



**GENDER DISAGGREGATED DATA REVIEW IN WATER AND SANITATION MANAGEMENT
WITH A FOCUS ON BANGLADESH**
Under an EKN supported project of Gender and Water Alliance programme of Bangladesh

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ACRONYMS & ABBREVIATIONS

BDP -	Bangladesh Delta Plan
CDSP IV -	Char Development and Settlement Project IV
DWASA -	Dhaka Water Supply and Sewerage Authority
EKN -	Embassy of the Kingdom of the Netherlands
EKNsPs -	EKN supported Programmes
FAO	Food and Agricultural Organization
GAP -	Gender Action Plan
GDD -	Gender Disaggregated Data
GEM	Gender Empowerment Measure
GFP	Gender Focal Point
GMSF	Gender Mainstreaming Strategy Framework
GoB -	Government of Bangladesh
GWA -	Gender and Water Alliance
GWAPB -	Gender and Water Programme in Bangladesh
GWI -	Gender and Water Inventory
GWA	Gender and Water Alliance
IWRM	Integrated Water Resources Management
JMP	Joint Monitoring Programme
MDGs	Millennium Development Goals
O&M	Operation and Maintenance
SDGs	Sustainable Development Goals
IFAD :	International Fund for Agriculture Development
INGO -	International Non-Governmental Organization
IWRM -	Integrated Water Resource Management
UNICEF -	United Nations International Children's Emergency Fund
WASH -	Water, Sanitation and Hygiene
WATSAN -	Water and Sanitation
WDB -	Water Development Board

EXECUTIVE SUMMARY

This Gender Disaggregated Data (GDD) in Watsan review focusing on Bangladesh was made possible by Gender and Water Alliance Program of Bangladesh (GWAPB) under the EKN supported program of Bangladesh. The general objective is to develop high quality and easy to use documents for technical water professionals, to enable and encourage them to collect a Mainstreaming gender issues in National and global monitoring processes for social and economic development ensures that the different needs of men and women are better understood, and that the specific needs and concerns of women are taken into account. This is essential sectors like water and sanitation because in most societies women are still primarily responsible for assessing and using water for domestic consumption, subsistence agriculture, health and sanitation. Therefore lack of access to water and sanitation directly affects women's and their families' health, education, income, and empowerment.

In first chapter, this report reviewed 3 water-related EKNsPs projects namely Max Wash, Brac Wash, assessing how they collect their data, and screening it for sex-disaggregation; (*Do they collect gender-disaggregated data? How? What is the outcome? How are the data used?*) Based primarily on a review of the projects documents, this report sought to identify the answers of the questions, drew out the key GDD issues and challenges from the projects' approaches.

Main findings from the Review of GDD in three projects found are there is much evidence of improved availability of safe and clean drinking water and sanitation services in activities, most WATSAN databases do not disaggregate data according to gender. There is still a lot of work required in collection, analysis, interpretation and dissemination of GDD in WATSAN. Many documents reviewed talk about the gender aspects but the actual data is hardly available. The review noted that while actual GDD is largely absent in most WATSAN documents, some of them do point out key gender and equity issues in WATSAN which need focusing on, thus providing a framework within which to produce the GDD.

The second section discusses the sex-disaggregated survey instrument describing the steps of data collection that could be used as a brief guide for projects in the water sector. This section also gives an overview of different methodologies including the common and very useful tools are being used in collecting GDD in WATSAN

The third section has been prepared a short manual, outlining questions and issues that projects should keep in mind when designing gender sensitive survey instruments for use in Bangladesh's water sector. The purpose of the manual is to provide guidance on how to analyze GDD and make this available for use by planners, policy and decision makers. There are total 10 gender themes have been addresses, each with their own number of indicators. A short power point slide presentation based on the manual has been prepared to be used in training of water professionals. It is hoped that water professionals may be able to use the paper to improve the the GDD situation, policy development and implementation more contextually, and improve the effectiveness of actions for beneficiaries as well as women and children in Bangladesh leading to eliminate gap of GDD.

1. Introduction

In last two decades, the importance of involving both women and men in the management of water and sanitation (WatSan) has been recognised at the global level in different international conferences, laws and policies. The key role played by women in the provision, management and safeguarding of water was specifically recognised by the Dublin Principles, endorsed at international conference on water and the environment in 1992. At the millennium summit in 2000, 189 member states of the UN made a commitment in MDGs on goal 3 of which is to promote gender equality and empower women (GWA/UN Habitat.2012). Now the SDG goal 5 refers about achieving gender equality and empower all women and girls. The goal 6 of SDGs emphasizes to ensuring safe and equitable access to water and sanitation for all.

There is much evidence that Gender Desegregated Data (GDD) is important on water sector in development work because authentic data is essential for effective policy and action. This is why disaggregated data is so important for the success of the new global sustainable development agenda, also to assess current needs and monitor future Progress of development activities. We need an accurate picture of reality in all of its dimensions, in order to be able to shape it for the benefit of all women and men. It is well known, in many societies women are the primary users in domestic consumptions, subsistence agriculture, health and sanitation. Therefore lack of access to water and sanitation directly affects women's and their families health, education, income, and empowerment. This means that without the collection of GDD it is not possible to fully measure actual progress towards SDGs. GDD is also important for ministries of water of national government, ministries of planning, Ministries of Education, and Ministries of women's Affairs to name a few. GDD is within this context considered a prerequisite for gender mainstreaming to promote responsive, efficient, effective, and sustainable development.

Despite the global movement toward parity in both women and men in the management of water and sanitation, yet the GDD is largely excluded from state policies and from the discussion on the advancement of women's rights. Although, meanwhile remarkable sex and GDD has been collected by different international, government and civil organizations worldwide, the problems however remains that, most of the information is scattered, often not easily accessible, and not accurately processed or analysed. This limits its use in other interventions and policies at regional, national, and global levels, and continues to pose a major setback to the further research, monitoring, and evaluation of WatSan interventions, and to equitable and gender-sensitive policy making in this sector. Consequently this proves an obstacle to mainstreaming gender in national and global monitoring processes for social and economic empowerment.

1.1 Objective of GDD

The general objective is to develop high quality and easy to use documents for technical water professionals, to enable and encourage them to collect and use GDD so that they can contribute

to contribute to the achievement of SDGs on water, sanitation, and gender equality. The review was done by literature review on the Disaggregated Data report developed earlier by GWA, and observation in the GWAPB Monitoring Workshop conducted by GWAPB with partner organizations in Bangladesh.

2. Review water-related EKNsPs projects/ programme :

This section provides a snap shot of three water-related EKNsPs projects that have generated GDD in their Watsan Projects and programmes. It review highlights on the projects assessing how they collect their data, What is the outcome and how are the data used in project activities how far they are with monitoring, Whether they are in Baseline. The selected projects are CDSP-IV, Max Wash and Brac wash. The above mentioned questioned were considered to carry out the review.

Project 1: Char Development and Settlement Project (CDSP-IV) Phase IV:

Char Development and Settlement Project Phase IV (CDSP IV) jointly financed by the government of Bangladesh, the government of the Netherlands and the International Fund for Agriculture Development (IFAD). The overall objective of CDSP IV is to reduce poverty and hunger of the women, men, and children living on newly accreted coastal chars which will be achieved via improved and secure livelihoods. The purpose is there to improve and enhance the security of the livelihoods of the settlers in the project areas. With this objective in mind, and following an Integrated Coastal Zone Management (ICZM), a multi-sector and multi-agency program of interventions has been put in place along with the Implementing agencies Bangladesh Water Development Board (BWDB) - Lead Agency; Ministry of Land (MoL); Local Government Engineering Department (LGED); Department of Public Health Engineering (DPHE); Department of Agriculture Extension (DAE); Forest Department (FD); Four NGOs: Brac, SSUS, DUS SDI.

CDSP is committed to work for upliftment & empowerment of women in the project areas. The organization pursues gender mainstreaming as a strategy for achieving the objectives. Instead of women centered policy the gender issue is treated as an integral part of all policies and guidelines of the project. Gender specific issues and considerations are systematically integrated into the sectorial program planning, implementation, monitoring and evaluation.

This project has been considering key gender desegregated data in it's working areas. Integration of all gender Action plans has been developed by individual IAs. It developed a priority set of gender sensitive indicators and a gender desegregated data methodology that will thus be tested in the field by its office staff in different working place.

In the mean time significant achievements on gender policies have been developed by different implementing agencies such as BWDB finalized its Gender Equity Strategy and related action plan for 2006-2011 in 2006; LGED developed a Gender Equity Strategy and Action Plan for the period 2002-2007; DPHE identified women as important stakeholders at user level of water, sanitation development and management in the 'National Drinking Water and Sanitation Policy' of 1998; MoL has recognized women's land rights in its 'Agricultural Khas Land Management and Settlement Policy' of 1997, by providing the official land title in the name of both husband and wife; FD in its social forestry rules of 2004 mentioned that at least 30% of the Social Forestry Group members have to be female and that women have the right to half the benefits of their husbands if they are members of SFG. Furthermore, destitute women are to be treated as a priority category in social forestry; DAE acknowledges women's role in agriculture and the need to provide extension services to female farmers in the 'New Agricultural Extension Policy' (NAEP) of 1996. In its 'Agricultural Extension Manual' of 1999, it is mentioned that DAE will start to consider gender as part of its extension approach.

The CDSP project made successful achievements with all involved, the Implementing Agencies, the Technical Assistance Team and the involved NGO's.

Gender issues are an integral part of all policies and guidance of CDSP IV. Gender specific questions and considerations have been systematically integrated into the programme planning, implementation, monitoring and evaluation.

Since gender inequality poses a major impediment to achieving sustainable development, CDSP IV has been considering gender mainstreaming in it's program activities such as provision of awareness creation on gender issues at all levels of all sectors, agencies and NGOs; appointment of sufficient female staff, especially at the field level to promote better communication with women; pursuing sufficiently representable percentage of women in all level groups and committees, and their opinions and views have to be taken into consideration; women are provided with equal chances and their access to knowledge and opportunities are similar to men; incorporation of gender training and gender sensitization programmes at all projects levels on a regular basis.

The concept of 'gender mainstreaming' in the project has been ensured through active participation of men and women in all project activities during planning, implementation and for operation and maintenance. CDSP coordinates with other organizations on gender issues. One of these is the Gender & Water Alliance of Bangladesh (GWAPB) project. The GWAPB offers different types of trainings to CDSP IV staff.

CDSP IV to strictly monitor and evaluate the implementation of plans and activities that are gender related. This contributes to the achievement of higher levels of gender equality and hence make gender mainstreaming more successful.

To ensure women participation in the project, CDSP IV has set targets for participation with each of the different Field Level Institutions (FLI's) in Water Management Group (WMG), Water

Management Association (WMA), Farmers Forum (FF), Social Forestry Group (SFG), NGO Group, Labour Contracting Society (LCS), Tube-well Users Group (TUG).

The programme is a follow-up of earlier CDSPs, all of them have seriously attempted to include gender aspects or at least the interests of poor women and men. Landless people settling in newly accreted coastal lands on chars are supported in getting rights and to reduce their poverty and hunger via improved and more secure livelihoods. In all six output groups gender is important. Women's groups are organized. Various NGOs will be newly selected for CDSP IV, and will benefit of the GWAPB approach for mainstreaming gender and diversity. On the other hand GWAPB will be able to benefit of the earlier CDSP work, for studies and case studies of sustainability of good practices and lessons learnt.

Project 2: Max-Wash:

Max Value for WASH program (Max-WASH) is a 4-year (2012-2016) partnership program of the Max Foundation (MF) and the Embassy of the Kingdom of The Netherlands (EKN). The central goal of the program is to reduce child mortality and morbidity in the poorest and most vulnerable areas in rural Bangladesh. This is expected through the extension of Max-WASH services the selected beneficiaries from it's working areas will have access to safe water supply, sanitary latrines, sanitation facilities at schools and capacity building training.

Max Foundation is a niche provider of WASH services for child health in the Hard to Reach (HtR) areas of Bangladesh. The target of Max-WASH on child health impact with a strong focus on monitoring & evaluation and the stated bias towards market based service delivery models is well tailored to address the WASH sector challenges in Bangladesh.

Max-WASH is directed at activities of infrastructure and training to prevent child mortality through increased water supply, sanitation and hygiene. Because of the focus on child survival and health, women are seen as mothers mainly, and hardly as farmers and economically productive persons. Max-WASH dedicates significant resources to women's empowerment through its modules on Sexual and Reproductive Health and Rights (SRHR), female courtyard meetings and TBA trainings with the Gender and Water Alliance (GWA) having developed Training of Trainers course on gender and WASH.

It is proposed that targeting the pure public good of "stunting free villages" will improve the focus on gender (i.e. appreciation of the contribution of different genders to the achievement of this goal) and

environment (i.e. reducing the environmental health risks that inhibit the achievement of this goal). The strengthening of arbitration through the Village Court enables appeal against overt power dynamics, especially given the 2013 amendment to the Village Court Act increasing women's participation.

Project 3: Brac Wash:

BRAC WASH started in 2006 in partnership with IRC to Improve situation of the rural poor and enhance equitable development through 1. sustainable and integrated WASH services in rural areas of Bangladesh, 2. inducing hygienic behaviour, 3. ensuring sustainability and scaling up of WASH services in hard to reach areas and for unserved people in Bangladesh. Meanwhile, BRAC WASH has promoted hygiene education in communities and the construction, repair and use of hygienic toilets and hand-washing and community knowledge. It has addressed some of the toughest challenges for delivering safe water in hard-BRAC WASH progress is to-reach areas and those affected by arsenic and Salinization.

Acievements have been during the inception period, the project staff received training on gender analysis, gender approach in drinking water supply and sanitation. To attain sustainable progress on water and sanitation, women forum in each union has organized to empower women at grass root level, and to involve them in decision making regarding designing, operating and managing water and sanitation facilities. More than 37 million people have gained access to hygienic sanitation and more than two million gained access to safe water. the BRAC approach of loans for poor families and grants for ultra-poor families has been especially successful. Subsidies have proved an effective way to encourage and support community efforts. BRAC WASH has also established school WASH. Committees and student brigades in more than 5,000 schools, ensuring that girls have safe toilets and men strual hygiene facilities. BRAC WASH has addressed some of the toughest challenges for delivering safe water in hard-BRAC WASH progress is to-reach areas and those affected by arsenic and salinisation.

The programme has researched innovative water and latrine technology in the most challenging areas, and is discovering how to turn faecal sludge in pit latrines from a health problem into a valuable, safe resource. With IRC, BRAC developed innovative outcome based monitoring that looks not only at infrastructure but how people use it. BRAC and IRC have also developed tools to assess supply and demand challenges and to assess long-term affordability. Household toilet and bathroom inspired by BRAC WASH and built by the householder in 2014 in Derboalia village, Mollarhat, Khulna.

2. A survey instrument

This chapter discusses the sex-disaggregated survey instrument describing the steps of data collection that could be used as a brief guide for projects in the water sector. This section also gives an overview of different methodologies including the common and very useful tools are being used in collecting GDD in WATSAN have been described below:

Steps in data collection: The user would have to:

1. Identify the specific working area where sex-disaggregated data related to water would be collected.
2. Select the indicator topics for which the data would be collected
3. Assess available resources would be required to conduct the survey or engage in data collection, such as financial resources, and skilled staff.
4. Collect background information to provide the context for the data collection such as Legal situation on water, Political situation and commitments; Socio-economic situation assessment (poverty index, education, health etc.)
5. Select the sample size for desk review and field research methodologies would need to be decided based on the context, purpose and the size of data appropriate for the purpose of the research.
6. Identify the methodology: The purpose and topics for which sex-disaggregated data is being collected would help to determine whether quantitative or qualitative methods would be used.
7. Validate the data: to cross-check/validate in order to authentic data particularly when sensitive qualitative information is being collected.
8. Analyze the data and prepare the report

OVERVIEW OF DIFFERENT METHODOLOGIES IN USE FOR COLLECTING GDD IN WATSAN

The common and very useful tools are being used in collecting GDD in WATSAN have been described below:

1. **Secondary/Literature Review:** This entails the use of existing records from both internet and libraries of key institution, including published and unpublished work in the areas of specific interest to the researcher.
2. **Questionnaires:** Questionnaires are data collection tools involving a structured, pre-selected list of questions which can be administered by physically distributing/taking the questionnaires or distributing them through (e-)mail.
3. **In-depth Interviews through Telephone or Face to Face:** To obtain detailed information, delve deeper into the reasons behind the answers, opinions or emotions of the respondent interview is must essential.
4. **Focus Group Discussions:** The group usually consists of six to ten people with a moderator focusing the discussion, hence the name FGD. To understand the power relationship of a society FGD is a very powerful tool.
5. **Daily Activity Calendar:** The Daily Activity Calendar (DAC) was mostly utilized by the Sanitation Hygiene Eucation Programme (SHEP) project to understand variances between activities of men and women in the target districts.
6. **Case Studies:** Case studies have been used in gender and water to collect detailed information of a particular issue at a particular place and time. Although, the case study approach is not a

method for collecting data, thoroughly can be an excellent source of accumulating qualitative and quantitative GDD on WATSAN in a region and/or country. These can then be used for analysis and cross-comparison purposes.

7. Time Use surveys, Labour Force surveys

Labour Force Surveys tabulate economic activities divided into productive and non-productive activities, where productive activities are associated with work while non-productive mainly comprise personal activities.

3. Manual of GDD:

Identify specific information about gender and water sanitation in need of more attention, emphasis, and that should be incorporated into data collection activities. a list of minimal “need to know” information is generated here for which gender disaggregated data is currently mostly absent or significantly incomplete.

This section has been prepared a short manual, outlining questions and issues that projects should keep in mind when designing gender sensitive survey instruments for use in Bangladesh’s water sector. The purpose of the manual is to provide guidance on how to analyze GDD and make this available for use by planners, policy and decision makers.

A variety of different indicators information needs to be collected and the trends monitored. There are total 10 gender themes, each with their own number of indicators. **Within each theme the indicators in bold type are the most important ones to include in the monitoring protocols of WATSAN programmes.**

Issue/Theme	Checklist/Parameters	Indicator
Gender and water/sanitation use	Use of water within households (productive or reproductive uses)	<ul style="list-style-type: none"> • Percentage of water being used for reproductive tasks like cleaning, cooking, hygiene, and drinking • Percentage of water being used productively: for agriculture, vegetable gardens, and other economic activities • Access to water rights for productive use e.g. irrigation
	Gender and mode of transport in water collection	<ul style="list-style-type: none"> • Ratio of men to women collecting water • Modes of transport used by men and by women to collect water (mechanized vs. not mechanized)
	Gender differences in access to safe and clean water	<ul style="list-style-type: none"> • Percentage and geographical coverage of the population using <i>improved</i>

Issue/Theme	Checklist/Parameters	Indicator
		treated water for consumption and sanitation services by gender
Safety in using facilities	Gendered views of safety of access to water supplies or sanitation facilities	<ul style="list-style-type: none"> • Percentage of men vs. women who access WATSAN facilities safely • Level of satisfaction of men vs. women with the safety of their water and sanitation services
	Violence against women/girls in the context of water collecting or using sanitary facilities	<ul style="list-style-type: none"> • Percentage of cases of violence against women/girls reported during collecting water or using sanitary facilities
	The disposal of faecal wastes at Household (HH) level and in public sectors	<ul style="list-style-type: none"> • The number of men vs. women involved in disposing faecal wastes at HH level and Public Sector level
Time use	Are WSS services within easy reach?	<ul style="list-style-type: none"> • Percentage of women and men within 500 metres to improved water source and sanitation facility
	Total time spent by men, women, boys and girls in collecting water to meet daily needs including waiting time at public supply points	<ul style="list-style-type: none"> • Time spent by women, men, girls, boys to collect water, and time spent waiting at public taps
	Indicators to monitor not only the existence of facilities and services, but also who benefits and how much from these	<ul style="list-style-type: none"> • Time saved by women, men, girls, boys using improved water and sanitation services.
Decision and policy making	Roles played and efforts expended by women and men in safeguarding the WATSAN access	<ul style="list-style-type: none"> • Distribution of gender roles in safeguarding WATSAN facilities • Tasks of women and men in maintenance and cleaning of WATSAN facilities and time spent in them
	Ratio of men to women participating in formal settings	<ul style="list-style-type: none"> • Positions of women in WATSAN utilities decision making (Water User Groups, Water User Alliances)
	Are sector meetings at community level organized to overcome cultural barriers to women's participation, (cultural norms, seating arrangements, language, and meeting times)?	<ul style="list-style-type: none"> • Ratio of contributions in decision making meetings by women and men (actual participation in meetings). • Attendance of men and women in formal WATSAN meetings

Issue/Theme	Checklist/Parameters	Indicator
	Do agencies allow citizens to influence their plans, budgets and strategies, based on the voices of both women and men?	<ul style="list-style-type: none"> Percentage of decisions adopted from women's contributions in WATSAN committee meetings
	Is there equal participation of men and women at all stages: initiation, design, site location, implementation, price setting, O&M and management? Are there equal economic benefits from WSS interventions?	<ul style="list-style-type: none"> Percentage of men and women engaged in initiating, siting, implementing, using, and O&M of WSS. Percentage of women participating in water committees,, municipal management, and local governance Percentage of men and women involved in voluntary and compensated labour in WSS interventions
	Do policy makers and regulatory bodies make use of feedback mechanisms for complaints and challenges faced by citizens from their providers, including those on lower levels of service, such as for those relying on stand pipes and kiosks?	<ul style="list-style-type: none"> Number of policies and strategies published with inputs from non-state actors and marginalized groups.
	Decision-making power and processes on WATSAN within household (HH)	<ul style="list-style-type: none"> Percentage of women who make decisions about WATSAN in male headed HH
National Policies	Are specific gender objectives articulated within national water and sanitation policies and strategies?	<ul style="list-style-type: none"> The existence of gender policies within agencies involved in sector development Use of gender experts/staff in public WATSAN departments
Training/ education	Do men and women have equal opportunities in WATSAN trainings? Are women encouraged to attend training?	<ul style="list-style-type: none"> Percentage of women and men trained in scheme management. Percentage of women and men trained in water projects Proportion of women and men trained in O&M of facilities Ratio of girls to boys enrolment in

Issue/Theme	Checklist/Parameters	Indicator
		<p>primary schools</p> <ul style="list-style-type: none"> • Percentage of girls learning WASH education • Proportion of women and men sensitized in protecting surface and groundwater
	Do women have managerial positions in WSS management	<ul style="list-style-type: none"> • Percentage of women and men represented in the management bodies of water institutions at policy and operational levels. • Proportion of women and men participating in municipal management and local governance in WATSAN
Costs and benefits	Gendered economic benefits from improved access to water	<ul style="list-style-type: none"> • Percentage increase in income for women and men from productive uses of water • Number of poor households (HH) benefiting from subsidized connections • Number of women heads of HH who pay their water regularly • Level of savings of beneficiary women and youths
	Gendered dimensions of costs and benefits from privatization of WATSAN	<ul style="list-style-type: none"> • Number of women who own privatized WATSAN facilities • Number of women participating in income generating activities as caretakers of WATSAN facilities (toilets and water taps), water sellers managing water kiosks, and as waste collectors.
	Female/male-headed household expenditures on WATSAN	<ul style="list-style-type: none"> • Percentage of income spent by women and men in accessing WATSAN services in different geographic zones in the country
Public and school based WATSAN	State of public sanitation provision Is there a national strategy for sanitation in schools, with emphasis on safe, separate, well-maintained	<ul style="list-style-type: none"> • Public toilets with separate facilities for women and men • Toilet ratios per girl and boy in primary schools.

Issue/Theme	Checklist/Parameters	Indicator
	facilities for girls and boys?	
	Extent of public/private provision for women's/girls' menstrual needs	<ul style="list-style-type: none"> • Existence and quality of sanitation facilities with specific needs of for girls –toilet designs
	Prevalence of open defecation on water land by male/female, girls/boys	<ul style="list-style-type: none"> • Ratio of men/women open defecation
Health and Sanitation	Prevalence of water borne diseases, e.g. cholera	<ul style="list-style-type: none"> • Percentage of women, men, girls, and boys affected by outbreaks of water-borne diseases
Survey /Research Methodology	Sex of interviewers/ respondents in WATSAN surveys	<ul style="list-style-type: none"> • Number of women interviewers • Number of women as respondents during household surveys

Source: Adapted from UNDESA and UNW-DPC 2009 Gender-Disaggregated Data on Water and Sanitation Expert Group Meeting; and UN-HABITAT 2006 Framework for Gender Mainstreaming.

CONCLUSION

On 28 July 2010, the UN General Assembly recognized that safe and clean drinking water and sanitation are human rights, essential to the full enjoyment of life and all other human rights of women and men. However, if this recognition is to have any meaning, future targets and monitoring systems must endeavour to take gender and equity issues in WATSAN into account.

There is a crucial need to involve policy makers in the promotion of the collection, analysis and utilization of GDD in WATSAN. First and foremost, organizations need to garner enough political will to support gender mainstreaming in policy planning, dialogue, and formulation, and in the collection, analysis and utilization of GDD in particular. At policy making level, there is still need for political will and a change of mindset regarding gender issues in WATSAN. Technical project staff must appreciate the place of gender mainstreaming in the planning, implementation, monitoring, and evaluation in project interventions to be equitable, responsive, efficient, effective, replicable and sustainable.

There is a crucial need for a central database of GDD which allows everyone interested to upload GDD upon approval by the database administrator. A proposed methodology for development, updating and maintaining such a central database forms part of this report. The methodology includes parameters and indicators which are usually excluded in global databases, with a user-friendly online tutorial on how to upload data, retrieve, convert data to graphics, interpret data, and how to make use of the data.

Finally, policy is the starting point for gender mainstreaming with GDD in WATSAN, as this is when the government or any other organization explicitly demonstrates its intention to redress inequality and adopts a gendered approach. However, to go beyond rhetorical support for gender inclusion, official agencies and governments need to specifically address the equitable division of power, work, access to and control of resources between women and men through use of GDD. Action is required at multiple levels to address gender inequities in field projects, research and policy frameworks. Of paramount importance is the fact that beyond addressing access to domestic water and sanitation services, policies should target economic equality through water for productive uses, equality in decision making, and equality in the contracts, consultancy and general business around water and sanitation infrastructure development. This can only be enhanced through targeted and continuous capacity building in GDD.

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LIST OF ANNEXES

Annex 1: power point slide presentation t to be used in training of water professionals.

Annex 2: Inventory of Gender Disaggregated data

Annex 3: Checklist for Integrating Gender Considerations into Water and Sanitation projects

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Annex 1:



Gender Disaggregated Data



Why is gender-sensitive monitoring needed?

- Development projects impact on people and their livelihoods directly or indirectly
- They affect women and men differently (further differentiated by class, ethnicity, age, disability)
- Women and men have different roles and responsibilities as well as different access to resources
- Institutional and local support to women and men varies
- Women's and men's perceptions and attitude to project interventions may differ because of their different priorities.

What kind of extra information can gender-sensitive M&E reveal?

Specifically it **monitors changes in gender relations and empowerment of stakeholders**, such as in:

- Gender division of labour and workload
- Gender differences in access and control over resources and services, and their share in benefits from these
- Gender differences in access and use of information and knowledge
- Decision-making patterns in the household and the community
- Women's and men's perception/assessment of the project
- Gender differences in vulnerability and coping strategies



- Women's attitude and self-confidence
- Signs/incidence of discrimination against women

Key elements of gender-sensitive M&E systems

Gender Action Plan: a tool to ensure that gender mainstreaming is explicit and visible in project design and implementation. It should:

- **Have specific, realistic, and measurable gender objectives:** Make sure that the plan on paper is rooted in the real situation of the people, their relations with each other, and their use and management of the environment
- **Allocate sufficient money and (human) resources for gender goals:** for recruitment of gender experts, staff, and trainings (for participatory, gendered monitoring)
- **Should include information on Who monitors?** Who decides the indicators and who does the research has important implications for gender sensitivity. Some stakeholder priorities may distort the process of monitoring and evaluating progress on gender goals. ***This is why the target group must participate in the process, especially women and the most marginalized.***

Key elements of gender-sensitive M&E systems

Gender Disaggregated Data

- **Baseline data should at least be disaggregated by sex**, and also by age, socio-economic class, ethnicity where relevant
- **Do not use household as a unit of analysis**: ask both men and women in a household
- **Build skills for gender sensitive data collection and analysis**: select women and/or men interviewers depending on the socio-cultural context, and train M&E officers and enumerators on gender-sensitive interview methods.
- **Selection of gender-sensitive and empowerment indicators** with stakeholders which are relevant, specific, measurable in given time



Give importance to **marginalised women's** experience

What are the key elements of gender-sensitive M&E systems?

- **Collect qualitative data on empowerment of target group** to understand unequal power relations and how to address it. For e.g. number of households with private toilets still does not say who uses it, how satisfied they are with it, and who manages and cleans it.

Participatory Monitoring and Evaluation (PME)

- **Involve target group** in setting quantitative and qualitative indicators, monitoring and PAR
- **Develop a feedback loop in the monitoring system** to discuss the findings with the local stakeholders, and use the information to modify the interventions as needed.



LCS member with her ID card, which enables her to sell her produce at the market toll free.



How could gendered information benefit your project?

- Helps you to detect negative impact on women—for example, increased workload, incidents of violence or other forms of backlash and discriminatory attitudes toward women and girls
- Addresses the constraints of women and men appropriately, thereby improving project performance and outcomes
- Helps assess whether both men and women are satisfied with the project and ensures ownership and sustainability of project benefits
- Ensures that the project does not overlook gender differences in vulnerability, which could result in severe impacts on women
- Identifies opportunities to empower women and vulnerable groups (improve their confidence, self esteem, build capacity of leadership and self-organisation) and identifies activities that contribute to this.

Limitations of gender-sensitive indicators

- **It is difficult to find indicators which provide dynamic information** on gender relations (how they were shaped before the intervention and how they changed during the intervention)
- **Indicators are often developed by experts in a non-participatory way** and collected by people who lack gender awareness and use imprecise definitions of key terms
- **They may not be comparable internationally or even regionally** due to country-, language- or cultural- specific factors (i.e. mobility, economic activity)
- **They may show change but do not explain it** i.e. reveal the various factors contributing to the situation (socio-cultural, economic, political)
- **They do not give an accurate idea of the sustainability of project gains** after project end

Qualitative data gives the bigger picture

- **Gender-sensitive indicators are not enough.** In most cases, indicators are 'pointers', and raise further questions. They must be complemented by qualitative analysis of case studies and inquiries in order to track changes on gender relations.
- **Gender-sensitive monitoring needs to be participatory** and involve local stakeholders – this itself is an indicator of ownership and empowerment
- **Whenever possible, indicators should measure empowerment** e.g. changes in men's and women's attitudes, perceptions, practices and knowledge; and changes in relations between men and women of different classes, ethnicity, age (e.g. see GWA empowerment framework in handout, KAP framework)



ANNEX 2: Inventory of GDD in WATSAN–Selected Organizations

Document Details	Synopsis of Document	Parameters and Indicators	Remarks
UN-HABITAT			
<p>Author/Name of Organization : UNHABITAT (Razak Seidu, Anna-Maria Mwachinga et al) Title : Water for African Cities –Phase II Performance Evaluation ((Unpublished) Year : 2010 Websites/Links: www.unhabitat.org</p>	<p>The document reviews the Phase II of WAC II programme, launched by the African Ministers’ Council on Water following significant successes under the WAC I Programme. The aim of WAC II Programme was to build on the successes of the WAC I Programme and expand water and sanitation services in African cities using innovative approaches. This review covered projects in eight countries (Burkina Faso, Ghana, Mali, Senegal, Niger, Cote d’ Ivoire, Ethiopia and Kenya) under the programme. The main objective of the review was to assess the performance of the projects in relation to their impacts on beneficiaries, as well as the efficacy of the management and organisation of the projects to provide the basis for effective decisions for the Programme’s improvement. The review was based on interviews with National Project Officers, beneficiary groups, as well as key informants drawn from the staff of focal ministries and implementing partner organizations. PROJECT OUTCOMES/ FINDINGS OF DOCUMENT The review notes that women were involved in the planning, implementation and management of the project. The Project coordinator was a woman and 75% of her assistants were women too. Especially women and girls benefited from improvements in the quantity and quality of water as well as the time spent to fetch to water for some specific projects (Table 3). Improved toilet and shower facilities benefited both men and women, and mostly women made use of the better waste management services. 70% of those working during implementation were women. They thus gained skills and were empowered. School girls were most positively affected by the public WASH campaign (Rights-based). They were relays of information</p>	<p>Participation and equity in decision making: international, regional, national and local levels Equitable access to water supply Access to appropriate sanitation in private and public places (including in schools) Equitable access to water rights for productive uses Training/ education Public and school based water and sanitation</p>	<p>Gender-sensitive aspects of project</p> <ul style="list-style-type: none"> • Stakeholder participation in the project implementation, monitoring and evaluation • Some women participated in the validation meetings of the consultants’ report <p>The document alludes to GDD indicators and parameters only in so far as they relate to the concepts of water governance and pro-poor approaches in UNHABITAT interventions.</p>

Document Details	Synopsis of Document	Parameters and Indicators	Remarks
	<p>within their families and in the community which triggered further improvements in the WATSAN facilities as well as hygiene practices in schools, the capacity building of teachers, and integration of WATSAN concepts into schools' curriculum.</p>		
<p>Author/Name of Organization : UNHABITAT Title : Gender Mainstreaming: Impact Study -Document 04 (Water and Sanitation Trust Fund Impact Study Series) Year of Publication: 2011 Websites/Links: www.unhabitat.org</p>	<p>The report is a product of the first in a series of Impact Assessment studies commissioned in November 2009 with the purpose to assist UNHABITAT in the establishment of a long-term impact evaluation mechanism. The study has looked at global, regional and country activities. The country programmes reviewed are implemented in Ethiopia, Ghana, Kenya and Nigeria in Africa; India, Lao PDR, Nepal and Vietnam in Asia; and Nicaragua in the Latin America and Caribbean region</p> <p>The objective of this impact assessment is to provide an opportunity for WSIB to increase its understanding of what has "worked", or "not worked" to date, in the attempts to mainstream gender concerns in countries' policies at various levels, and in planning, implementation and follow-up of activities on the ground.</p> <p>PROJECT OUTCOMES/ FINDINGS OF DOCUMENT</p> <p>There has been increased Participation and equity in decision making through women empowerment through recruitment of women at higher levels, in government agencies and institutions, and more active participation by women in decision-making bodies such as WATSAN committees and Multi- Stakeholder Forums at Municipality level</p> <p>There is improved access to sanitation especially for women and girls through "gender sensitive models" for WASH in the community and schools. It has been suggested by one WSIB project – CTA - that the third phase of Water for African Cities would focus even more on improved sanitation than earlier phases.</p>	<p>Participation and equity in decision making through women empowerment</p> <p>Access to sanitation especially to women and girls</p> <p>Economic empowerment through sanitation projects</p> <p>Costs and benefits-Change in gender roles</p> <p>Equitable access to water rights for productive uses through economic empowerment</p> <p>Management support/training</p> <p>Policy influencing and funding</p>	<p>The document comprehensively addresses issues that relate to gender mainstreaming from policy to practice. It raises important concerns and observations on GDD and serves as an appraisal tool that is critical in monitoring and evaluation of the impact of gender mainstreaming. One recommendation makes a critical observation on the status of GDD: "Regarding Poverty, Gender Mapping and Baseline Surveys, at the time of the assessment there seemed to be no established system to collect, disseminate and report on GDD on a regular basis, which makes the baselines seem like 'stand alone'</p>

Document Details	Synopsis of Document	Parameters and Indicators	Remarks
	<p>There is a rise in Economic empowerment through sanitation projects with economic activities and microfinance for sanitation for both women and men. Women in particular, show great interest in informal economic-oriented activities. Micro-credit schemes set up to accelerate the attainment of the sector MDGs have been directed to the construction of toilets at household level.</p> <p>A Change in gender roles in WATSAN is observed where there is an increase in women caretakers of WATSAN facilities, and women water sellers managing water kiosks in some countries.</p> <p>Capacity building of women and youth through the learning of book-keeping and accounting, and promotion of non-traditional skills.</p> <p>In some countries where WSIB/UNHABITAT has operations, there is likelihood that benefits may be sustained even after its programmes/initiatives have ended, through influence on planning and policies. There are also examples of models replicated through other technical cooperation programmes</p>		<p>exercises with no systematic link to activities and progress despite the development of formats that were to be used systematically in projects.”,</p> <p>The report recommends that WSIB maintain a system for GDD at the very start of new interventions.</p>
<p>Author/Name of Organization : UNHABITAT Title: Evaluation of Gender Mainstreaming in UNHABITAT Year of Publication: 2011 Websites/Links : www.unhabitat.org</p>	<p>The objectives of the evaluation are to assess UN-HABITAT’s efforts in mainstreaming gender across its programmes and policies, and the appropriateness of its institutional arrangements and strategic partnerships for the promotion of gender equality in human settlements. In addition to the accountability objective, the purpose of the evaluation is to generate lessons to inform decisions about how institutional arrangements for gender mainstreaming and related strategic partnerships can be improved.</p> <p>PROJECT OUTCOMES/ FINDINGS OF DOCUMENT</p>	<p>Participation and equity in decision making at international, regional, national, and local levels : A participatory budgeting programme implemented in Senegal, DRC, and Mozambique has experimented with ways to increase women’s representation and participation in local government</p> <p>Raising awareness of stakeholders in: Gender differences in access to safe</p>	<p>The Evaluation Report has provided recommendations that touch explicitly on GDD related issues. Among others, the policy related ones are the most notable as follows Programme design should integrate analysis of potential</p>

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	<p>Efforts made to improve Participation and Equity, in decision making in WATSAN at international, regional, national, and local levels through participatory budgeting programmes implemented in Senegal, DRC, and Mozambique</p> <p>The programme has sought to engage stakeholders in local government and utility companies to raise their awareness on the gender equality issues pertinent to Access to safe, clean water and Access to appropriate sanitation in public and private places.</p> <p>Going beyond support for more equitable land tenure legislation, UN-HABITAT is supporting, assessing and disseminating information on new forms of tenure arrangement that help to improve women’s security and, potentially, facilitate their greater control over decision-making within the household.</p> <p>In partnership with GWA many capacity building initiatives at organisational and individual level have been undertaken from appointment of staff at Headquarters, and regional GFP with technical WATSAN and gender expertise, trainings on Gender Equity issues in all Programme Countries.</p> <p>Efforts have been made to improve the coherence of the UN-HABITAT’s work on gender mainstreaming include the preparation and endorsement of the Gender Equality Action Plan (GEAP) in 2009. In a significant effort to render the GEAP consistent with the agency’s broader goals, it was aligned with the Focus Areas of the Mid Term</p>	<p>and clean water: The WAC Programme has sought to engage stakeholders in local government and utility companies to raise awareness on the gender equality issues pertinent to the sector.</p> <p>Raising awareness in Gender differences in Access to appropriate sanitation in private and public places (including in schools): The disposal of faecal wastes at household level and in public sectors</p> <p>Equitable access to water rights for productive uses: The organisation has taken considerable steps to promote women’s access to security of tenure, and are challenging structural gender inequalities such as legislation on land and housing that is discriminatory towards women.</p> <p>Training/ education: Capacity building at organizational and individual level – In partnership with the GWA, specialists have been appointed in each of the programme countries to facilitate debate and training on gender equality. At headquarters level, the appointment of a staff member with specialist knowledge of both gender and WATSAN UNHABITAT counts upon a network of GFPs with high-level expertise in gender analysis and</p>	<p>impact on gender equality and include specific indicators of achievement. Achieve this through cooperation between gender specialists and technical staff.</p> <p>In establishing a monitoring framework for UNHABITAT’s work on gender equality and women’s empowerment, the agency should consider adopting a results-based monitoring and evaluation approach. It should combine and prioritize a manageable smaller number of quantitative indicator assessments with qualitative assessments and self-evaluations from the long list of ‘gender indicators’ of the Mid-Term Strategic and Institutional Plan (MTSIP) and the Gender Equality Action Plan</p>

Document Details	Synopsis of Document	Parameters and Indicators	Remarks
	Strategic and Institutional Plan (MTSIP)	<p>technical skills to help delivery on the agency's commitments to gender mainstreaming.</p> <p>Policy support: Preparation and endorsement of Gender Mainstreaming initiatives through the Gender Equality Action Plan (GEAP) in 2009.</p>	<p>GEAP. Align the GEAP with the MTSIP monitoring processes. Collect sex-disaggregated data for a selection of already existing indicators. The MTSIP steering committee must ensure this happens.</p>
<p>Author/Name of Organization : UNHABITAT & Gender and Water Alliance</p> <p>Title : Navigating Gender in African Cities : Synthesis Report of Rapid Gender and Pro-poor Assessments in 17 African Cities</p> <p>Year of Publication: 2005</p> <p>Websites/Links http://www.unhabitat.org</p>	<p>The Report is a synthesis of the participatory and Rapid Gender Assessment (RGA) reports that were conducted in the 17 cities of the WAC Phase II Programme. They represent the first stage of the Gender Mainstreaming Strategy Initiative of the WAC. The RGA provides the baseline data and priority recommendations for pro-poor gender mainstreaming of the WAC programmes of the cities.</p> <p>The document discusses the need for gender mainstreaming at UNHABITAT and within the implementing partners. The Rapid Gender Assessment process and the tools used demonstrate a 'best practice' in how to generate GDD. The entire report which is further backed up by concrete case studies is a true reflection of the kind of information needed to help generate GDD in WATSAN.</p>	<p>Access to appropriate sanitation in private and public places (including in schools) : The disposal of faecal wastes at household level and in public sectors</p> <p>Equitable access to water rights for productive uses: Total time spent by men, women, boys and girls in collecting water to meet daily needs including waiting time at public supply points</p> <p>Training/ education: Capacity building at organizational and individual level</p>	<p>GDD qualitative data is demonstrated in some of the Case Studies¹. The rest of the data is quantitative and illustrates the indicators and parameters needed in GDD.</p> <p>The emphasis on qualitative data to complement quantitative data is one key strength of helping to generate GDD in WATSAN (which technical staff normally overlook).</p>

Document Details	Synopsis of Document	Parameters and Indicators	Remarks
http://www.genderandwater.org			
<p>Author/Name of Organization : UNHABITAT and Gender and Water Alliance (GWA)</p> <p>Title : Framework for Gender Mainstreaming : Water and Sanitation for Cities</p> <p>Year of Publication: 2006</p> <p>Websites/Links: www.unhabitat.org/downloads/docs/Gender www.genderandwater.org</p>	<p>The Gender Mainstreaming Strategy Framework (GMSF) documents important issues related to gender and water, as well as sanitation services in urban areas across the African and Asian Continents.</p> <p>The framework seeks to implement the Habitat Agenda (especially paragraph 46); ECOSOC resolution 1997/2 on gender mainstreaming ; the UNHABITAT Governing Council (GC) resolutions , (i) GC 19/16 on women’s roles and rights in human settlements development and slum upgrading of 9 May 2003, (ii) GC 20/5 on access to basic services for all within the context of sustainable human settlements, and (iii) GC 20/7 on gender equality in human settlements development.</p> <p>The GMSF also supports the implementation of the Dublin Principle No. 3.</p>	<p>Level of satisfaction of both men and women with their WATSAN services</p> <p>Proportion of women and men participating in municipal management and local governance in WATSAN</p> <p>Proportion of women and men trained in use and maintenance of WATSAN facilities</p> <p>Proportion of women and men sensitized in protecting surface and ground water</p> <p>Positions of women in WATSAN utilities decision making</p>	<p>The GDD indicators and parameters are best exemplified in chapter 4 which outlines the Expected Results and Indicators of Achievement. Pg 24-26</p>
<p>Author/Name of Organization : UNHABITAT</p> <p>Title .: Gender Mainstreaming in Water and Sanitation in Africa: Report of the Expert Group Meeting Held in Mombasa, Kenya; 13-17 June 2005.</p> <p>Year of Publication: 2005</p> <p>Websites/Links</p>	<p>The report provides background information on the WAC Programme, the Gender Mainstreaming Strategy Initiative and the Rapid Gender Assessment Process. The meeting brought together key individuals from WAC cities including WAC Programme City Managers as well as representatives of water utilities and municipal authorities.</p> <p>In addition, there were gender specialists from the local and central governments. This was after the GWA facilitated Rapid Gender Assessments in the 17 African Cities.</p> <p>The document highlights key issues in relation to gender mainstreaming.</p> <p>The expectation of the workshop was to facilitate</p>	<p>The GDD indicators and parameters are embedded in the operationalization of the Gender Mainstreaming Strategy Initiative which clearly states the 8 underlying principles including:</p> <p>Participatory research approach</p> <p>Utilization and investment in local expertise and resources</p> <p>Situational analysis –location specific context, knowledge and situations will be</p>	

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www.unhabitat.org/downloads/docs/Gender www.genderandwater.org	<p>ownership of the RGA reports and to mainstream gender by incorporating it into their broader WAC II work plans and Results Based Management. The RGAs set the pace for more responsive planning and policy decisions on matters relating to gender mainstreaming</p>	<p>used to inform and influence national policy and sector wide reforms in order to ensure that they are pro-poor and gender sensitive</p> <p>Capacity building</p>	
GENDER AND WATER ALLIANCE (GWA)			
<p>Author/Name of Organization : Gender and Water Alliance</p> <p>Title : <i>Gender and Sanitation Policies in South Africa, Zambia and Zimbabwe</i></p> <p>Year of Publication: 2006</p> <p>Websites/Links www.genderandwater.org/content/download/72510381/file/Gender_GWA_WEDC_Sanitation_Policies_South_Africa_Zambia_a_Zi</p>	<p>South Africa, Zambia and Zimbabwe have a low ranking of 88, 129 and 107 respectively in the Global Gender related Development Index. Therefore, more work has to be done to ensure that gender imbalances among men and women, rich and poor are addressed adequately.</p> <p>The document highlights the status of gender mainstreaming in WATSAN in the three different countries: South Africa, Zambia and Zimbabwe. At the national level the three countries have national gender policies that aim to achieve gender equality and equity in all sectors and at all levels. All organizations and institutions in the respective countries are expected to mainstream a gender perspective in all their policies, strategies and activities. However, whereas the Zambian national gender policy addresses sanitation in specific terms the South African and Zimbabwean policies do not. The Zimbabwean gender policies give comprehensive strategies for water supply but sanitation is not mentioned and the South African gender policy only makes a passing reference to water services.</p> <p>The report observes that national policies treat sanitation and gender just as household or social issues, but not as development problems.</p>	<p>There are no real GDD indicators.</p> <p>Parameters include access, control and ownership of water resources</p>	<p>Of importance is that the document points out that sanitation policies do not address gender at all. In instances where they do, the focus is on addressing PGN (access to latrines) and not SGN (women professionals and women in decision making positions). that</p>
Author/Name of			

Document Details	Synopsis of Document	Parameters and Indicators	Remarks
<p>Organization : Gender and Water Alliance (GWA) (J.G. Muylwijk)</p> <p>Title : A Gender Approach to Sanitation for empowerment of women, men and children: A paper presented at SACOSAN</p> <p>Year of Publication: 2006</p> <p>Websites/Links: www.genderandwater.org/page/5374</p>	<ul style="list-style-type: none"> • Key issues in the paper are: Gender aspects of sanitation are evident, but it is not clear how mainstreaming gender would make the work of sanitation professionals more efficient, effective and sustainable. • For people to change their own gender ideology is not impossible, but if related to taboo subjects such as most sanitation issues are, it needs specific inputs and attention. • Participatory sanitation development has major empowering effects on poor women, girls, boys and men. • By including women’s knowledge and expertise, sanitation efforts will be highly effective and efficient. • Gender circle of sanitation: Women carry responsibility for hygiene, women have to do the work for it by fetching more water and women suffer most from the lack of hygiene. 	<p>Indicators are mainly qualitative with parameters on ideology and cultural issues in WATSAN coming out strongly through cases studies for e.g.</p> <p><i>“Whilst hygiene is extra important for pregnant women, they may particularly fear (to lose the child through) the deep hole (in latrines whilst answering to the call of nature)”</i></p> <p><i>“Women feel more responsible than men for cleaning toilets. If men have separate toilets, who will clean them? Once they are too dirty to use, men will not at all feel ashamed to use women’s toilets.”</i></p>	<p>The document provides an analysis of specific gender issues in WATSAN, responsibilities and participation of women in decision making</p>
<p>Author/Name of Organization : Gender and Water Alliance</p> <p>Title : Policy Development Manual for Gender and Water Alliance Members and Partners.</p> <p>Year of Publication: 2003</p> <p>Websites/Links</p>	<p>This manual provides guidelines designed to help development organisations - government, donor or civil society - concerned with water management or service delivery to develop gender policies appropriate to their own organizational context. The Guidelines have been developed in response to demand from GWA member organizations – but will provide useful information to staff in any organization striving to address gender issues in their work.</p> <p>The guidelines provide key steps and issues to focus on including:</p> <ul style="list-style-type: none"> • Deciding on who takes responsibility, • What you need to know about beneficiary groups 	<p>The guidelines have useful parameters but there are no real GDD mentioned</p>	<p>The Guidelines focus on the processes of policy development outlining key steps and issues to address.</p>

Document Details	Synopsis of Document	Parameters and Indicators	Remarks
http://cap-net.org/sites/cap-net.org/files/wtr_mngmnt_tls/29_GenderPolicy.pdf	<p>in order to ensure that water services address the needs and priorities of poor women and men (girls and boys)</p> <ul style="list-style-type: none"> • Benefit from the involvement of poor women and men? • Is there any difference between poor women's and men's influence over decisions related to water supply, sanitation, irrigation or environmental protection within households, and at the community level 		
<p>Author/Name of Organization : Gender and Water Alliance (GWA) Title : Gender Perspectives on Policies in the Water Sector Year of Publication: 2003 Websites/Links : www.genderandwater.org</p>	<p>This report looks at four sectors: Water for Nature; Water for Sanitation; Water for People and Water for Food. It evaluates progress made by governments and external support agencies in policy, legislation and institutional change.</p> <p>A section on case studies demonstrates best practices and proposes areas for further work. In South Africa there have been significant improvements in free basic sanitation and water services for the very poor,. Recommendations include the compiling of reliable statistics and gender disaggregated data; improved awareness-raising and the development of new tools; encouraging better learning from best practices and pooling expertise; and improving policy dialogue and the development of model legislation.</p>	<p>Equal opportunities for men and women in employment in the water sector</p> <p>Establishment of goals based on a designated quantity of water as a human need</p>	<p>While the paper makes a good analysis of gender and WATSAN issues, real statistics are missing.</p>
<p>Author/Name of Organization : Gender and Water Alliance Title : Gender in Integrated Rural Water Supplies and Sanitation</p>	<p>This is a case study of gender issues in WATSAN in Zimbabwe. Zimbabwe has been implementing IRWSSP since the late 80s. The programme basically focuses on three components of water supplies, sanitation and hygiene. It was initially largely implemented through inter-ministerial committees that are found at national, provincial and district level. The inter-ministerial committee</p>	<p>Parameters include: Division of labour and working conditions for men and women in WATSAN interventions (during stages of implementation, construction of WATSAN facilities)</p>	<p>While the case study does not really pin point out the specific indicators, it analyses real gender issues pertaining to division of labour, work conditions</p>

Document Details	Synopsis of Document	Parameters and Indicators	Remarks
<p>Year of Publication: 2006</p> <p>Websites/Links : http://www.genderandwater.org/page/751</p>	<p>at the national level known as the National Action Committee is a policy formulating body, defining standards, operational approaches and monitors the national programme</p>		<p>during WATSAN interventions not being favourable for women for e.g. worksuits designed for men only.</p>
UN-SISTER ORGANIZATIONS			
<p>Author/Name of Organization : United Nations Department for Economic and Social Affairs (UNDESA)</p> <p>Title: Gender Disaggregated Data on Water and Sanitation. Expert Group Meeting Report 2009</p> <p>Year of Publication: 2009</p> <p>Websites/Links : http://www.undesa_uw_dpc_genderdisaggregated_data_on_water_and_sanitation_2009</p>	<p>The report provides the rationale for GDD in WATSAN, overarching themes, obstacles to developing, collecting and using GDD on WATSAN, and data collection needs: gender-disaggregated indicators currently unrepresented or under-represented.</p>	<p>The indicators represented in most reports highlighted include:</p> <ul style="list-style-type: none"> • Gender and mode of transport in water collection • Proportion of women and men trained in use and maintenance of facilities • Gender views of safety to access to water supplies or sanitation facilities • Documentation of violence against women/girls in the context of water collecting or using sanitary facilities • Total time spent by men, women, boys and girls in collecting water to meet daily needs including waiting time at public supply points • Gendered economic benefits from improved access to water 	<p>This is one of the documents which was found to have the most comprehensive information on GDD in WATSAN. It further highlights the specific indicators and parameters of measuring performance in WATSAN and gives recommendations on how to address the gaps indentified.</p>
<p>Author/Name of Organization : United Nations Department for Economic and Social Affairs</p>	<p>The paper has brief case studies of access to water and sanitation in African countries. In Morocco, the Rural Water Supply and Sanitation Project of the World Bank aimed to reduce the burden of girls “who were traditionally involved in fetching water” in order to improve their school</p>	<p>Indicators presented in the report are:</p> <ul style="list-style-type: none"> • Schools attendance of girls increasing • Time spent to fetching water reduced due to improved source 	<p>While the indicators are few at least the document provides real GDD data, both quantitative and</p>

Document Details	Synopsis of Document	Parameters and Indicators	Remarks
<p>(UNDESA) Title: A Gender Perspective on Water Resources and Sanitation Interagency Task Force on Gender and Water Year of Publication: 2005 Websites/Links : www.unwater.org/downloads/unwpolbrief230606.pdf</p>	<p>attendance. In the six provinces where the project is based, it was found that girls' school attendance increased by 20 % in four years, attributed in part to the fact that girls spent less time fetching water. It was also found that convenient access to safe water reduced the time spent fetching water by women and young girls by 50 to 90 %.</p> <p>In the peri- urban areas of <i>Malawi</i>, female participation in water management has shown to be very constructive. At first, male managers were put in charge of the communal water points. However, this was found to be ineffective, as the men were absent during the day and lacked service orientation and financial management skills. A new management group, consisting only of females, was set up and both water and sanitation management improved significantly. However, this was a heavy burden for the women, and the programme now follows an equitable strategy where the management group consists equally of men and women and where the burden of work and influence is shared equally.</p>	<ul style="list-style-type: none"> • Female participation in water management seen to be very constructive 	<p>qualitative</p>
<p>Author/Name of Organization : United Nations Department for Economic and Social Affairs (UNDESA) Title The World's Women Trends and Statistics Year of Publication: 2010 Websites/Links :</p>	<p>The document is accompanied by a comprehensive website hosted by the Statistics Division of the Department of Economic and Social Affairs. The website displays the full range of statistics used for preparing the present publication, as well as links to numerous sources of gender statistics and references to international, regional and national compilations of relevant data.</p>	<ul style="list-style-type: none"> • Access to sources of drinking water • Access to improved sanitation • Percentage of women collecting water • Average time needed to collect water by gender. 	<p>Most data is not gender disaggregated. Such website should provide more of GDD WATSAN indicators. However ideas could be borrowed from here when developing the GDD in WATSAN database</p>

Document Details	Synopsis of Document	Parameters and Indicators	Remarks
<p>www.wsp.org</p> <p>Author/Name of Organization : United Nations Department for Economic and Social Affairs (UNDESA)</p> <p>Title Developing Gender Statistics: A Practical Tool The manual <i>Developing Gender Statistics: A Practical Tool</i>.</p> <p>Year of Publication: 2010</p> <p>Websites/Links : www.unece.org/stats/gender/manual/Welcome.html</p>	<p>Reference manual prepared by the UNECE Task force on Gender statistics Training for Statisticians , with contributions from various experts. It aims to guide statistical organizations in the production and use of gender statistics, building upon the seminal work</p>	<p>Indicators which relate to WATSAN include:</p> <ul style="list-style-type: none"> • Time Spent in Domestic Activities by Activity, Sex, Country and Year. • Free Time spent by Activity, Sex, Country and Year. • Enrolment ratio at secondary level by Sex, • Measurement, Country and Year. 	<p>This is a manual and therefore does not have the actual GDD.</p>
<p>Author/Name of Organization : WHO/UNICEF</p> <p>Title: Progress on Sanitation and Drinking Water</p> <p>Year of Publication: 2010</p> <p>Websites/Links http://www.wssinfo.org/</p>	<p>This report describes status and trends with respect to the use of safe drinking water and basic sanitation, and progress made towards the MDG Drinking Water and Sanitation target. As the world approaches 2015, it becomes increasingly important to identify who are being left behind and focus on the challenges of addressing their needs. The report presents striking disparities for access to safe drinking water and sanitation between urban and rural populations in terms of services provided.</p>	<p>This report has indicators on access, type of WATSAN facility, but not all of the data are sex disaggregated. Indicators include:</p> <ul style="list-style-type: none"> • Access to safe drinking water urban/rural • Access to improved sanitation by urban and rural 	<p>There are no real GDD in WATSAN apart from indicating that women have the most responsibility of collecting water</p>
<p>Author/Name of</p>			

Document Details	Synopsis of Document	Parameters and Indicators	Remarks
<p>Organization : WHO/UNICEF</p> <p>Title: Core Questions on drinking-water and sanitation for household surveys.</p> <p>Year of Publication: 2006</p> <p>Websites/Links www.who.int/water_sanitation_health/monitoring/oms_brochure_core_questionsfinal24608pdf</p>	<p>This document is intended for use in comprehensive surveys that include questions on drinking-water and sanitation. The report states that In national and sub national household surveys, use of the questions and response categories in this guide will improve survey comparably. Over time there is a need to harmonize the surveys with international monitoring programmes</p>	<ul style="list-style-type: none"> • Population using improved water sources • Population using improved sanitation facilities • Water, sanitation and hygiene attributable deaths 	<p>Indicators related to WATSAN are not gender disaggregated</p>
<p>Author/Name of Organization : WHO/UNICEF</p> <p>Title: Water, Sanitation and Health Databases and Statistics</p> <p>Websites/Links www.wssinfo.org.</p>	<p>The WHO and UNICEF Joint Monitoring Programme for Water Supply and Sanitation (JMP) keep a data base containing not only water supply and sanitation coverage estimates but also all the data from household surveys (MICS, DHS, Censuses, etc) which were considered for these estimates. This database is not yet fully operational online but the main outputs of the database can be seen at http://www.wssinfo.org/data-estimates/table/</p>	<p>No GDD are included as yet. Indicators on access to water and sanitation are by total population per country.</p>	<p>JMP needs to set an example in integrating GDD in all their data sets and surveys.</p>
OTHER MAJOR ORGANIZATIONS			
<p>Author/Name of Organization : Water Supply and Sanitation Collaborative Council (WSSCC) and the</p>	<p>This report is a collection of evidence, brief examples highlighting the effect and benefits of placing women at the core of planning, implementation and operations of WASH programmes. The experiences also show how women’s empowerment and the improvement of water supply, sanitation facilities and hygiene practice are</p>	<p>Ratio of female to male enrolments in primary and secondary school (%) GDD indicators include those on empowerment, privacy and dignity, who benefits, women taking managerial roles , and are found in different short case</p>	<p>The report aims to collect and analyse noteworthy examples that demonstrate the widespread impacts of women’s contributions</p>

Document Details	Synopsis of Document	Parameters and Indicators	Remarks
<p>Water, Engineering and Development Centre (WEDC), Gender and Water Alliance (GWA) Title : FOR HER IT'S THE BIG ISSUE Putting women at the centre of water supply, sanitation and hygiene Evidence Report Year of Publication: 2006 Websites/Links http://www.genderandwater.org/page/5124</p>	<p>inextricably linked. One cannot be successfully achieved without the other. The evidence comes from a variety of sources, some of it from recent literature, project reports and evaluations and some from personal correspondence with those involved, where changes are currently happening but not yet documented. Although the report is organised around selected key themes, the multiple impacts of any single intervention or improvement where known are also indicated.</p>	<p>studies such as below.</p>	<p>to WASH activities. The report provides further proof that if women play a central role in water, sanitation and hygiene efforts, progress towards achieving all the Millennium Development Goals will be significantly advanced.</p>
<p>Author/Name of Organization : Water and Sanitation Programme Title : <i>Water and sanitation programme Working paper Gender mainstreaming in Water and Sanitation</i> Year of Publication: 2010 Websites/Links www.wsp.org</p>	<p>It is a working paper as the Water and Sanitation Program and its partners continue to explore and document emerging practice from the field. The review is intended for easy reference by sector ministries, donors, citizens, development banks, non-governmental organizations and water and sanitation service providers committed to mainstreaming gender in the sector.</p>	<p>No GDD in WATSAN Indicators are per household (HH) so the gendered intra-household dynamics are ignored (who makes decisions, who is affected most, what are the specific needs and constraints of different HH members)</p>	<p>A well structured portal which could be improved by including GDD.</p>
<p>Author/Name of Organization : World Bank</p>	<p>The lives of girls and women have changed dramatically over the past quarter century. Today, more girls and women are literate than ever before, and in a third of</p>	<p>Indicators related to WATSAN include:</p> <ul style="list-style-type: none"> • Gender Time use and employment segregation 	<p>The main message of this year's <i>World Development Report</i>:</p>

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<p>Title: World Development Report 2012 Gender Equality and Development.</p> <p>Year of Publication: 2012</p> <p>Websites/Links http://www.wdronline.worldbank.org/</p>	<p>developing countries, there are more girls in school than boys. Women now make up over 40 percent of the global labour force. Moreover, women live longer than men in all regions of the world. The pace of change in many developing countries has been faster than in developed countries over an equivalent period: What took the United States 40 years to achieve in increasing girls' school enrolment has taken Morocco just a decade.</p>	<ul style="list-style-type: none"> • Participation in education by gender • Ratio of girls to boys enrolment in primary schools • Employment by economic activity including agriculture by gender • Access to improved sanitation facilities- but not gender disaggregated 	<p><i>Gender Equality and Developments.</i> One would expect to find a lot of GDD data in all sectors including WATSAN but this is not the case. The GDD is in other areas such as education, policy making, and health.</p>
<p>Author/Name of Organization : OECD Development Centre Author: Issy-les-Moulineaux</p> <p>Title : Measuring Gender Equality, Taking Stock- Looking Forward.</p> <p>Year of Publication: 2007</p> <p>Websites/Links www.oecd.org/dataoecd/32/39/38640915.pdf</p>	<p>The paper stems from the International Expert Workshop May 2007 on 'Improving Gender sensitive Data Collection and Quality in Africa: Challenges and Opportunities'. It notes that all proposals and decisions must be analyzed from a gender perspective in order to map all possible consequences for women and men at regional as well as national and local levels. It notes that Gender statistics are required to Provide evidence and unbiased basis for policies and measures; Monitor and evaluate policies and measures with respect to gender dimension; Raise consciousness, persuade policy makers and promote changes. The central aim of engendering statistics , the paper states, is to get representative and statistically reliable information about the progress in removing of gender gaps and inequalities, and women's access to social and economic resources. Without statistics, it is difficult to obtain systematic information or to estimate the real situation and to respond to the needs of the women.</p>	<p>The document only underscores the importance of GDD in all sectors but does not pin-point the specific indicators. It is however a good document which highlights key GDD challenges in Africa</p>	<p>The paper notes the need to mainstream gender in all phases of the programme/project, policies. The African Gender Development Index, The GEM, do not recognize the WATSAN indicators - yet they are crucial in human livelihoods</p>
<p>Author/Name of Organization : African Development</p>	<p>The Checklist is intended to provide a tool for effective gender mainstreaming within the framework of DWSS programs and projects, with a view to: (i) guiding project</p>	<p>Main parameters are: financial and economic, health, education, Participation and socio-political position</p>	

Document Details	Synopsis of Document	Parameters and Indicators	Remarks
<p>Bank Title : Checklist for Gender in Water and Sanitation Sector Year of Publication: 2009 Websites/Links http://www.afdb.org/fileadmin/uploads/afdb/Documents/Policy-Documents/Checklist%20for%20Gender%20Mainstreaming%20in%20the%20Water%20and%20Sanitation%20Sector%20EN.pdf</p>	<p>managers and implementation teams in identifying, preparing, appraising, implementing, monitoring and evaluating gender-sensitive DWSS programs and projects; and (ii) supporting RMC in analyzing and implementing the activities of programs and projects financed by the Bank. It has Indicators for the Intermediate Monitoring, Social and Gender Impact in DWSS Projects.</p>	<p>of women and youth, Social conflict, Mobilisation and sensitization.</p> <p>Has many WATSAN indicators including:</p> <ul style="list-style-type: none"> • Distance covered to reach water points and sanitation facilities by men and women • Additional income generated • Size of poor households benefiting from subsidized connections • Number of women heads of household who pay their water regularly • Level of savings of beneficiary women and youth 	
<p>Name of Organization : JICA and ASCU 2011 Author: Mugo, K., J. Title: Mapping of Existing Gender Disaggregated Data and Methodologies in Agriculture and Rural Development in Kenya Website: http://www.jica.go.jp/activities/issues/gender/pdf/e10ken.pdf</p>	<p>The research carried out by consultant Kabutha Mugo for Japan International Cooperation Agency (JICA) and Agricultural Sector Coordination Unit (ASCU) was meant to offer direction for the policy by conducting a mapping of existing gender-disaggregated data and methodologies in Agriculture and Rural Development.</p>	<p>Indicators include:</p> <ul style="list-style-type: none"> • Percentage of female staff members in Water and Irrigation; • Gender representation in the agriculture sector; • Fishers by gender; Fish processors by gender; • Average earnings of female and male farmers 	<p>While this study was mainly for agriculture, there are water related issues since agriculture and gender issues are linked to water and gender issues.</p>
MAJOR GLOBAL AND CONTINENTAL WATSAN DATABASES WITH GENDER ISSUES			
WATSAN Database	The databases provide information and resources for a	No GDD are found	Whilst there are no

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http://www.ngof.org/wdb/databases.php	<p>variety of water and sanitation needs. Resources are categorized by format and type to allow a more localized search and, within each database, further information can be found through the links provided or by sorting the information available. It contains the following</p> <ul style="list-style-type: none"> • WATSAN Project Database • News Database • Document Database • Image Gallery • Poster Gallery • Audio-Visual Database • Maps Database 		<p>specific GDD, the database provides an inventory of key WATSAN documents.</p>
<p>WATSAN Portal http://watsanportal.org/</p>	<p>The WatSan Platform enables African Countries to rapidly set up a free database and website for monitoring WATSAN, Web portals created on the WatSan Platform are participatory tools for information for dissemination in the water and sanitation sector at national and regional level</p>	<p>Portal has most recent WATSAN indicators with lots of photos of women fetching water but no real GDD.</p>	<p>Could have been a very useful portal if data was gender disaggregated</p>

ANNEX 3: Checklist for Integrating Gender Considerations into Water and Sanitation Projects²

- Location/access to safe drinking water sources as well as sanitation facilities in relation to : convenience, safety, dignity and safety by age, gender and level of vulnerability
- How are men and women using the water or sanitation resource and for what purpose(s) (Priorities/needs)?
- How are contributions (labour, time, payments, and contributions in kind) to the development and management of water resources or sanitation facility divided between men and women depending on age, background and level of vulnerability?
- Who makes the decisions and controls their implementation by age, gender and level of vulnerability at the various levels (family, community, national)?
- Who gets the project or programme resources, such as jobs and training?
- To whom goes the benefits and the control over these benefits, such as status, water, products produced with this water, income resulting from products and functions and decisions on how this income is used?
- How is the division of these attributes among women and among men of different wealth, age, and religious and ethnic divisions? In other words: do some women and men benefit more than others?
- What are the transformative changes in relation to gender power relations caused by the WATSAN programmes? Who is most affected (positively or negatively?)
- Is water access restricted to those with land rights?
- Are these predominantly men?
- Which creative mechanisms have been devised to ensure that women have direct access to water?
- Overall management and participation
- What percentage of women is there on these committees and what role do they play?
- Can women participate in line with their own potential, without harm, and present new tasks and opportunities?
- Do women and men have individual or organized influence on the operations, maintenance and management of water and sanitation services? What roles do women and men play in these areas?
- Are women's capacities to engage in public consultation processes enhanced so that they can contribute meaningfully?
- Are women's knowledge and experience effectively harnessed and employed?

² From: Gender Links 2000 Mainstreaming Gender in Water and Sanitation: Literature Review for the South African Department of Water and Sanitation, Johannesburg

- Are participatory techniques employed to ensure the above?

Policy and attitudes

- What is the attitude of government, local leaders and project management towards gender sensitive programming?
- Do these parties explicitly view women's involvement both as a condition of for the success of project improvements and as a pre-requisite of genuine advancement of women's interests?
- Will this be reflected in plans for training staff and staff composition?

Research

- Is gender analysis integrated into water research, problem diagnosis and formulation of solutions and actions?
- Does research focus on low cost, innovative, conservation and delivery systems?

Baseline

- Have existing water supply and sanitation practices been thoroughly investigated, including which types of technology and what water sources are used by who, when.
- Have findings been distinguished for different user categories: men, women, and occupational income groups.
- Have women and men been asked what they like about their current water and sanitation facilities and what they do not like.
- Have poor women been directly approached as informants on their own particular roles, needs, problems and possibilities?
- Has this been done appropriately- e.g. female interviewees in an informal setting, asking how things are actually done rather than who is officially in charge?
- What is women's role in the provision of family health?
- What is women's role in the provision of family hygiene?
- Who collects, stores and uses water?
- Who is responsible for sanitary arrangements?
- Do women encounter any difficulties in ensuring their own sanitary privacy?
- What are the competitive demands on women's time and energy in general?
- How do water and sanitation impact on these competitive demands?
- How do they impact on women's opportunities to engage in new activities, such as income generation; community work and self-development?
- Do men play any of the roles above, and if so, give a similarly detailed picture.

Planning

- Are there formal or informal barriers to women's participation in planning? If so, what plans have been made to limit these barriers?
- Do men and women feel a need for the project? If so, what are their respective priorities?

- Are men and women, including female heads of household, equally free to participate in the planning?
- Is the design acceptable to women in terms of: quality, design; adequate access; appropriate technology and access; cultural acceptability?

Design

- Have women been consulted/ had a hand in the detailed design: for example in the case of latrines, the type of enclosure, building materials, doors, locks, size or type of super structure, lighting, siting, orientation.

Implementation Personnel

- Are women and men equally involved in all stages and at all levels of the operation?

Construction

- Have women and men been consulted about the techniques to be employed, for example, whether to use small contractors or self employed labour for production of materials such as bricks, thatch, etc.
- Can women assist in the construction without being disproportionately burdened?
- Are women equally free to participate in all aspects of construction: for example in the case of latrines, digging, erecting walls; manufacture of materials to be used in construction; as well as housing/feeding labourers from outside the area.
- Are women and men equally remunerated?

Training

- Is training for both men and women adequate?
- Are women trained in the actual construction, operation and long-term maintenance of the system?
- Has all project personnel staff received gender sensitivity training?

Location

- Are the facilities conveniently located for men and women?

Finances

- Do funding mechanisms exist to ensure programme continuity?
- Are women and men equally involved in making decisions on how these resources are spent?
- Is the preferential access of men to resources avoided?
- Is it possible to trace funds for women from allocation to delivery with a fair degree of accuracy?

Information networks

- Have women's groups been approached to assist with information; motivation; reinforcement and/or maintenance activities.
- Is women and men's access to project information sufficient? Does the choice of channels through which information is disseminated inadvertently exclude or by pass women?

Maintenance

- Is the polluter pays principle enforced?

- Do men and women participate equally in maintenance of both water and sanitation facilities? In particular, are men encouraged to assist in maintaining sanitation facilities? Do both men and women carry water for pour flush facilities and for general latrine cleaning? Do men and women participate in decisions for upgrading and improvements?

Monitoring and Evaluation

Data

- Does the project's monitoring and evaluation system explicitly measure the project's separate effects on women and men?
- Is data collected to assess changes in women and men's involvement in the project and their access and control over management and resources?
- Are women and men involved in designing the data requirements?
- Are the data collected with sufficient frequency so that necessary adjustments can be made during the project?
- Is the data feedback to the community? How? With what effect?
- Are data analysed to provide guidance on the design of other projects?
- Are key areas for gender research identified?

Impact

- In what way does the project increase women's productivity and or production?
- Do women derive economic benefits from saved time?
- Do they use saved time for other activities? If so, what activities and why?
- In what way does the project increase women's access to and control of resources? Have women been consulted in identifying these?
- Does the project increase or reduce women's access to or control of resources and benefits?
- Might it adversely affect women's situation in some other way?
- What are the effects on women and men in the short and long term?

ANNEX 4: Minimum Agenda for Mainstreaming Gender in Water Management

1 All actors in water and sanitation development and management

There is a need for all to:

Demonstrate how a gendered approach to water management by increased contributes to increased efficiency, visible impact and sustainability.

Document pathways taken to overcome difficulties and constraints.

Raise awareness and share experiences and lessons learned

2. Practitioners in the field

Water and sanitation practitioners should:

- Always carry out a comprehensive social analysis, including;
 - ◆ stakeholder analysis: who is involved or impacted, who does what
 - ◆ agency analysis: ways and strategies to formally and informally access resources
 - ◆ water use analysis: who are the users; how much do they use and how; what water do they use (surface, ground saline, wastewater; what are spheres of influence
- Collect and make use of gender and diversity disaggregated data in design, implementation and monitoring of water and sanitation projects.
- Involve all local stakeholder groups- men and women of different age groups and classes through a facilitated dialogue process from the start.
- Involve social/gender experts in projects and programmes from the design stage
- Share expertise and knowledge among practitioners and give feedback to academics and policy makers on gender issues and mainstreaming efforts.
- Lobby at higher political levels to stimulate the right environment for social changes enabling equity

To be able to do this they need:

- Practical tools for comprehensive social analysis
- Access to information on rights and responsibility for women and men regarding natural resources.
- Essential social sciences training, including facilitation skills and appropriate methodologies and terminology to use (tailored to local contexts)
- Documented evidence of how gender mainstreaming impacts on efficiency
- Financial, institutional and legal support from policy makers to mainstream gender

3. Policy Makers (and funding agencies)

Policy makers should:

- Avoid gender neutrality in policies, laws and budgets by making the impact and benefits for, and rights and responsibilities of men, women and other socio-economic groups explicit.
- Base their policies on comprehensive social analyses, including sex disaggregated data and gender impact analysis through a dialogue process, with ability to take corrective actions.

- Reflect social diversity in policies, laws, financing agreements and institutional arrangements for the development and management of water and sanitation.
- Build upon existing studies and cases and use the expertise at the local level.
- Facilitate equality and gender mainstreaming efforts with financial support
- Stimulate institutionalized learning and sharing between practitioners, academics and policy makers on gender issues and mainstreaming efforts
- Ensure the right to information on the rights for women and regarding natural resources as well as the right to be informed.
- Integrate gender mainstreaming in the formal and non-formal education streams.

To be able to do this they need:

- Clear arguments for and cases of gender mainstreaming in water management and sanitation
- Expertise/case studies tailored for the policy and decision makers
- Training of staff on key elements of social sciences to allow for gendered policies (skills in collecting sex-disaggregated information, analysing data sets and monitoring).
- Develop mechanisms to institutions and individual practitioners and build these into performance appraisals.

4. Researchers and trainers in water and sanitation

Researchers and trainers should:

- Always include gender specific and disaggregated data in all disciplines, analyses and document findings
- Enhance the gender content of disciplines, by:
 - ❖ Updating conventional social sciences with state-of-the-art gender studies;
 - ❖ Updating existing curricula to include social issues especially in technical training courses.
- Make sure that research is participatory involving all stakeholders, including women, from the onset and recognizing that local men and women are also experts with relevant knowledge.
- Respect women's difficulties in participation in meetings by taking into account the time and place most suitable to them.
- Ensure that researcher's knowledge does not remain in isolation, but is shared with local people and policy makers (tailored for their needs).
- Work in multidisciplinary teams, including social scientists and gender experts and share knowledge and expertise among researchers of different disciplines and with practitioners

To be able to do this they need:

- Guidance on a minimum set and gender-disaggregated data for different scientific fields
- To assess lessons learned from existing gender projects in their discipline to identify gaps

5 Gender experts

Gender experts should at least:

- Focus on revising methodologies and tools for different audiences, and as per context and community needs.
- Always attempt to view the water management situation from the perspective of the water technician for better communication, avoiding the use of

gender jargon.

- Contribute to improved integration of gender in disciplines in the formal and informal sectors by:
 - ❖ Updating conventional social sciences with latest gender studies approaches;
 - ❖ Updating existing curricula to include more social and gender issues especially in technical training courses
- Raise awareness and create sensitization on what difference a good gender approach can make in water management and sanitation, as well as the inherent dangers of not mainstreaming gender in policies and decisions on water management and agriculture.
- Communicate information, cases, experiences and research, using gender study centres.
- Provide tailored training/capacity building according to specific needs of projects, institutions;
- Suggest pathways to involve stakeholders on the ground and at different levels from the design to the implementation and evaluation phase of projects.
- Lobby at all levels to get the appropriate environment for social transformation.

To be able to do this they need:

- To get regular feedback from non-specialists on tools, approaches and methodologies.
- Revisit existing tools to make them accessible to non-specialists by tailoring and contextualizing them to specific local needs, users and uses(changing the language and guidelines with multi-disciplinary and multi-cultural teams.

Adapted from Both Ends Working Paper Series, December 2006, GWA, Both Ends, and Comprehensive Assessment of Water Management for Agriculture

ANNEX 5: Checklist for Design, Conceptualization, and Logical Set-up of a Central Database on GDD in WATSAN

(source: McCaldin, D. 2010 Database Design Steps/How to develop a database)

1. As recommended in (Batini et al., 1986) the 'database designer's first step is to draw up a data requirements document. This is a summary of what data fields and items will be stored in the database, and how the various data items relate to one another. The fields should include, references, data collection tools, methodologies of uploading data onto the database, data storage techniques, data retrieval, methodologies of analysing data. The inventory, framework, methodologies of collecting data, case studies developed in output 1-4 will act as a requirement document which can be converted into a conceptual model. The database designer may also contact experts familiar with databases (such as FAO, who has a lot of experience in combining databases with geospatial information such as Aquastat).
2. The end result of the conceptual design phase is a conceptual data model, which provides little information of how the database system will eventually be implemented. The conceptual data model is simply a high-level overview of the database system.
3. The conceptual data model is translated into a logical representation of the database system. The logical data model conveys the logical functioning and structure of the database. Logical database model is a lower-level conceptual model, which must be translated to a physical design.
4. By drawing up a logical model, extra data items can be added more easily in that model than in the physical model. The database design that can change easily according to needs of the organisation is important, because it ensures the final database system is complete and up-to-date
5. The database will have links leading to different sets of data using the parameters and indicators in the framework in output two.
6. It will be organized in such a way that one can retrieve data at different levels at national, provincial, district and area level. This methodology will then cater for the community level data which is normally not recorded
7. There is need for a search link which allows one to search particular data. Key words may help to retrieve desired data quickly
8. The data should be organized in excel sheets with categories/parameters accessed with a click.
9. There should be RSS feed notifying the user on change in structure or value

