



EASTERN AFRICA REGIONAL TRAINING-OF-TRAINERS WORKSHOP

Gender Mainstreaming in IWRM



30th March – 5th April, 2009

**Gracehouse Resort, Yaya Center
NAIROBI, KENYA**

Institute of Environment and Water

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1.0 Executive Summary

The purpose of the training program was to build capacity for gender mainstreaming in Integrated Water Resources Management (IWRM). Given that IWRM is viewed as presenting a paradigm shift in water resources management, outcomes from the workshop were intended to constitute a substantial and important contribution to gender mainstreaming in IWRM. The intended result is in order to find the right balance between protecting water resources while meeting social, ecological needs and promoting economical development. The training program set out to achieve the following specific objectives:

1. Develop relevant knowledge and skills for gender analysis and mainstreaming in integrated Water Resources Management (IWRM), and advocacy and participatory approaches (PRA);
2. Create a solid understanding and appreciation of the IWRM approach, implications of gender in IWRM, with specific reference to water for livelihoods—water and sanitation, water for agriculture and water for environment and climate change.
3. Develop institutional and individual plans for enhancing gender mainstreaming in programs and institutions, plans with clear feedback mechanisms

The participating countries were Tanzania, Uganda, Ethiopia, Eritrea, Sudan and Kenya. Participants included GWA members, water resources managers and practitioners from government institutions, non-governmental organizations (NGOS) and other stakeholder organizations.

The following key themes and messages emerging from the group presentations and subsequent discussions, which participants identified as crucial issues that should underlie gender mainstreaming in the context of IWRM, are:

- The challenge of **balancing the various dimensions of IWRM**. Although IWRM presents an integrated and multi-sectoral approach to planning on water resources, it is also important to consider the implication of gender in respect of water resources management—water and sanitation, water for agriculture and water for environment and climate change.
- The importance of **moving from declaration to action** through the imparting of skills in gender analysis and development of institutional and individual plans for enhancing gender mainstreaming in programs and institutions dealing with IWRM, and advocacy and participatory approaches with clear monitoring, evaluation and feedback mechanisms.
- The role of civil society needs to be **recognized and strengthened** through advocacy and capacity building programmes to raise awareness of stakeholders on gender equality, gender mainstreaming, sanitation and environmental conservation
- Importance of **generating and disseminating documentation, experiences and success-stories** regarding gender and water policies as an important means of mainstreaming gender and equity into IWRM in all policies, planning, gender budgeting and implementation strategies.

- The necessity of **ensuring gender responsiveness** in the management of water resources and sanitation for sustainable livelihoods through networking, information sharing, skills development and attitude change geared towards gender mainstreaming, and to do so in way that benefit communities at risk in a participatory and transparent manner with clear accountability mechanisms.

List of Acronyms

ASAL	Arid and Semi-Arid Lands
CAAC	Catchment Area Advisory Committee
CBO	Community-Based Organization
CEDAW	Convention on the Elimination of Discrimination against Women
GWA	Gender and Water Alliance
GWP	Global Water Partnership
IPCC	Intergovernmental Panel on Climate Change
IWRM	Integrated Water Resources Management
IEW	Institute of Environment and Water
NEMA	National Environmental Management Authority
NGO	Non-Governmental Organization
NWRMS	National Water Resources Management Strategy
MDG	Millennium Development Goal
PRA	Participatory Rural Approaches
TGNP	Tanzania Gender Networking Program
UN	United Nations
UNEP	United Nations Environment Program
WUA	Water Resources User Association
WWF	World Water Forum
MOWI	Ministry of Water and Irrigation

2.0 Introduction

Climate change compounds overwhelming challenges faced by citizens of the Horn of Africa region. The Intergovernmental Panel on Climate Change (IPCC) Report makes it clear that Climate change will affect the hydrological cycle, alter rainfall patterns, and thus, impact crop production, river flow regimes, water storage systems and the frequency and scale of floods and droughts. As Integrated Water Resources Management (IWRM) presents opportunities to create a paradigm shift in water resources management, it also facilitates opportunities to engender IWRM in order to find the right balance between protecting the water resources while meeting social, ecological needs and promoting economical development. In order to address the magnitude of climate-water concerns, from the perspective of gender and IWRM, the GWA organized a workshop on regional training-of-trainers workshop, on the theme of 'gender mainstreaming in IWRM'. This was held at the Grace House Resort, Yaya Center, Nairobi, Kenya between 30th March and 5th April 2009.

The main purpose of the training program was to build capacity for gender mainstreaming in Integrated Water Resources Management (IWRM). The outcomes from this workshop were intended to facilitate the development of relevant knowledge and skills for gender analysis and mainstreaming in IWRM, advocacy and participatory approaches; create a solid understanding and appreciation of the IWRM approach, including an appreciation of the implications of gender in IWRM, and finally, to develop institutional and individual plans for enhancing gender mainstreaming in programs and institutions, plans with clear feedback mechanisms. There were 39 Participants at the Workshop including senior representatives from international support organizations such as Global Water Partnership (GWP), Gender and Water Alliance (GWA) and NGOs such as Oxfam, government departments such as the Kenya Meteorology Department and the Ministry for Water Resources.

3.0 Summary of Workshop Proceedings

3.1 Day 1: Monday, 30th March, 2009

The Workshop began with a brief word of welcome from the GWA EA Regional Focal Person, Annabel Waititu (IEW). The Lead Facilitator Professor Patricia Kameri-Mbote (Strathmore University) got all participants to introduce one another, and then shared expectations. The GWA Executive Director Ms. Joke Muylwijk emphasized the need for individual plans of how knowledge gained was used to do things differently. This was followed by opening remarks by Ms. Angela Hakizimana (UN-HABITAT) and Engineer John Nyaoro (Kenya Ministry of Water)



Opening remarks on day one, from left are Angela Hakizimana UN-Habitat, Joke Mylswijk GWA and John Nyaoro MOWI

In her opening remarks, Ms. Hakizimana noted that nearly three billion people live without access to adequate sanitation, with the majority in the developing world, where they lack safe drinking water and the majority of them are poor women and vulnerable groups living in poor informal settlements. She observed that in Africa, water and sanitation was far more than a public health issue to the girl child and women. It is about their privacy and dignity, their health and safety, and the quality of their life. She explained that women and girls face particularly dehumanizing conditions of lacking safe water and decent sanitation at home, and that in poor urban neighborhoods young children especially girls are often forced to trade their education for water. Ms Hakizimana proceeded to highlight the urban water and sanitation crisis that is now seriously threatening African cities and towns. Due to unsustainable rapid growth, she observed that the goal of sustainable development will remain a distant dream due to an inability to provide the basic human needs of safe water and adequate sanitation, particularly to the urban and rural poor.

Next, reference was made to the urgent need to inform the policy makers of three important issues. The first concerns the true magnitude of the urban water and sanitation crisis. An example was given of slums in Nairobi, where 150 or more inhabitants daily queue up for one public toilet, and that a slum dweller in Nairobi, forced to rely on private water vendors, pays 5 to 7 times more for a litre of water than an average North American citizen. The health and economic impacts of these service deficiencies can be very costly to a country in the long run.

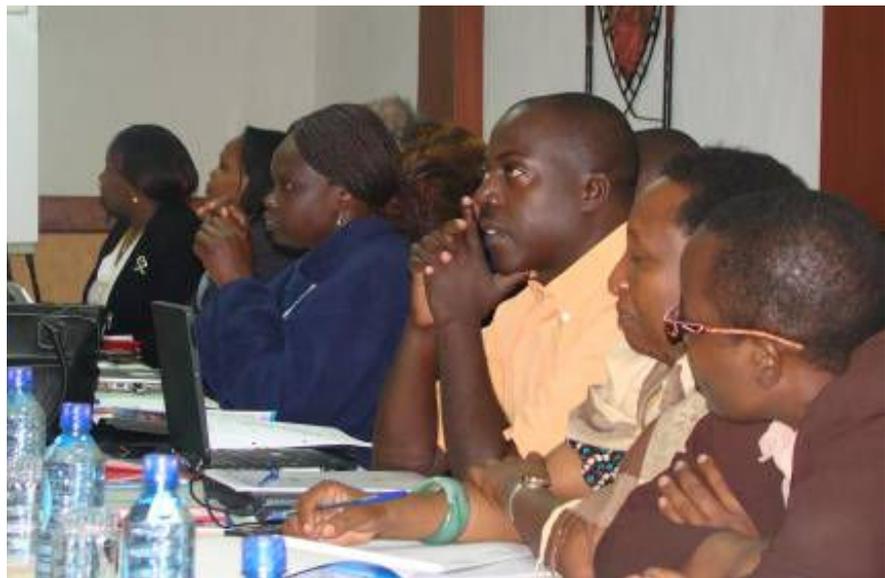
Secondly, she observed that the urban water crisis is essentially, a crisis of governance – of weak policies and poor management—rather than a crisis of scarcity, at least in the immediate term. The cities need sound policies and the political will to back them up; strengthened institutions and trained managers to run them; a responsible private sector and an enlightened public sector to work hand in hand; and finally, an informed public opinion and active participation of communities to draw upon the vast resources of the civil society. In short, the cities need an enabling environment, which could allow all stakeholders to pool together their resources to meet their needs.

Finally, she noted that there is an alarming decline in per capita investment in water and sanitation in most developing country cities, and that the annual flow of resources to the sector will have to increase all round—and double at a minimum—if the MDG targets are to be reached. An important obstacle to stepping up investment flows in water and sanitation has been the reluctance of authorities to put in place realistic pricing policy that could stimulate conservation, discourage waste and ensure cost recovery.

Opening remarks were also given by Engineer John Nyaoro from Kenya's Ministry of Water and Irrigation. He pointed out that although Kenya is a water-scarce country with annual renewable freshwater per capita of 647 cubic meters, the genesis and progress of the IWRM planning process has been encouraging with good political support. He gave an overview of progress made towards IWRM Water sector reform, which was addressed in Kenya's National Policy on Water Resources Management and Development, and subsequently in the Water Act of 2002. The paper then gave an overview of the institutional arrangements set-up of the Water and Irrigation sector, which were intended to clarify roles and responsibilities for sector actors in regard to consumption use, service provision, regulation and policy formulation.

The Water Act of 2002 established a pyramid-shaped institutional framework for the protection of Kenya's water resources at national, catchment and sub-catchment levels. At national level (the Water Resources Management Authority), at river basin (catchment) level, there are 25 regional offices, implementation of IWRM at catchment level is ensured through 6 Catchment Area Advisory Committees (CAACs). At consumer level, Water Resources User Associations (WUAs) are being established to provide a forum for cooperative management of water resources and conflict resolution. Simultaneously, a National Water Resources Management Strategy (NWRMS) has been formulated to outline objectives and strategies that address major issues and challenges currently facing Kenya. Concerning Gender issues, Mr Nyaoro said that Kenya is a signatory to the Convention on the Elimination of Discrimination Against Women (CEDAW), as well as Session Paper No. 5 of 2005 Gender Equality and Development (Ministry of Gender, Culture and Sports). He also noted that the Water Act provided for a 30% representation within the Water Appeals Board and the management structures established under the Act.

In the discussion that followed, a number of important issues were raised. Firstly, sanitation is not just about the girl-child or women, but was about both male and female. Consequently, access to clean water and sanitation should be available for all. Secondly, Public-private partnerships were viewed as a way of addressing climate change issues in Kenya, particularly in view of the prevailing global economic difficulties. Finally, although participants were appreciative of ongoing efforts to construct dams, for example in Eastern Kenya, concerns were raised about the proliferation of boreholes in ASAL areas, as well as in Nairobi.



Participants listening intently during the presentations

Key points from the discussion were reiterated in the presentation by Jason Oyugi (GWP), which introduced the IWRM concept, highlighted inter-linkages between the MDGs and IWRM, the three pillars of IWRM, and the opportunities IWRM provided for coping with climate variability and change. He pointed out that as the majority of MDGs are directly or indirectly related to water resources management, stakeholder participation is necessary due to shared concerns regarding accessibility, affordability and sufficiency of water quality. He explained that IWRM is a process which promotes the co-ordinated development and management of water, land and related resources in order to maximise economic and social welfare in an equitable manner without compromising the sustainability of ecosystems. It aims to depart from fragmented approaches towards collaborative integrated systems. This requires all players to shift from convention. He said that to establish an IWRM policy planning process is a challenging task that needs the support of all key actors in the main sectors affected. Plans are made according to the context, and what stakeholders themselves have agreed. He also gave an overview of the water situation in the region—Ethiopia, Eritrea, Kenya, Burundi, and Uganda. He reviewed the status of gender mainstreaming in the stakeholder participation processes, which he acknowledged is an area where GWP requires to do further work. He concluded with the observation that in IWRM there are no simple technical fixes.

Following the lunch break, Professor Patricia Kameri-Mbote made a presentation titled ‘Gender in Water Governance’. It presented water in different contexts: water as life, as a human right, water as a public trust, and women’s rights as human rights in relation to the access, control and ownership of water resources. Next, some dynamics in Africa were highlighted: these include low levels of economic development, intra-generational equity issues, conflict, over-dependence on agriculture & environmental resources, constrained context for access to environmental resources, poor governance, and high disease burden—owing to HIV/AIDS, malaria and tuberculosis. Reference was also made to MDG 3 (promote gender equality & empower women); and MDG 7 (ensure environmental sustainability). The other issues that impact on water governance include different conceptions of development (economic, social, political, economic, and legal conceptions of development); emphasis on economic development versus sustainable development; the need for having a human face to development—targeting the poor, marginalized, youth, elderly, women.

Professor Patricia Kameri-Mbote proceeded to highlight some theoretical perspectives in her presentation titled ‘Introduction to Gender’. This highlighted several issues: the concept of gender, the various dimensions of gender and development, diversity and complexity of gender issues in relation to water, and the challenges presented by gender mainstreaming. In the discussions that followed, the status of water in the context of conflict was examined. Drawing on her experience in environmental issues, she observed that different instruments were used by politics at different levels to allocate resources, including environmental resources—forests, water, wildlife, community resources such as grazing areas, fish stocks & genetic resource. She observed that no-one has looked at water & environmental resources in the context of Kenya's post-election conflict. She also observed that having a gender perspective does not mean that only women can promote the rights of women: it is important to distinguish between a gender perspective, even where women do not participate.

A third point raised concerned the fact that gender relations are not static. Professor Patricia Kameri-Mbote observed that during conflict women can exercise greater say over resources, but the questions arise what happens when conflict ends. She agreed that there are external factors/interventions that end up privileging women actors e.g. land or education due to affirmative action. But this calls for the need to have monitoring and evaluation to ensure equality of genders as an outcome. Finally, the importance of having short time-lines was raised. Professor Patricia Kameri-Mbote noted that a frequent source of frustration in the environmental sector concerns the slow pace of gender mainstreaming. She argued that it was necessary for end-users to create demand, rather than to leave policymakers to do everything.

After these presentations, Professor Patricia Kameri-Mbote made a short presentation titled 'Gender mainstreaming in Integrated Water Resource Management'. The purpose was to develop relevant knowledge and skills for gender analysis and mainstreaming in IWRM, advocacy and participatory approaches. Participants were divided into groups to identify key governance issues in their respective countries that were also gender specific. They were required to address the following questions:

1. What is the status of access to water and sanitation and water resources management in your country?
2. What are the gender legal frameworks in your country?
3. Identify four main gender issues in water resources management in your country?
4. What are the entry points for gender mainstreaming in water resources management?
5. Who are the key allies necessary for successful mainstreaming of gender in water resources management?

The first presentation was from Ethiopia, with an overview of the status of Water Governance, institutional frameworks, policies and laws underlying water governance in the country. In the discussions which followed, only one issue was raised, which concerned the level of water management in Ethiopia. It was explained that in Ethiopia, 75% of water points are managed by women

3.2 Day 2: Tuesday 31st March, 2009

The second day began with a short summary of Day 1 by Dr Nicholas Kimani, which was followed by a presentation by Ms. Joke Muylwijk on GWA's participation at the 5th World Water Forum (WWF), which had been held in Istanbul over the previous week. She observed that there are many organizations dealing with water, but only one dealing with water and gender. Joke Muylwijk explained that during the Forum, GWA had participated in a great deal of activities: showed a film on the indigenous Indus people; shared a gender session with the UN Task Force on Gender to promote disaggregated data on global and country scale, especially on sanitation; launched a Resource Guide in 8 languages; launched booklets featuring drawings by Ziraldo (a famous Brazilian cartoonist) in 4 languages; held a General Assembly; undertook a training session on gender and solid waste management. Additionally, GWA members had contributed in many technical sessions on mainstreaming, in making presentations, and as panelists, and during training sessions for journalists. The GWA Chairperson had also served as a speaker during the plenary closing sessions, given a lecture at the University of Istanbul, participated at the preparatory conference with women water professionals in the Technical University, initiated a Turkish Women and Water Platform, gender session with Arable Water Council Meeting with lots of partners to clear the way for better collaboration.

Following her presentation, participants shared their outcomes of the group work on governance issues and gender in Eritrea, Uganda, Sudan and Kenya. In the discussions that followed the four presentations, a number of issues were raised regarding weak implementation, lack of gender-disaggregated data, the need to raise awareness about existing policies, need to strengthen constitutional provisions and the need to include water and gender issues in the curricula.

The presentations from Eritrea highlighted the fact that gender-disaggregated data are not available. In many cases, women can be members of the water users associations but do not have managerial roles. The presentation was also unique because Eritrea is the only country where exploitation of women by sharecroppers was raised.

Uganda's presentation highlighted the importance of political will and an engaged citizenry to achieve water and sanitation coverage. In the discussions that followed, experiences were shared regarding

privatization of water facilities in urban areas. Regarding gender it was pointed out that gender is among the criteria used in the planning processes undertaken by local government as well as in the annual performance reports—the Water and Sanitation Annual Sector Performance Reports, and the Annual Joint Review.



Participants engaged in discussion following a presentation

Following the presentation from Sudan, an important point raised concerned the fact that civil war raises important issues for IWRM, due to inter-linkages with other issues such as food availability and water supply, rape and harassment of women in IDP camps, and water and sanitation concerns. Difficulties of accessing accurate data for Southern Sudan were also highlighted. Finally, Kenya presentation was given, which highlighted the role of media, although concerns were raised about the lack of gender-disaggregated data.

Following the group presentations, Esther van Hoeve (GWA secretariat) made an interactive presentation titled ‘Applying Gender into Programs’. This introduced the different dimensions of Project Cycle Management: Identification, Planning and Design, Implementation, Monitoring and Evaluation. This presentation was supplemented by a practical role-playing session at the hypothetical ‘Kimani’ village. The session was well-received by participants, who viewed the session as mirroring real-life issues. A number of key themes emerged: good turnout by the local community, exaggeration of the problematic issues by the community; lack of awareness-building by NGOs and Government—which leads to resistance by the local community; NGOs failing to adequately give the advantages and disadvantage of the proposed interventions; Insufficient consultation with the opinion leaders within the community e.g. church leader, local chief, youth, women etc

Following the role-playing session, Joke Muylwijk made a presentation titled ‘Gender and Empowerment in IWRM’. Her presentation introduced the concept of gender and its different meanings, gender ideology (or the set of ideas that people believe in). Next, linkages with IWRM and gender were explored. Joke defined IWRM, and said that she views it as a philosophy, policy and implementation guideline. This holistic approach, she said, can assist in addressing gender and social disparities. In gender and water, she offered a number of solutions: make analysis with four elements of empowerment, take gender ideology into account; encourage men and women to express their ideas about participation—i.e responsibility, location, style, maintenance, cleaning, payment, irrigation and other environmental details

involving men. On mainstreaming gender in IWRM, she observed that it involves understanding how women and men have different access to resources, do different work, use water differently, have different water rights, and have different distribution of benefits and production.



Participants enjoy an energizer

During discussions that followed, various issues were raised. An example of bottom-up water management was given, where local water user associations involve farmers and agreed to limit their abstraction of water in order to allow the flow of water to Kenya's electricity generating company. Another participant felt that including IWRM issues in the school curriculum, increases positive attitude among the local community. The importance of a multi-stakeholder process was also highlighted: as land and water degradation are happening at the same time, local Government, NEMA and other individual organizations cannot work alone. All sectors of the society should be involved, including schools and churches. Other participants raised the issue of paid employment and empowerment. Educated women have to work and then go home and then do those jobs that men cannot or will not do. Therefore they cannot be paid equally. It was also felt that proper management of ground water resources was necessary in ASAL areas: there were concerns that the tendency to drill strategic boreholes for use by nomadic-communities was often unregulated. It was felt that performance contracts in the government ministries are to blame since they can influence making of wrong decisions that are costly in the long term. The issue of corruption was raised in the context of small scale farming: although 80% of small scale farmers are women, they are asked to give 'sexual services' and raped in return for favors.

A final issue concerned how to reduce the impact of flower farms on the environment, while ensuring that any investment in the sector should ultimately center round human beings. This drew varied responses. Regarding economic impacts, the point was raised that Kenya's flower industry was worth more than US\$ 2 billion annually and employed 60,000 people. Although Kenya's National Environmental Management Authority (NEMA) was supposed to conduct environmental impact assessment of investments, in terms of the social, economic and environmental impacts, in practice it was only concerned with the economic impacts. Another example was given regarding the flower farms, which have not actually complied with IWRM. They do not have wetlands, do not do environmental compliance, NEMA does not check compliance, only comply with trade standards. We must look at the amount of water being used by the farms. In essence, we are exporting water. Other participants felt that it was important to bear in mind that obstruction of rivers flowing into Lake Naivasha by poor farmers upstream was more of a threat than the flower farms. But then the point was raised that economic considerations were important: if you focus on the short-term goals, could cause us to lose the long-term benefits. Consequently, the big

issue in the context of IWRM is how to make informed decisions in different components (e.g. in agriculture, planning and finance) in order to achieve optimal water management. Other issues raised concerned the increase of dams and the trend towards water services rather than water management. Examples were made regarding plans by Uganda's leadership to clear Mabira forest against the advice of NEMA-Uganda. However civil society came up with a concerted effort by different stakeholders, and the matter was closed.

Following this discussion, participants undertook a practical session titled 'Applying Gender into Programs'. Annabelle Waititu explained that now that participants had a clear understanding on what IWRM, the question which arose was, "How do we ensure that the economic, equity and environmental pillars of IWRM are incorporated into management instruments, enabling environment, and institutional frameworks? As the day was drawing to a close, participants requested the workshop facilitators allow presentations to be made the following morning.

3.3 Day 3: Wednesday, 1st April, 2009

The third day began with a short summary of Day 2 by Dr Nicholas Kimani, which was followed by group presentations on IWRM frameworks: the enabling environment, institutional frameworks and management instruments. Concerning the enabling environment, the main concern was on how to make legal frameworks (constitution, laws, acts, policies, by-laws, statutes, conventions) gender responsive. The point was made that it is the same laws that encourage formation of institutions and the participation of people within those institutions. Consequently, it was important to consider the linkages between laws (norms) and the carriers of the norms (institutions). In practice, it was very hard to link gender with environmental resources since 'gender' is viewed as a mere add-on to existing concerns. It was felt that one way of mainstreaming gender issues was to share experiences among countries. Uganda constitution and Kenya's draft constitution(s) both included gender; and Sudan doesn't have a ministry of Gender, but Kenya does. Additional benefits could also come from working with organizations like GWP due to their extensive experience in this issue. Also, the point was raised that water is viewed as a basic need not a human right because of its implication at country level.

The next group presentation on institutional frameworks concerned the issue of how to strengthen gender within the institutional framework. This highlighted the close linkages between institutional frameworks and the enabling environment. The point was made that affirmative action, on its own, does not empower women. We should simply be talking about equality. A participant said that affirmative action is temporary special measures, but you must have monitoring and evaluation to avoid disadvantaging others. There is need to bring the political institutions and faith-based institution, because they both bring in norms. Faith-based organizations are important. The media is also constitutes an important component. Ultimately, therefore, we need to be thinking about horizontal relations as well as vertical relations, e.g. in the case of shared watercourses.

The final presentation concerned the issue of strengthening gender in management instruments. It was felt that irrespective of the measures taken, it was necessary to adopt a long-term perspective, while also bearing in mind that a great deal could also be done in the short term. It was also considered necessary to be strategic and target issues where it was possible to derive success. The fact remained however, that the case for gender equality was a matter of common sense, but the fact it is frequently not taken into consideration. We should not even be here talking about gender because it is common sense. But it is not taken into consideration, which is why we are talking about it today.

The following session concerned case studies, where participants were given the task of identifying levels and gaps in gender mainstreaming programs: The first group made a presentation on the Lake Victoria Water and Sanitation Program. Among the issues highlighted were the gender issues arising, gender entry points, and finally improvements were suggested for project design to improve non-gendered access to water. This was followed by a group presentation concerning Dire Dawa in Ethiopia, where among issues raised was the importance of micro-finance institutions, the necessity of gender-disaggregated data in the case of low-income households, and the necessity of taking action in instances of entrenched poverty within communities, that lifts all people, rather than interventions that only benefit some of the people. The final group presentation concerned the criteria for awarding water kiosks to community groups in Kisii district in Kenya. No comments were raised, as participants were in a hurry to have lunch.

This was followed by presentation made by Mr. Josiah Omotto of Umande Trust in Nairobi's Kibera slum. His presentation was titled 'Bio-sanitation centres in urban areas of Kenya'. It highlighted the experiences of Gatwekera Tosha Bio-Centre, which showed how local communities had successfully converted waste into something economically viable. After his presentation, Annabelle Waititu made a brief presentation titled 'Gender, sanitation and IWRM', which set out to address four key questions:

- Does sanitation matter in IWRM and how does it fit within the IWRM framework?
- Why are gender considerations critical?
- What are gender concerns?
- What are the gender issues in sanitation?

Thereafter Annabelle Waititu led participants into a practical session concerning the design of gender-friendly water and sanitation facilities. Participants were requested to design a gender-responsive toilet for the following groups: females, males, schools and vulnerable groups, while also spelling out guidelines on operations and management of sanitation facilities. The discussion which followed highlighted the difficulties in achieving adequate sanitation for schools in rural areas, given the high levels of poverty and ignorance in those places. An important conclusion made by participants was that we should not have a choice between food, sanitation, water, and toilets as these were all needed.

Following the lunch break, Dr Janet Kabereri (UNEP) made a presentation titled 'Gender in Water Governance', which highlighted water governance, IWRM and the challenges of gender mainstreaming in water governance. Her presentation noted that Africa is one of the most vulnerable continents to climate change; and the vulnerability was increased by climate-dependency of major economic sectors and by existing development challenges; and that the water sector in Africa is strongly influenced by change in climate making it a crucial focus area for sustainable management. She proceeded to define IWRM, inter-linkages with the MDGs, challenges to IWRM implementation, key elements for water governance, and emerging gender issues. In the discussion that followed, participants shared their experiences of gender mainstreaming in the context of IWRM and water governance. Illustrations were given from Uganda regarding the practice of the Gender Ministry, and Kenya's Water Act of 2002, which talks of a 30% gender equity yet the practice is difficult from the policy.

Experiences were also shared regarding the Tanzania Gender National Program (TGNP). Other relevant issues raised concerned the fact that in practice it was difficult to engender water policies because professionally qualified women-managers are predominantly with to remain in the big cities, rather than in the rural areas, where their services might be more in demand; since in practice 'gender' is viewed as an

add-on, when engendering policies it was also necessary to demonstrate the overall contribution, rather than simply gender for its own sake; there were added challenges in ensuring that men take gender concerns in the decision-making processes: capacity-building was thus necessary in order to understand the link between gender and water use/consumption, resistance/attitudes; participants also highlighted the necessity of patience in finding supportive allies and resources; a note of caution was raised regarding capacity-building: it is not a one-size-fits-all issue. In practice, there are different levels and different entry points e.g. for different audiences, such as policymakers and local communities. Finally, regarding drawing community participation at local levels, it is important to have a pre-assessment prior to doing a project because you need to know what the needs of the communities and their cultural norms, as well as work with other actors already on the ground (NGOs, government, CBOs etc) in order to allow for streamlining, inter-linkages and synergies on the ground.

The final activity for the day was a video presentation, which was followed by a discussion by participants on the gender issues they could identify. Some participants noted that women are seen as a conduit of the disease: drawing water, cooking, feeding, and treating sick kids. Others identified the potential of sanitation to affect women's productive and reproductive roles. To other participants, the key issue was effects of poverty and poor governance of water and sanitation issues. Others felt that the problem was a lack of awareness, and that men are also part of the problem, thus should be involved in the solutions, i.e. both genders needed to be empowered & sensitized. Another saw the problem as one of poverty. Professor Patricia Kameri-Mbote summed up the session with the observation that sanitation problems within communities raise so many diverse issues. Consequently, this highlights the question of who do we target in a community setting.

3.4. Day 4: Thursday, 2nd April, 2009

The workshop began with Dr Nicholas Kimani reporting on the highlights of day 3. This was followed by a presentation by Dr Åsa Torkelsson (World Bank) titled 'Gender and Water for Agriculture'. Her presentation highlighted a resource framework for gender and water, rural resource network, and gender in water for agriculture. Next, she presented some questions for gender analysis to influence design, and then highlighted some design challenges for women in irrigation, as well as some monitoring and evaluation indicators for gender in agricultural water management. In the discussion that followed, participants highlighted the fact that bringing women and men on board engenders a sense of social accountability in issues of water and agriculture; women must speak out and step in. Participants also stressed the importance of changing scenarios i.e. that food crops are now cash crops, which are no longer in the hands of women, such that men divert financial resources, thereby leaving their children and family worse off. This situation was considered to impact upon food security, as a result of which it was unlikely the MDGs would be realized.



Dr Åsa Torkelson (World Bank) guides participants through her presentation titled 'Gender in Water for Agriculture'

The following three sessions were led by Dr Shmuel (Arava Institute), starting with a presentation titled 'Sustainable Agriculture in Dry Lands'. This technical presentation was commended by participants, for highlighting the fact that drip irrigation could work in areas of limited water availability and that in some instances saline water could still be used for irrigation. Participants noted that it was possible to develop cheap systems for the very poor women e.g. in Uganda, where tomato gardens could be irrigated with bottles of water. Dr Shmuel noted that in practice we look for problems yet we already have the necessary solutions. End-users have to demand solutions, even where this meant embracing new technology.

The following presentation was titled 'Climate Change and Water Resources Management', which highlighted the need for protecting water resources in dry lands from adverse impacts of climate change. He shared a questionnaire on nine parameters of the importance we would give to climate change and water resources management.

Dr Shmuel's final presentation was titled 'Water for the Recovery of the Climate- A New Water Paradigm'. This sought to draw linkages between climate change and water-resources, and draw out a message of vision and about hope through the use of simple measures like rainwater harvesting. Participants commended Dr Shmuel's presentation for showing how extreme weather events were a consequence of an imbalanced approach to how natural resources are used, yet a balanced approach could lead to reduced extreme weather events. Due to insufficient time, it was not possible for Dr Shmuel's to make other presentations, and the workshop facilitators were subsequently requested to make time available for participants.

Professor Patricia Kameri-Mbote then gave a presentation titled 'Gender, Water and Climate Change'. This highlighted the concept of vulnerability and then drew out its linkages with gender. She observed that gender inequalities intersect with climate risks and vulnerabilities, and that climate change is likely to magnify existing patterns of gender disadvantage. Next, the concepts of mitigation and adaptation were introduced, following which she sought to link gender, IWRM and climate change using three case studies. In the discussions that followed, participants emphasized the fact that climate change presents an added layer of complexity over existing difficulties regarding vulnerability, gender & vulnerability. This led to the discussions over the following two questions: are there are opportunities within IWRM and gender regarding climate change mitigation? And are there opportunities within IWRM to adapt or moderate the expected damage brought about by climate change? These questions were addressed in a practical setting through three case studies, which sought to link gender, climate change and IWRM: The first group

highlighted biofuel production in rural India; the second group highlighted Professor Wangari Maathai's 'billion trees for climate change mitigation' campaign. The final group highlighted efforts aimed at reducing emissions while providing community benefits in the Nepal National Biogas Project.

*Presentation by Professor
Mbote*



Patricia Kameri-

The day concluded with two short films on climate change, which focused on the Mau Forest (Kenya) and the Ruwenzori Mountains (Uganda). In the discussions that followed, participants highlighted the impacts of deforestation, and the resulting impacts on agriculture and tourism, rivers drying up, increased incidences of malaria, and melting glaciers.

3.5 Day 5: Friday, 3rd April, 2009

The workshop began with Dr Nicholas Kimani reporting on the highlights of day 4. This was followed by a presentation on gender-sensitive learning by Joke Muylwijk titled 'Ways of Learning and types of knowledge transfer'. This highlighted basic male/female differences and how they impact upon learning. In the discussions that followed, participants raised a number of issues concerning gender training. Experiences were shared regarding indifferent attitudes to gender, impacts of changing cultures, necessity of necessity of 'tailoring' training to the audience, different ages, different religions, using a senior respected person who is accepted, important role of mothers/fathers in influencing their children's attitudes from a young age, importance of a training of trainers manual, and the advantages of using experienced trainers when addressing an experienced audience.



Participants visit the Biocenters in Kibera slum

Afterwards, participants were taken on a fieldwork trip in Kibera slum, where they familiarized themselves with the activities of Umande Trust in order to address the following group work questions:

Group 1: To what extent does Umande Trust address the economic component of IWRM?

Group 2: To what extent does Umande Trust address the environmental components of IWRM?

Group 3: To what extent does Umande Trust address the equity aspects of IWRM?

These questions were intended to provide a practical perspective on the three pillars of IWRM. The fieldwork assignment took up most of the day, and participants requested the workshop facilitators to allow for report-back presentations to be held early the next day. Other highlights of the day included the African lunch, and the Cultural night, which were well received by participants.

3.6 Day 6: Saturday, 4th April, 2009

The final day of the workshop started with a report by Dr Nicholas Kimani on the highlights of the previous day. This was followed by group presentations by the following groups regarding their findings following the visit to the Umande Trust. These concerned the extent to which Umande Trust addresses the economic, environmental and equity components of IWRM.

The groups highlighted the following issues: provision of toilet services i.e. good sanitation; provision of shower services, water selling, renting rooms, office, hostel, TV, library, canteen services, selling of the bio-gas. The income derived—15 % for management, 15% maintenance, 10% sanitation facilities, 60% dividends of the group—was considered to make the programme economically efficient.

The groups also felt Umande Trust addresses the problem of sanitation for residents, who no longer use 'flying toilets'; provides different social activities, as well as improving livelihoods for all genders (adults and children), who also can get involved in other income generating activities. Other benefits include reduced costs of accessing services, and savings in time spent to fetch water so as to maintain hygiene at household level and the potentials for urban agriculture through using the treated manure. Among the gender issues highlighted included the fact that prior to Umande Trust, many women were not accessing latrine services, more women are employed in the cleaning, while men benefit more from the services (library, TV shows, showers, toilets during the rush hours). Finally, added security is provided to girls, women and young children.

Participants also highlighted other issues: the need to distinguish between equity and equality; the issue of class: men/women are in different economic classes: the cost of joining Umamde Trust is Ksh 120/-, but it may be difficult for women who cannot afford to join due to their poverty; and that there may be other exclusionary issues: e.g. the times of meetings, and ways of disseminating information. Design considerations were discussed: e.g. participants felt that it may be culturally inappropriate for men and women to share the same premises. An example was given in this regard concerning the Nubian community of Kibera. Technology issues were also highlighted: water-based flushing is wasteful and inappropriate e.g. in Kibera where water supply is intermittent. Finally, the potentials for up scaling were discussed i.e. to spread the benefits experienced by Umamde Trust to other slums and informal settlements.

Next followed a presentation by Professor Patricia Kameri-Mbote titled 'Integrating gender into organizations'. In the discussions that followed, participants shared experiences about the structure of NGOs, Government offices and Parastatals in Uganda, Kenya, Ethiopia, Tanzania, Sudan, Eritrea, and Rwanda. Participants observed that if they were to wait for the three arms of government to engender, it was unlikely to happen in the short term. Professor Patricia Kameri-Mbote then led discussion on what needs to be done at organizational level i.e. activities and budgetary allocations in order to integrate gender in IWRM. Views were shared from Ethiopia, Tanzania and Uganda and Eritrea where there are gender-budgeting guidelines intended to result in the allocation of resources for gender.

On the main gender entry points, experiences were shared from Tanzania, where there is an established track record in allocation, tracking, and in measuring outputs. A contrast was made with Uganda and Kenya, where there is blanket allocation of resources, but it depends on the vote controller to ensure that gender issues are considered. The case of Kenya was given in order to highlight the fact that money allocated to particular budgets may be used elsewhere e.g. to pay for food intended for hunger alleviation.



Workshop participants during the cultural evening

A presentation on 'Advocacy and Rights Based Approaches to IWRM' was then made by Elizabeth Mueni (Oxfam). This highlighted a number of issues: the decision to adopt a service or rights-based approach in the context of IWRM depends on the context: that is, you plan with the community, engage with them, and then engage rights awareness issues. She noted that a confrontational approach is not necessary, and that donors are keen on evidence of community participation in whatever interventions are adopted. Ms Mueni observed that while stepping on people's toes is inevitable, but it was necessary to be diplomatic when doing it: ensuring that both sides—government and communities—are present and the message is delivered diplomatically. Finally she called for participants to look for opportunities to influence partners who will eventually impact on your own work: she gave the example of Oxfam participating with the NGO Bureau in process of reviewing the NGO Act.

Next Professor Patricia Kameri-Mbote made a presentation on 'Participatory Rural Approaches (PRA) techniques'. She observed that the approach—used by NGOs and development agencies—aims to incorporate the knowledge and opinions of rural people in the planning and management of development projects and programmes.

She noted that an actively involved and empowered local population is essential to successful rural community development. Next, she introduced a number of PRA tools: mapping, ranking, social mapping, data collection tools, transect walks—i.e. walking around the community but observing, as well as community action plans. She observed that whenever researchers entered a community, it was important to wear a cap of learning and not of information. It was also important to observe group dynamics e.g. there may be those who serve as discussion- muzzlers i.e. when they talk, none of the other group members feel free to talk. This was followed by an assignment, where participants were required to use PRA in order to design an IWRM strategy for Kibera.

The training workshop came to an end with Ms Annabel Waititu reaffirming the workshop objectives before participants from each country shared their observations on what they saw as the key highlights of the workshop. Among the key insights arising from the various presentations was that the workshop had identified several opportunities for integrating gender in IWRM frameworks, and that participants had also benefited from sharing experiences from different countries in respect of gender and IWRM. Another important insight concerned the importance of partnerships, i.e. tapping into existing resources, institutions and individuals both in Africa and further afield outside Africa so as to learn from exchanges and developments that are taking place elsewhere in the world.

The Workshop concluded with participants being presented with certificates by Ms Joke Muylwijk. Finally, a note of thanks was given by Ms Annabell Waititu for the inputs given by participants, as well as by the facilitators and rapporteur.