participation in collaboration with the UNDP World Bank Water and Sanitation Program (WSP) and the International Research Center (IRC) to advance gender concerns and participation in Water Supply and Sanitation projects and programs in the respective countries and regions. The aim is to work in collaboration with sector partners to determine whether poverty-sensitive, demand-responsive gender participation approaches will increase sustainability of services.

The broad objective of the PLA is to improve the capacity of sector agencies to respond to users' demand for water and sanitation services, using gender and poverty-sensitive participatory approaches.

This objective has been formulated on the growing evidence that sustained water and sanitation services relies on peoples' capability to establish and manage services that fit the particular local circumstances and demands, rather than using blanket approaches based on pre-determined needs.

Background

In the 1970s and 1980s many water supply schemes, and to a lesser extent environmen-

tal sanitation programs, were implemented with participation of the communities in the establishment, maintenance and management of the services. Initially this participation was largely perceived as gender-neutral. Because of culturally defined gender relations, women faced practical and structural constraints to participate fully in the project processes and benefits. So in the second half of the 1980s more attention was focused on bringing women into the cycle of water and environmental sanitation projects and programs.

These efforts increased female participation in the actual work and decisions. However, it did not necessarily change gender inequalities, as the division of functions tended to confine women to the lowest decision making levels and voluntary work. This had several undesired development impacts as regards women's knowledge and roles in public domain of water and sanitation management and increasing the female workload.

Women were seen as the centre of the problem and efforts to redress this situation were focused on women. Rather than developing gender sensitive programs, new problems arose. Men felt alienated and it emerged that even among men, there are significant differences, with different groups having diverse needs. This issue and others have necessitated the change towards gender consideration.

Hence, in the 1990s, participation of women evolved into a broader gender approach, whereby it became a point of concern how burdens and benefits are divided between different stakeholders: women and men of different ages and positions, in terms of social and economic status. The focus within gender is roles and responsibilities, access to and control over resources and benefits.

Launch of Participatory Learning and Action Initiative

A two days gender workshop was organized by the WSP in partnership with the IRC for Water and Sanitation in October 1997 in the Hague, the Netherlands. The workshop confirmed the need to review the approaches taken in the promotion of gender concerns and participation in relation to project and program performance, benefits and equity. Program staff representing headquarters and the regional offices, along with representatives of key ESA partners and developing country NGO representatives, reached a consensus on the process and methodology for carrying out a series of rapid gender assessments. The assessments were to determine whether the use of poverty-sensitive demand-responsive and participatory gender approaches in water supply and sanitation (WSS) projects and programs increases program performance, benefits, equity and sustainability of services, and how.

This was followed by the Regional Gender Workshop in November 1998 in Pretoria, Republic of South Africa. The workshop was initiated by UNESCO in partnership with UNICEF and RWSG-ESA in collaboration with South African National

Committee for International Hydrological Program and Water Research Commission.

As a follow up to the Pretoria workshop, the PLA steering committee met in India in February 1998, and prepared the draft methodological guideline for the assessments. The draft methodological guidelines were tested and reviewed at project level in Bangalore, India. These are to be retrospectively reviewed at country level for adaptation, prior to undertaking the assessments.

The PLA steering committee comprises Mr. Bruce Gross, Deputy Program Manager, WSP; Ms. Rekha Dayal, RWSG-SA; Ms. Nilanjana Mukherjee, RWSG-EAP; Ms. Christine Van Wjik, IRC (a representative of the WSSCC Working Group on Gender and Participation); Ms. Noma Musabayane of WSD and Ms. Rose Lidonde of RWSG-ESA.

This report combines the summary proceedings of the Pretoria workshop with an outline of the plans for gender assessments in Eastern and Southern Africa (ESA). The ESA gender initiative was designed to mobilize attention on gender and provide a supportive framework for country level improvements stimulated inter alia by the funding of the PLA.

B. Regional Gender Workshop

The Regional Gender Workshop for Eastern and Southern Africa was initiated by UNESCO in partnership with UNICEF and the Regional Water and Sanitation Group Eastern and Southern Africa (RWSG-ESA). The workshop was held in Pretoria, the Republic of South Africa in November 1997. The workshop was organized in collaboration with the South African National Committee for the International Hydrological Program and the Water Research Commission. The workshop brought together a total of 120 participants from 14 African countries of Angola, Botswana, Eritrea, Ethiopia, Kenya, Malawi, Mozambique, Namibia, South Africa, Swaziland, Tanzania, Uganda, Zambia and Zimbabwe.

A partnership was established in Nairobi between UNESCO, UNICEF and RWSG-ESA, to organize the regional gender workshop for Eastern and Southern Africa. These institutions liaised with the Water Research Commission of the Republic of South Africa.

An organizing committee comprising of representatives from the three organizations was formed and tasked with the responsibility of defining the workshop objectives and the expected outputs. Emphasis was given to the need to link these objectives with the overall collaborative PLA on gender, while ensuring they were in line with regional trends. This included recognizing the shift from Women in Development (WID) to gender participation and the current context of the poverty-sensitive Demand-Responsive Approach (DRA). It was also important that the organizing committee, (which later became part of the facilitating team) addresses the implications of gender participation on project and program performance. Hence, the workshop agenda was designed to enable participants to plan the gender assessments that would provide lessons and experiences in the context of their specific countries and to lead to gender implementation.

Workshop Objectives

The workshop was the first stage in a process among regional sector partners. The specific objectives were to:

- exchange experiences and lessons learned from current practices on gender sensitive approaches and reach a common understanding on how to assess linkages between gender participation and project performance in terms of effectiveness, sustainability and mobilization of local capacity;
- develop methodological approaches and guidelines for assessing how gender sensitive approaches in Water Supply and Sanitation (WSS) contributes to project and program performance;
- identify requirements for WSS gender information network and support mechanisms; and
- define a strategy for the way forward.

Expected Workshop Outputs

These were intended to make available:

- framework and methodological guidelines for gender implementation and assessments in WSS projects and programs in the region;
- country action plans to test guidelines and carry out gender assessments in partnership with sector agencies; and
- framework to facilitate exchange of experiences and identify mechanisms for support and commitment at country and regional levels.

Workshop Methodology

The workshop was facilitated by a team from IRC in the Hague, the IWSD in Harare, and the UNDP-World Bank Water and Sanitation Group in Nairobi. The methodology comprised both plenary and group work sessions.

The workshop progressed through the following steps:

Day 1:

- Official opening - setting the stage.
- Clarification of expectations.
- Working definition of gender.

Day 2:

- Introduction of themes and background concept through plenary presentations.
- Division of participants into three groups, according to their own expressed expectations and the three main themes of the workshop.

Day 3:

- Discussion groups, sharing of experiences and plenary presentations.
- Synthesis of ideas and analysis.
- Regional and Country Action Plans and Regional Follow up Strategy.

Day 1: Official Opening: Setting the Stage

Ms. B. Schneider, Special Adviser to South Africa's Minister for Water Affairs and Forestry, officially opened the workshop on behalf of the Minister, Prof. Kader Asmal, M.P.

She recounted the increasing poverty situation in the world and the fact that women were most affected by poverty and the degrading environment. Ms. Schneider recalled that in spite of women's great contribution to family life and community health their participation in decision making, was still lacking. This she attributed to the local and global patriarchal structures and institutions. Emphasis was placed on the need for gender participation and training in all development institutions, including the ability to analyze policy documents for gender implications, employment, gender sensitiveness in project planning, the need for sex segregated data collection and monitoring and evaluation procedures. This, she recounted, was necessary in order to incorporate a gender perspective into the design and implementation of WSS services.

Mr. Bruce Gross, Deputy Program Manager, UNDP-World Bank Water and Sanitation Program, presented the background to the workshop.

He pointed out that there is growing evidence that poverty-sensitive Demand-Responsive Approaches (DRA) and community-based WSS development are more likely to ensure sustainability of services and to mobilize local resources. Hence, if services are to respond to the users' (men and women) demand, then both genders need to be involved in making informed choices and decisions regarding the level of service they want. Since men and women have different roles and respon-

sibilities with regard to WSS services, they can be expected to have different attitudes towards WSS project interventions and their motivation for supporting WSS improvements will also differ. Mr. Gross reiterated that gender awareness is a critical element of the DRA and can increase the likelihood of WSS services being sustained.

Clarification of Expectations and Key Concepts

Participants expressed their expectations through group discussions and cards. These were summarized as follows:

- To share experiences on gender participation in WSS sector,
- To set up implementation and assessment guidelines for improved project performance, and
- To develop a follow up strategy for gender participation.

These expectations were complementary to the workshop objectives.

Through a participatory exercise facilitated by Ms. Jennifer Francis from IRC, the workshop came up with a working definition of gender. Participants were shown different tasks in WSS services, and they were asked to indicate using colored coded cards whose responsibility it was to undertake the tasks: Men, Women or both? This exercise showed that at the household level supplying water is essentially the task of women and girls, who are also responsible for use of water (cooking, washing, etc.). Women exclusive involvement in fetching and using water stands

in contrast with their limited access to information and their lack of participation in decisions at the community level and lack of control of resources at both household and community levels. Women have limited role in matters relating to water supply, though they have the highest stake in water supply and consumption.

Roles and responsibilities refer to the different work women and men do, their different needs, the different access to resources and the different areas in which they can make decisions and exercise control over resources and benefits. These roles and responsibilities are constantly being influenced by class, religion, culture social, political and economic aspects, and they differ from country to country.

Working Definition of Gender

Gender refer to the socially determined roles and responsibilities of women, men and children. Gender is related to how we are perceived and expected to think and act as women, men or children (girls and boys) because of the way society is organized.

Day 2: Thematic Presentations: Country Experiences and Regional Perspective.

Below are summaries of the presentations. Full text of the presentations are contained in volume II of this report.

Enabling Environment for Promoting Active Involvement of Women in Water and Sanitation

By Ms. Phoebe Baddu of the Directorate of Water Development, Dr. Richard Sewakiryanga of Makerere University and Ms. Senfuma Nsubuga of Water Resources Department and Ms. Mpagi Jane Sanyu of the Ministry of Gender and Community Development, Uganda.

It examined the Ugandan experience in the areas of policy and women's participation in water and sanitation services. The key gender policies on WSS sector specify that women have equal rights with men. The policy promotes the affirmative action to women in areas where women are marginalized by history, tradition or customs. Examples of the gender policy in Uganda depicted that since 1990 several policies have been adopted to ensure gender responsiveness and are implemented in development programs. The National Gender Policy of 1997; the Water Statute of 1995; the Local Government Act of 1997; the Uganda Plan of Action for Children (UNPAC) of 1992; and the National Water Policy of 1997. They all have statements indicating the commitment of the Ugandan Government to promoting women's participation in WSS.

The challenge, however, is how these policies are interpreted and implemented at

community and household levels. To illustrate this, a case study from two villages of Bugamba and Kikokwa in Uganda, was presented. Through a ranking technique (PCCM) a gender analysis was carried out on how gender participation had been implemented in the WSS program in the two villages. Lessons learnt showed that gender ideologies in the communities have not been clearly perceived. The gender policies should move beyond the simple addition of women and create an enabling environment for full participation of women in decision making and skill development. It was also noted that Uganda had not developed a sanitation policy. This impacted on the critical role women play in household sanitation, and gender sensitive action was found necessary for effectively advocating of hygienic practices. It was also critical to harmonize the different policies in place and ensure linkages amongst them.

Value Added by Women's Involvement and Gender Considerations in the Management of Water Supply and Sanitation Services

By Ms. Noma Musabayane of the IWSD, Zimbabwe.

The paper analyzed the gender situation in the WSS sector in Zimbabwe and provided further insight on how gender considerations contributes to sustainability.

The Zimbabwe RWSS program is implemented in an integrated manner and managed through a defined institutional structure, the National Action Committee (NAC), which is replicated at provincial and district levels. The NAC's mandate consists of:

- appraisal of project proposals sourcing of funds,
- providing policy guidelines
- setting standards
- reporting on the program's progress,
- procurement of materials, and
- monitoring and evaluation

The NAC has set up a policy framework for gender application in the management of water and sanitation services. However gender application is not clearly defined at the onset of project appraisal. At the start of the NAC-program, the focus was on improved coverage and technology solutions for water and sanitation facilities. The policy then focused on women's issues (WID) and not so

much on gender issues (GAD). The understanding of the concept is still limited and there are different perceptions of gender. Therefore the political commitment to the application of gender is weak. If the National level is not gender sensitive, it becomes difficult for the local levels to appreciate and facilitate gender participation.

Recommendations made included improved conceptualization and main stream-ing of gender both at policy and lower levels. This calls for a review of the gender policies and strategies to ensure more systematic gender programming with particular emphasis on:

- (i) capacity building through skill development, and
- (ii) stakeholder analysis to identify specific areas of intervention.

In conclusion the presentation emphasized the need for political commitment to gender promotion. Besides, in the context of the decentralization process in Zimbabwe, the management of WSS services should move to the local authorities, hence providing better opportunities for women's and men's participation in management.

"A gender sensitive approach in the management of a water and sanitation program or project is crucial; the lack of a gender component in project management is endangering the sustainability of a project."

Evaluation of Value Added by Women's Promotion of Environmental Sanitation and Safe Hygiene Practices,

presented by Mrs. Margaret Mwangola of KWAHO, Kenya.

Environmental health can not be guaranteed by the provision of safe water alone. The emerging roles of both men and women need to be analyzed for good health and sanitation practices. There is growing evidence in the sector that women are encouraged to control the daily management of projects. This has build confidence and trust, which culturally had often been denied, but also leading to women being taken for granted. For instance, women are seen as key players in undertaking domestic cores, power brokers at community level, role models for motherhood, barefoot engineers and technicians, gatekeepers to sustainability, community goal keepers and good hygiene and health promoters and or receipts of change. On the one hand, men emerge as experts in the discussions at village level, but would not carry

water for their families, neither firewood, unless it is for economic reasons. Women all over Africa will always be expected to undertake the physical works, particularly the unskilled labor. When work include intermediate or higher skills, then women are carefully pushed aside because they are not expected to carry out challenging tasks and as is often perceived, that women may not understand the technicalities involved.

On the other hand there is evidence that when men participate in the development of any project, once committed, and they sustain interest much longer. In order to assist both genders overcome such obstacles, there is need to integrate tasks for plural implementation and management. For greater impact, training of both genders is recommended.

"WSS Programs need to generate greater interest of both genders. With more skills and management training, the concern for gender participation can be addressed. The approach to gender development must be community-based, demand driven and assure political will at all levels, if impact is to be made on sustained behavioral change."

Reactions to the Presentations

Below is a summary of comments made by the participants after the presentations.

The application of the poverty-sensitive demand-responsive approach should be undertaken cautiously. Participants pointed out that in certain communities (due to their physical environment, poverty levels) self sustained services may never be attained. Besides, where DRA has been applied, it was noted that the less privileged tend to be content with less expensive and less developed technology. On the other hand, the more fortunate elite communities have the options of paying for more expensive services. The Eastern Cape Province in South Africa was highlighted as an example. It was therefore important to ensure equitable coverage and development for WSS services to all.

The participants noted that different countries were at different levels of gender participation and application of DRA. Gender participatory approaches may be found to be effective in "well functioning projects" which have either mainstreamed gender or at least have a clear gender component in built, there is however still a need to collect concise information on WSS projects, which have benefited from the implementation of gender sensitive approaches. The latter should provide evidence that gender sensitive projects are more sustainable. Besides this, the lessons drawn from such experiences will provide further insight on strategies for gender implementation elsewhere.

"We should start building evidence of how gender sensitive and participatory approaches contribute to the sustainability of water and sanitation services."

Day 3: Analysis of Gender in WSS

Task I: Mapping the Baseline

Where are we, in respect to gender?

Although different countries are at different stages, the general situation is as follows:

Policy level	Management Level	Constraints
<ul style="list-style-type: none"> • Gender policy is still at a formulation stage and there lack of political commitment; political leaders have to be brought on board • National policies need to ensure an enabling environment • Funding to support • Empowerment • Promotion of equal rights through training 	<ul style="list-style-type: none"> • Lack of capacity building to enhance women's intervention • Lack of situation analysis at conceptualization stage • Lack of impact studies • Low representation of women at institutional level 	<ul style="list-style-type: none"> • Strategies for hygiene, educational and tools • Poor knowledge and practice • Disease prevention should an entry point • Inadequate funding for hygiene promotion support

It was noted that a few countries had made some remarkable advancement, e.g. Uganda had a gender policy in place.

Where do we want to be?

We want to:

- have a clear gender policy and strategy,
- strengthen the institutional capacity to respond to and implement gender sensitive projects,
- make better use of networks and information exchange,
- build on what both men and women know,
- accept men as partners,
- give information so both women and men can make their own choice,
- adopt a holistic approach,
- assist communities to become pro-active,
- build information network on good practices/experiences, and
- promote gender balance/equity in decision-making.

What is keeping us from being there?

Constraints include:

- inadequate political will and commitment to create an enabling environment,
- resistance to change due to cultural beliefs and religion,

- denial of responsibility to enhance gender issues,
- inadequate identification and focus (there is need for change agents to advocate gender,
- lack of common understanding of what gender is, and
- inadequate investment in sensitization of children and youth on gender issues.

What are the opportunities?

We can:

- make use of countries that have already formulated gender policies,
- share information and make better use of available participatory tools and methodologies,
- build on cultural values that support gender issues,
- use affirmative actions on gender imbalances, representation and benefits,
- make use of project/programs/countries where a positive change has taken place, and
- enhance the growing understanding of and support for community analysis and participation.

Task 2: Developing Guidelines for Gender in WSS

In group sessions participants identified key elements to consider in developing guidelines for implementation of gender approaches in WSS projects. These are:

- a) The establishment of a **gender responsive policy and legal framework** will include consultation and sensitization, review of existing policies to identify gaps, lobbying to create interest in policy formulation. There was a general agreement for the need to lobbying the governments on their policy on gender. The approach to gender needs to be more "gender responsive" than "gender sensitive."
- b) **A situation analysis** include socio-cultural profiles, sex desegregated data, community needs, prioritization of needs, identification of external and internal resources, community structures and stakeholder analysis.
- c) **The capacity building** on gender issues through a sensitization process with government, community leaders, donor agencies; developing, designing or refining generic gender tools and manuals; training of trainers; testing/piloting at project level; monitoring and evaluation.
- d) **Institutional arrangements/network:** the implementation of gender sensitive approach can be improved with different institutions developing their capacities for exchange of information.

Task 3: Action Planning

Participants developed Regional and Country Action Plans in three regional groups. The Action Plans are summarized below and are continued in volume II of this report.

Six of the participating countries resolved to participate in the gender assessment to develop the analytical basis to review gender participation in WSS sector.

Summary Content of Regional and Country Action Plans

Regional:

- Gender assessments
- Country level follow up activities
- Regional partnership and capacity building
- Information dissemination

Eritrea:

- Initiate and develop capacity for gender consideration in WSS
- Integrate gender considerations in forthcoming National Water and Sanitation Policy

Ethiopia:

- Integrate gender considerations in National Water and Sanitation Policy

Kenya:

- Inter-country networking (through PALNET)
- Lobby Government on need for gender policy in WSS sector
- Gender assessment in WSS projects

MMZZ Countries (Malawi, Mozambique, Zambia and Zimbabwe, plus Angola):

- Documentation of gender in WSS projects
- Review existing policies and formulate new sector policies as need be
- Develop skills and institutional capacity for gender enhancement
- Integrate Gender Responsive Approach into existing projects
- Carry out gender assessments of projects
- Networking

South Africa:

- Analysis to determine the use of gender sensitive and responsive approaches in WSS
- Training to build capacity, awareness, sensitivity and commitment

Tanzania:

- Gender Assessment in WSS projects
- Lobby Government on gender policy

Uganda:

- Gender Assessment in WSS projects
- Implementation of gender procedures and guidelines
- Development of gender responsive monitoring and evaluation indicators

Detailed outlines of the gender activities and action plans at regional and country levels are contained in Annexes II and III respectively.

Conclusions: Main Outcome

The main outcome of the Pretoria workshop are:

- (i) a better understanding of the importance of gender participation for community-based water and sanitation;
- (ii) a commitment to accommodate gender participation in sector policy and projects;
- (iii) mapping of country level follow up including regionally coordinated gender assessments in seven countries; and

- (iv) the initial step toward the formation of a regional network for learning and exchange on gender and WSS.

At the regional level, the focus will be on the successful completion of the gender assessments in coordination with the global PLA. This is the task on which RWSG-ESA in collaboration with the regional partners, i.e. UNICEF and UNESCO, will concentrate its efforts.

C. Follow-up:

Regional Gender Initiative

1. Regional Partnerships

At the regional level, the partnership (UNESCO, UNICEF and RWSG-ESA) will coordinate common activities and organize exchanges and capacity building.

The most important common activity will be the gender assessments to be carried out in six countries. The assessments will be part of the global PLA effort. They will also be used to recommend policy and develop operational guidelines at the country level.

The regional coordination group will prepare a regional synthesis and identify good practices (tools) and capacity building activities as well as networking.

As an immediate follow-up to the Pretoria workshop, the organizers sent letters to key government agencies in each participating country to thank them for their participation. More importantly is the call for attention to the value of the country action plans. As a follow-up to the gender assessments, communication has been made to the respective sector permanent/principal secretaries in the ministries of water/health and gender for their support.

2. Country Level Meetings

Follow-up at the country level will be guided by the country action plans. Country delegations undertook to disseminate action plans in order to obtain endorsement by their respective governments. Country representatives took it upon themselves to map out implementation strategies and to seek support. This process has already been initiated in Kenya, Uganda, Tanzania, Malawi and Zambia and will gradually take place in the other countries.

3. Regional Gender Assessments

Six countries have undertaken to conduct gender assessments along the lines proposed at the Hague meeting in October 1997. These include, Kenya, Malawi, Zambia and South Africa in Eastern and Southern Africa. Uganda

and Tanzania have also expressed interest in carrying out the assessments. These assessments will be organized by RWSG-ESA.

Country consultations have been carried out in these countries and consultative groups formed. These groups will oversee the assessments in their respective countries.

Similar assessments will be carried out in West Africa, Asia and Latin America and the findings from the various regions will form a synthesis of the global assessments.

The assessments will follow a common methodology along the lines of the model developed in the Hague and New Delhi, and pretested in Bangalore. They will focus on one completed project or program. The sequence of activities planned over a six month period will include:

Preparation and Planning (1 month):

- Review and adaptation of methodology.
- Review of relevant policies and sector projects and programs.
- Selection of projects and programs.
- Planning of survey and clarification of process (workshop).

Data Gathering and Analysis (3 months):

- Survey and interviews
- Analysis
- Draft findings
- Review and feedback (workshop)

Recommendation (1 month):

- Recommendations
- Follow up and communications

Management and Organization:

The Global gender assessments are managed by the PLA steering committee. At regional level, the assessments in Kenya, Malawi, South Africa, Tanzania, Uganda and Zambia will be supervised by the Regional Gender Task Leader, Ms. Rose Lidonde, RWSG-ESA. Ms. Noma Musabayane of the Institute of Water

Malawi, Mozambique, Zambia, Zimbabwe and South Africa.

The outcome of the above initiatives will be improved approaches and guidelines for the implementation of demand responsive, gender sensitive WSS sector projects, which will eventually lead to increased capacity to respond to demands from various (user) gender groups.

3. Scope of Activities

Regional Gender Assessments

The Regional Gender Assessments will take place in Kenya, Malawi, Zambia and South Africa, Uganda and Tanzania (Eastern and South African). The assessments will be organized by the Regional Water and Sanitation Group-Eastern and Southern Africa (RWSG-ESA), in collaboration with sector government agencies and partners.

Objectives of the assessments are to:

- determine the extent to which projects and programs that are based on principles of demand responsiveness were participatory, gender sensitive and had a poverty focus,
- assess the extent to which participatory and gender-sensitive approaches had an impact in sustainability of projects and programs,
- determine the factors that facilitated and or limited the implementation of participatory gender sensitive approaches in planning and execution, and
- assess whether the projects and programs had different impacts on women and men, rich and poor considering the benefits as well as burden of operating and maintaining a WSS service at the household or community level.

Proposed Projects and Selection Criteria

The selection criteria for the assessment projects is as follows:

Water Supply Services

- Communities should have managed their water services for three years or more. Both the water services or program must have continued without external support in op-

eration, maintenance, financing of operation and maintenance and management of the services or program.

- The population living in the area is served by the service and at least 80% or more use it for drinking water and cooking.

Sanitation Services

The criteria for effectively sustained services are:

- (i) the community should have run its own sanitation program (public, private or with public/private partnership) for at least three years;
- (ii) at least 50% of the community has improved sanitation;
- (iii) the public and household facilities/services are being used and maintained by 80% of the user households;
- (iv) households co-finance sanitation for at least 50% and;
- (iv) the public/private service has a sustained or expanded sanitation levels with no external support in day to day implementation and management

Letters outlining the above selection criteria have been sent out to the respective government ministries in the participating countries, to assist with the selection of the projects by proposing two potential projects. These will be reviewed at country level and the final selection made.

Methodology

The assessment is based on gender participation and demand responsive framework, developed by the PLA steering committee and reviewed at country level. The basic framework consists of six focus areas: sustained and effectively used services; demand responsiveness; quality of participation; quality of preceding participation processes; and institutional factors and policy issues.

Key concepts used in the assessment have been defined and will further be clarified at country level, prior to the commencement of the assessments. Both primary and secondary indicators have been developed to measure the respective issues. A questionnaire has been designed as a guide to addressing the respective issues. A tentative scoring system has been designed which will used to score the individual indicators.

A literature review will be conducted by the consultants to provide further insight on the gender policies and implementation strategies applied. This will form the basis for the field analysis and synthesis of the assessment findings. The country findings will feed into the overall global assessments, to be carried out in Asia, Latin America and West Africa.

Sampling

This will be based on the size of the project and the varying conditions, ensuring that the sample provides a cross-cut of the typical technical, social, economic, cultural, political and administrative and environmental conditions in the project area. Special care will be taken to ensure the low income communities are well represented in the sample.

Implementation strategy

An overview of the gender assessments' objectives will be conducted at country level. This activity will be conducted with sector partners to create awareness and reach a consensus on the objectives and expected outputs of the assessments. Formation of a steering committee (comprising sector partners) to oversee the assessments at country level will be proposed. The meeting is expected to define/confirm the modalities and logistical arrangements for facilitating the assessments. The actual field assessments will be expected to take 2 weeks; field analysis and report synthesis 3 weeks.

Activities

- (i) Mobilization of the assessment team to consist of a lead consultant and 4-6 animators.
- (ii) Confirmation of a representative sample based on the size of the project and the variant conditions.
- (iii) Training of the assessment team
- (iv) Field assessments undertaken by the animators with full guidance by the lead consultant
- (v) Analysis and preparation of draft reports by the lead consultant.
- (vi) Peer reviewing of the draft reports by RWSG-ESA, IWSD, NETWAS and the country steering committee
- (vii) Consolidation of final country reports incorporating comments/inputs by the peer review team

- (vii) Synthesis of Regional Gender assessment reports, based on the country findings and proposal for future action plan
- (viii) Presentation of both regional and country reports to UNDP-World Bank Water and Sanitation Program and IRC for consolidation of the global gender assessment findings/reports.

Expected Outputs

- (i) A report with field-based quantitative and qualitative findings on the degree of linkage between sustained water and sanitation services, gender and poverty-sensitive participation and demand responsiveness;
- (ii) A tested methodology for participatory, gender and class sensitive assessments of established water and sanitation services which combines the use of minimum evaluation procedures with participatory tools and techniques and inserts newly emerged concepts of community management, gender and demand responsiveness
- (iii) Capacity for participatory assessments of services, participation and gender built or strengthened in respective assessed communities, participating organizations, regional partners.
- (iv) Relations and data base for follow-up institutional development, including the improvement of participation and gender related tools and techniques for design, implementation and monitoring of investments and capacity building programs with the sector institutions to examine, analyze and address participation and gender issues.

Utilization of Results

Depending on the outcomes of the participatory assessments the following activities are foreseen:

- (i) Dissemination strategy for the assessment findings. These will include:
 - Documented country assessment reports, prepared by the country teams/consultant,
 - Consolidated Regional assessment report, prepared by the Regional Gender Coordinator and the Regional Gender Task Leader,

- Global, Regional and Country findings at country level,
- Review findings with Program, IRC, UNICEF, UNESCO with linkages on the country action plans and define strategy on the way forward and support mechanisms, and
- Present and discuss the outcomes of the above meetings with sector government agencies and partners and agree on implementation modalities.

(ii) Adjustment of participation and gender related tools and techniques:

- A regional gender workshop to develop tools and techniques is proposed for August 1999. See details in item 5 below.

(iii) A Program for capacity building with sector institutions:

- RWSG-ESA will work closely with NETWAS and IWSD to define a capacity building strategy
- NETWAS is already in the process of organizing a gender training course in which the Regional Gender Task Manager has already provided substantial input.

4. Follow-up to the Country Action Plans

A follow up to the country action plans prepared during the Pretoria, South Africa workshop will be undertaken simultaneously with the gender assessment activities. As an initial step, discussions facilitated by RWSG-ESA, will be carried out with collaborating partners, namely UNICEF, UNESCO and IRC in June 1998. The objective is to agree on the potential support mechanisms and commitments for the respective plans.

Country level meetings will also be carried out to establish what has been undertaken so far and/or what steps need to be initiated to get the process for implementation in motion. To facilitate the process the regional coordinator will be follow up with countries in Southern Africa (Swaziland, Angola, Zimbabwe, Botswana and South Africa), while the Regional Gender Task Leader will pursue countries in Eastern Africa (Kenya, Uganda, Tanzania, Malawi and Zambia). This activity commenced in May 1998. Details of the follow up activities will be outlined as soon as country consultation are completed and the total time input defined.

5. Regional Gender Workshop on Development of Tools and Techniques

This activity will be initiated by the Regional Gender Task Leader. The workshop is proposed to take place in August 1999.

The activities will include the following:

- Preparation of the TORs for the Regional Gender Workshop on gender tools and techniques. The activity will be undertaken by the Regional Gender Task Leader and the Regional Gender Coordinator to include definition of the workshop objectives, outputs and products and dissemination strategy. The objectives should link into the findings from the gender assessments.
- Mobilization of existing gender materials.
- Identification of participatory trainers and artists.
- Selection of participants (maximum 25 participants).
- Identification of workshop venue.

- Logistic support and budget implications.
- Preparation and dispatch of invitation letters.

Proposed workshop outline

- Pre-planning workshop for 2-3 days.
- Main workshop to include review of existing gender participatory tools and application, material development, field testing and production/consolidation of the draft gender manual and tool kit.

Post workshop activities

- Peer reviewing of the draft gender manual and tool-kit.
- Documentation of gender manual and tool-kit.
- Dissemination and use of the gender manual and tool-kit.

Annex II:

Work-Plan for Regional Gender Activities

Activity	Time Frame	Responsibility
<p>Regional Gender Assessments</p> <ul style="list-style-type: none"> (i) Mobilization of the assessment team to consist of a lead consultant and 4-6 animators. (ii) Confirmation of a representative sample based on the size of the project and the variation conditions. (iii) Training of the assessment team (iv) Field assessments undertaken by the animators with full guidance by the lead consultant. (v) Analysis and preparation of draft reports by the lead consultant. (vi) Peer reviewing of the draft reports by RWSG-ESA, WSD, NETWAS and the country steering committee. (vii) Consolidation of final country reports incorporating comments/inputs by the peer review team. (vii) Synthesis of Regional Gender assessment reports, base on the country findings and proposal for future action plan. (viii) Presentation of both regional and country reports to UNDP/World Bank Water and Sanitation Program and IRC for consolidation of the global gender assessment findings. 	<p>Sept. - Dec. 1998</p>	<p>RL/NM/Country teams in Kenya, Uganda, Malawi, Zambia, South Africa and Tanzania</p>
<p>Follow up on Country Action Plans</p> <ul style="list-style-type: none"> (i) Kenya, Uganda and Tanzania (ii) Malawi and Zambia (iii) Angola, Botswana, Lesotho, Swaziland, Zimbabwe and South Africa 	<p>May - Dec. 1998 June - Dec. 1998 June - Dec. 1998</p>	<p>RL/NETWAS/UNICEF RL/NETWAS/UNICEF/CIDA NM/UNICEF/RL</p>
<p>Regional Gender Workshop on development of tools and techniques</p> <ul style="list-style-type: none"> (i) Preparation of the TOR for the Regional Gender Workshop on gender tools and techniques to include definition of the workshop objectives, outputs/products and dissemination strategy. The objectives should link into the findings from the gender assessments. (ii) Mobilization of existing gender materials (iii) Identification of participatory trainers and artists. (iv) Selection of participants (max. 25 participants) (v) Identification of workshop venue and budgetary implications (v) Logistic arrangements (vi) Preparation and dispatch of invitation letters. (vii) Workshop carried out. 	<p>1998 - 1999 1998 - 1999 August 1999</p>	<p>RL/NM/NETWAS LK/UNESCO/UNICEF RL/NM/LK/UNICEF/UNESCO/IRC</p>

Annex III: Action Plans

Action Plan for East African Region

Issue: "Gender gap"
Objective: To share experiences on best practices and challenges on gender and WSS.
Activity: Regular sub-regional workshops (annually)
How: Venues rotational in the three countries
When: The first sub-regional workshop in December, 1998
Who: East Africa Cooperation Authority
What: Participatory gender action tools, resource mobilization and issues localization/identification

Action Plan for Kenya

Activity I: Inter-country networking (through PALNET)

Issue: Implementation procedures and guidelines, development of monitoring
Objective: To ensure a harmonized approach to gender related issues in the WSS sector in the region
Why: To ensure that gender responsiveness is injected into networking (WSS)
Activities: To compile profiles of actors (projects and interests) and to create a forum for exchange of information
How: To carry out a survey, hold meetings and plan activities
When: The first quarter of 1998
Who: NETWAS and Palnet
Output: Unified/standardized gender approach in WSS projects

Activity II: Lobby government on need for gender policy in WSS sector

Objective: To facilitate the development of gender policy and legal reform for WSS sector
Why: Need to develop gender responsive programs
Activities: Seek audience with authorities in the concerned sector and the mass media; Develop brochure on gender in WSS
How: To actively involve Ministry responsible for WSS
When: First half of 1998
Output: Increased political will and support

Activity III: Gender assessment in WSS projects at different stages and focuses

Objective: To determine how Kenya has addressed the gender issue by looking at one government project (Kwale project).
Why: To develop criteria for replicating similar experiences in other programs.
What/ How: To develop tools for assessment and to carry out impact analysis on gender.
When: First half of 1998.
Output: Strengths, weaknesses, threats, and opportunities for replication in the region.

Action Plan for Uganda

Activity I: Gender assessment of WSS projects at different stages and focuses

Objective: To establish the level of participation, involvement and benefit of women and men in WSS.
Activities: 1. Rapid assessment for WSS program.
2. Gender assessment of WSS program.
How: Review participatory tools; reports and program documents
When: First quarter of 1998
Who: The lead agencies and focal points
Output: Baseline /bench mark to monitor and evaluate progress

Activity II: Implementation procedures and guidelines

Objective: To equip extension staff with procedures and guidelines for addressing gender concerns and issues in WSS programs.
Activities: To develop gender responsive procedures and guidelines for implementation.
Task:
1. To identify existing guidelines and gaps,
2. To conduct needs assessment of the users, and

How: 3. To review the guidelines and to produce them for distribution
 a) Need assessment survey.
 b) Workshop for some users to review and analyze the survey.
 c) Pre-testing.
 d) Production and dissemination.

When: 2nd quarter 1998.
Who: Lead agencies.
Output: Procedure and guidelines for extension staff.

**Activity III:
 Development of gender responsive monitoring and evaluation indicators**

Objective: To develop gender specific indicators for monitoring and evaluation of WSS programs.

Activities: 1. To conduct a working session for gender resource persons to formulate draft indicators,
 2. To pretest the indicators to determine if they are measurable, and
 3. To assist the districts and other implementation agents to incorporate them in their plans.

How: Consultative working session of two days.
When: 1st quarter 1998.
Who: Lead agencies.
Output: Gender responsive indicators incorporated in WSS activities.

Action Plan for Tanzania

**Activity I:
 Gender assessment of WSS at different stages and focuses**

Objective: To assess the impact of PROWWESS approach in relation to gender responsiveness in rural WSS
Why: To build on the PROWWESS ap-

proach in order to accommodate and address the gender perspective and concern.

Activity: To build on the activities of PROWWESS (collaboration with sector partners).
How: To liaise with national Prowess coordinator and sector representatives; agree on the TOR; conduct the assessment and dissemination.
Output: Report with recommendations and guidelines for gender responsiveness in WSS.

**Activity II.
 Lobby government on gender policy**

Objective: Interest government on the need for a gender policy and to develop a gender policy.
Why: To have clear policy, legal framework and strategies for gender perspective in implementation of WSS programs.
Activity: Briefing on results of regional workshop on gender; consultation with national coordination committee which is responsible for advising the government on policy issues.
Output: Sensitized policy makers; policy formulated; policy implementation strategies developed.
When: December 1997 - June 1998.

Other activities:

1. Development of gender responsive monitoring and evaluation indicators.
2. Inter-country networking.
3. Implementation procedures guidelines.

Gaps and support requirement:

- Human and financial resources;
- Training on gender at all levels; and
- Data/information on gender.

Action Plans for Eritrea and Ethiopia

Objective I: Initiate and develop capacity for gender considerations in WSS (ER)
Activity: 1. TOT on participatory methods for gender sensitization of 25 government staff (ER)
 2. Experience exchange study tours as part of gender policy learning process (ER)

By whom: 1. - NETWAS/IRC; UNDP/WB
 - UNICEF/ Asmara, MUEW, NUEYS
 - WESNET
 2. - UNICEF/ Asmara
 - UNDP/WB
 - ESARO/UNICEF

When: 1. 3rd quarter 1998 2. - 2nd quarter 1998
Funding: UNDP/WB; UNICEF Asmara (ER); UNICEF headquarters in New York (ER)

Objective II: Integrate gender consideration in the forthcoming National Water and Sanitation Policy (ER/ETH)

Activity: 1. Review Eastern Africa region policy, especially on gender issues (ER/ETH)

2. Ensure inclusion of gender considerations during the Ethiopian Symposium on the Draft Federal Water Policy (ETH)

By whom: 1. MOWR, MOH, MUEWS, NUEYS (UNICEF Asmara) 2. MWR

When: 1. 3rd quarter 1998

Funding: National govt.; UNICEF Asmara (ER)

Expected output:

- 25 govt. staff trained to carry out further training in regions and sub-regions (ER);
- Exposure as a tool of advocacy on decision-making government officials (ER)
- Water policy with sufficient gender elements (ER/ETH)

Gaps:

- Lack of technical expertise
- Lack of adequate fund
- Required support & tools:
- Technical assistance (external)
- Training materials

Follow-up/ sharing of experiences:

- Monitoring by local implementing agencies.
- Networking both national and international.
- Country visits.
- Communicate using (e-mail, faxes, pouches).

Action Plan for South Africa

The main aim of SA is to sensitize at all levels through awareness creation. On one hand this imply to conduct situation analysis in order to determine the use of gender approaches in WSS and, on the other hand, to build capacity (training) awareness sensitivity and commitment. Moreover, SA needs to create awareness in other government departments (to use the workshop document as an awareness strategy) to improve the communication within the country.

As a follow up, WRC will supervise provincial workshops and co-ordinate activities leading to national conference. Issues addressed:

- Recognition of the important role that Minister plays in area of gender issues in WSS
- Call on him to communicate outcome of workshop at national government level
- Call on NGOs to formulate internal gender policies
- Urge donor agencies to fund those projects that are gender sensitive.

The follow-up activities will be carried out in two ways:

Activity I: Analysis to determine the use of gender sensitive and responsive approaches in various levels of WSS.

Why: - Baseline data.
- Identify gaps and good practice.

Who: Water Research Commission
Foundation for Research
Development,
DWAF and Gender Commission.

How: - Situation analysis research.
- Coordination of research activities.

When: December 1998.

output: Report data base.

Resources and follow-up : WRC.

Why: To build capacity awareness, sensitivity and commitment.

How: Awareness campaigns, conferences, workshops, presentations, media, competition, etc.

When: - Design of training programs by March 1998.
- Campaigns water week, April 1998.
- Implementation and operational by June 1999.

Who: Coordinated by Women's Bureau of SA and CSIR.

Expected output:

- User friendly training program.
- Trained gender-sensitive decision-makers at all levels.

Action Plan for MMZZ

Elements:

1. Sector policy level
2. Assess current country capacity in gender issues
3. Implementation of GRA (Gender Responsive Approach)
4. Gender assessment (global)
5. Network SADC countries

Activity I :

Documentation of experiences of gender project

Country	Responsibility	Time frame	Resources	Assumptions
Zambia	WSS-RU	June 1998	RWS-RS	Use of consultants
Malawi	Water	April 1998	RWS-RG/UNICEF	
Zimbabwe	NAC	June 1998	External	Use of resources in existing projects
Angola	UNICEF	June 1998	UNICEF	

Develop principles and guidelines for gender responsive approach

Country	Responsibility	Time frame	Resources	Assumptions
Angola	UNICEF	June 1998	RWS-RS	Additional resources made available for training source, material information, and networking.
Zambia	WSS-RU	June 1998	RWS-RG/UNICEF	
Zimbabwe	NAC	June 1998	External	

Review existing policies and formulate sector policies

Country	Responsibility	Time frame	Resources	Assumptions
All	WSS-RU	Mal: 6/98	UNICEF/UNDP	
	Water	Zam: 9/98	External	
	NAC	Ang: 8/98	UNICEF	
		Zim: 12/98	External	

Activity II:

Skills development and institutional capacity, tools and material development, documentation, training and desegregated data.

Country	Responsibility	Time frame	Resources	Assumptions
All	UNICEF	May 1998		Acceptance of framework by official influencing policy.
		WSS-RU		
		NAC		

Activity iii:

Integrate GRA into existing initiatives, gender training workshop on tools and their use.

Country	Responsibility	Time frame	Resources	Assumptions
All	IWSD	February 1998	MMZZ	Able to have an active focal point.

Activity iv:

Carry out assessments of projects.

Country	Responsibility	Time frame	Resources	Assumptions
Zambia	Identified	December 98	UNDP	
Malawi		projects	WB	

Activity v:

Networking

Country: SADC countries

- Identification of gaps and support requirement and tools for implementation of country plans:
 - Gaps: activities identified are the gaps.
 - Support requirements: training for capacity building and training materials.
- Follow-up:
 - Identifying and supporting to facilitate local evaluators who are familiar with our conditions and problems.
- Sharing of experiences:
 - Through intra-country networking.

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