



## NARRATIVE REPORT

Regional  
Workshop  
on

# Mainstreaming Gender in Integrated Water Resources Management in Southeast Asia

Organized by CamboNet

Sponsored by  
CapNet-UNDP  
MRC  
GWA

26-29 November 2007  
Siem Reap  
Kingdom of Cambodia





Narrative Report  
of the Regional Workshop

# Mainstreaming Gender in Integrated Water Resources Management in Southeast Asia

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Prepared by CamboNet and Department of Planning,  
Cambodia National Mekong Committee  
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2007

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Most especially we would like to thank H.E. Mr. Sin Niny, Vice-Chairman of the Cambodia National Mekong Committee, on behalf of the Government of Cambodia, who gave his valuable time to preside over the opening of the Workshop and his strong support to this regional activity.

Mr. Watt Botkosal,  
Director of Planning Department  
OIC of GWP Cambodia  
CamboNet, Cambodian Focal Point for AguaJaring SEA Region  
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## **1. Background**

### **1.1 Gender and Water Management**

Gender Mainstreaming has been endorsed by the Beijing Platform for Action (Fourth World Conference on Women, Beijing, 1995) and has been followed by governments and other actors to promote an active and visible policy of mainstreaming the gender perspectives in policies, projects and programs, so that, before decisions are taken, an analysis is made of the effects of those decisions on both women and men. This approach was defined by UNDP as taking account of gender concerns in all policy and programs. It is further defined as the process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres so that women and men benefit equally. The ultimate goal is to achieve gender equality, and not to perpetuate inequality. These definitions indicate clearly that gender concerns are to be addressed in all socio-economic, environmental and cultural policies.

### **1.2 Sustainable Water Management Issues in Southeast Asia**

The concept of Integrated Water Resources Management (IWRM) as promoted by the Global Water Partnership (GWP) recognises that both women and men play a critical role in the sustainable management of their water resources. In particular the Dublin Principles, especially the second and third principles, give emphasis to the participatory approach and the important part that women play, respectively, in the management of water. These principles advocate that both women and men need to understand and take real action on legislation, policies and programme implementation, in all areas and at all levels of water management. Thus, there exists a real demand for building capacity in gender mainstreaming into water policies and projects so as to achieve sustainable development commitments such as those outlined in the Millennium Development Goals (MDGs) and the recommendations of the World Summit on Sustainable Development (WSSD). Gender mainstreaming involves addressing gender inequalities in all aspects of development, across all sectors and programs, especially in decision-making structures.

In Southeast Asia (SEA), some countries are more advanced in promoting gender issues, giving more consideration to the promotion of gender concerns in national action plans and strategies. Some other countries are still hesitant to adopt this approach, resulting in little attention being paid to gender issues. The issues and problems within the region were found to be different from those faced in other regions of the world, such as south Asia or north Asia, due to the different cultural and development conditions. The training delivered by regional facilitators and the exchange of experiences among the participants contributed to an improved understanding of the issues and problems faced in the region. The workshop also provided the opportunity to learn how to use a variety of tools to analyze and assess situations as well as to allow for the development of a support network for water management practitioners.

### **1.3 AguaJaring and Gender Mainstreaming**

Knowledge of practical tools and strategies for mainstreaming gender in water policies and projects are limited in many countries. In addition, links between gender experts and water resources experts are often lacking, and thus the capacity to mainstream gender in water resources policy as well as to mainstream water issues in gender-related policies and projects is limited and substantial support is needed.

Thus, a strong regional gender network for Southeast Asia is needed to advance the gender mainstreaming approach in integrated water resources management. The network can provide the capacity to promote the approach and to exchange experiences among SEA countries. It would be most useful to identify the focal points and contact persons for gender mainstreaming in the regional institutions at the national level. The network can provide the support to develop and strengthen the capacity of the focal points to take responsibility for mainstreaming gender in the process of IWRM implementation. This gender network can function to provide inputs to case studies and tools to AguaJaring. The GWA/AIT Regional Strategic Planning workshop on gender and IWRM, held at AIT in July 2007, was a first effort to establish such a network, and several of the participants at that workshop were also present at the current workshop.

## **2. Activities**

### **2.1 Opening Session**

The Workshop was introduced by Mr. Watt Botkosol with his short remarks on the AguaJaring and the significance of the Workshop. He then invited H.E. Mr. Sin Niny, Vice-Chairman of Cambodia National Mekong Committee to deliver his welcome and opening address of the Workshop. (see Annex C)

Mr. Watt Botkosol introduced the Workshop objectives and agenda and explained the Workshop modules and methodology as indicated in Table 1. The workshop agenda was modified by participants on day 3 for excursion around Siem Reap.

### **2.2 Workshop Objectives**

The Regional Workshop on Mainstreaming Gender in Integrated Water Resource Management in Southeast Asia was held in Siem Reap, Kingdom of Cambodia, from 26 to 29 November 2007. In addition to CapNet/AguaJaring, the Workshop facilitators and participants were also sponsored by the Gender and Water Alliance (GWA), the Mekong River Commission (MRC) and M-Power.

The specific objectives of the Workshop were:

1. To provide an opportunity for all participants
  - to learn from each other by sharing experiences and knowledge in integrating gender into IWRM; and
  - to identify best practices in gender mainstreaming in IWRM.
1. To build on recent efforts at establishing a regional network on gender mainstreaming in IWRM.

### **2.3 Program Summary**

A total of 35 participants from eight Southeast Asian countries attended the workshop. Four resource persons from Cambodia, Lao PDR, Malaysia and the Philippines facilitated the workshop. The Workshop consisted of four modules as indicated in Table 1; the detailed program is given in Annex A. Administrative and organizational support was provided by the workshop Secretariat staff of CNMC.

In addition, the GWA representative presented the GWA Draft Regional Strategic Plan on Gender Mainstreaming for Southeast Asia and the Pacific, which had been developed at a regional workshop at the Asian Institute of Technology (AIT, Bangkok-Thailand) in July 2007. She was assisted by a representative from the AIT, who outlined a number of regional initiatives that are relevant to gender and water concerns. The participants elaborated their activities and priorities under the framework of this regional strategic plan. These are presented in annex B.

The workshop training materials comprised 10 presentations and five group exercises covering four training Modules (Table 2).

A total of 11 country presentations on the status of gender and water management were delivered by the participants. These included national status reports, sector reports as well as private sector initiatives in corporate social responsibility at the community level.

**Table 1. Summary of Workshop Modules**

<b>Date</b>	<b>Module</b>	<b>Topic</b>
26 November 2007	1	Introduction to Gender and IWRM: <ul style="list-style-type: none"> <li>• Concepts and Principles</li> <li>• Case Study - Aquatic Resources Management</li> </ul> National Country Reports and Sector Reports Exercise 1 - Gender Issues in Sectors
27 November 2007	2	Application of Gender and IWRM Approach <ul style="list-style-type: none"> <li>• Issues, Approaches, Policy, Organization</li> <li>• Gender Mainstreaming Tools</li> <li>• Case Study - Community Participation</li> </ul> Exercise 2 - Organizational Analysis - Spider Web Exercise 3 - Gender Perceptions 1 Exercise 4 - Gender Perceptions 2
28 November 2007	3	Mainstreaming Gender in IWRM: <ul style="list-style-type: none"> <li>• Gender Focal Points - Philippine Experience</li> <li>• Gender Analysis</li> <li>• Gender Impact Assessment and Monitoring</li> </ul>
29 November 2007	4	Mainstreaming Gender in IWRM: <ul style="list-style-type: none"> <li>• Gender Mainstreaming Stages and Entry Points</li> <li>• Academic Sector Initiatives</li> <li>• GWA/AIT Draft Strategic Plan for Southeast Asia and the Pacific</li> </ul> Exercise 5 - Regional Plans and Country Action Plans

**Table 2. Workshop Presentations and Exercises**

<b>Module</b>	<b>Training Presentations</b>	<b>Group Exercises</b>	<b>Country Presentations</b>
1	2	1	11
2	4	3	0
3	3	0	0
4	1	1	1
Total	10	5	12

### 3. Results

#### 3.1 Workshop Outcomes

There were five main outcomes expected from the workshop, as listed in Table 3.

**Table 3. Expected Workshop Outcomes**

No.	Expected Outcome
1	Participants should be trained on techniques for training in raising gender awareness and demonstrating ways of mainstreaming gender in water-related resources management
2	Participants will make presentations of on-going IWRM capacity building initiatives in their respective countries, and their proposed follow-up action plans for translating, customizing and disseminating relevant training materials at national and local levels
3	Participants will share their experiences on the integration of a gender perspective in water resources management plans in respective sectors <i>i.e.</i> , Water supply and sanitation/ Agriculture/Fisheries, GWA/AIT Workshop in July 2007
4	Case studies on gender mainstreaming in water management will be shared and collected for developing the concepts, policies, tools and issues appropriate to the region
5	A regional gender and water network should be established with clear functions and responsibilities, in order to support and promote gender mainstreaming in the respective countries and sectors, <i>i.e.</i> Water supply and sanitation/ Agriculture/Fisheries
6	Other additional key outputs
	a. Reference document supporting further training on Gender and Water Resources Management in English
	b. Eight sets of country level action plans on mainstreaming gender at institutional, strategy and activity level in order to contribute to gender-responsive policies and programs at the national and regional level

The results of the Workshop as related to the expected outcomes are described below:

1. The overall objective of the Workshop is to train participants on techniques for training in raising gender awareness and in demonstrating ways of mainstreaming gender in water-related resources management.

This objective was achieved through the participants' active participation in the modules and exercises provided at the workshop as well as by the compilation of the workshop training materials. The participants were also provided with a CD of the workshop materials.

2. Participants were requested to provide country reports on the on-going IWRM capacity building initiatives, especially related to gender concerns, in their respective countries and their proposed follow-up action plans for translating, customizing and disseminating relevant training materials at national and local levels.

The participants presented a total of eight national-level country reports for Cambodia, Indonesia, Lao PDR, Malaysia, Myanmar, the Philippines, Thailand and Vietnam. The results of the GWA/AIT Regional Workshop on Strategic Planning for Mainstreaming Gender in IWRM for Southeast Asia and the Pacific, held at Bangkok from 18-21 July 2007, were also presented by Ms Marcia Brewster, GWA representative. The national country follow-up activities were identified and listed as part of the regional action plans.



3. Participants were requested to share their experiences on the integration of a gender perspective in water resources management plans in various sectors.

A total of five presentations were made on national initiatives in the water supply and sanitation sector (Lao PDR), the agricultural sector (Philippines), the fisheries sector (Thailand), as well on private sector initiatives in water supply and sanitation as part of corporate social responsibility (Indonesia). A presentation was also made on academic sector initiatives in human development, water resources and gender studies (AIT).

4. Case studies on gender mainstreaming in water management will be shared and collected for developing the concepts, policies, tools and issues appropriate to the region (AIT will contribute to this case as available at AIT database).

Four case studies on gender mainstreaming were presented by participants as part of their experience in gender mainstreaming in the different sectors, as well as in Module 1 for aquatic resources management, in Module 2 at the community participation in water management and on the Philippines experience in establishing Gender Focal Points (Module 3) and staging of a gender mainstreaming action plan (Module 4).

5. A regional gender and water network should be established with clear functions and responsibilities, in order to support and promote gender mainstreaming in the respective countries and sectors *i.e.*, Water supply and sanitation/Agriculture/Fisheries.

The participants agreed to establish a gender and water network of institutional gender focal points to promote and support the efforts in gender mainstreaming, building on the network established at the GWA/AIT workshop. The proposed name was Apsara Network. The word Apsara is the name for the female celestial dancers of the Khmer Kingdom.

Ms Marcia Brewster also proposed that as Ms Gabrielle Groves, AIT, had already initiated a Google Group – the GWA/AIT SEA Gender Group - as a result of the strategic plan discussion in Bangkok, the participants could register to be members of the group and contribute to its development. This Group is part of the Knowledge Development and Dissemination activities to document existing case studies on gender mainstreaming in water management.

6. Other additional key outputs:
  - a. Reference documents supporting further training on Gender and Water Resources Management in English.
  - b. Eight sets of country-level action plans on mainstreaming gender at institutional, strategy and activity level in order to contribute to gender responsive policies and programs.

A total of 63 country-level action activities were identified and categorized following the three main categories of the GWA/AIT Draft Strategic Plan, that is, Knowledge Development and Dissemination (13 projects), Policy and Advocacy (14 projects), and Capacity Building (36 projects). These projects are listed in Annex B.

### **3.2 Workshop Evaluation**

The workshop topics and facilitation were evaluated by obtaining participants' feedback. The participants were requested to evaluate the workshop program and facilitation using a module evaluation form. Twenty-seven participants responded to the survey.

Module evaluation was carried out by surveying participants' response to ten statements on module materials and presentations (questions 1 to 5), relevance and usefulness (questions 6 to 8), and facilitation (questions 9 and 10). Participants were asked if they agreed (value=1) or disagreed (value=3) with a statement. A value of 2 would indicate they were neutral about the statement. The averaged results of the responses are shown in Table 4. An averaged value close to 1 would indicate that the participants felt that the module rated highly. A score close to 2 would indicate average rating while a score near to 3 would indicate that participants rated the module poorly.

Table 4a indicates how the individual modules were viewed by the participants. Table 4b shows the averaged response of all the participants to each of the ten statements. Table 4c lists the comments made by the participants on the topics covered and on future topics of interest. Table 4a indicates that in general all the modules were viewed positively by the participants. All module scores were less than 1.5 with the later modules being given a higher rating. The earlier modules were more a theoretical presentation whereas the later modules were more application oriented. It can be concluded that the participants found the latter modules more useful.

In Table 4b, on average the module presentation, relevance and usefulness, and facilitation were viewed positively by the participants, as the values are all a value of 1.5 or less. However, if we consider the responses valued lower than 1.5 to statements no. 8 and no. 9 together with comments made in Table 4c, then we can conclude that the modules could be improved by including more exercises and relating the exercises to the problems faced by participants in their application of gender mainstreaming in projects. Facilitation of the group may also have suffered because of the ratio of participants to resource persons.

From the feedback in Table 4c, it can be concluded that participants prefer more exercises and emphasis on tools for planning and monitoring progress of gender mainstreaming. The interest covered the range from policy impacts to organization structure to application of tools at the field level. Facilitation skills were another interest area which should be included in future workshops.

**Table 4. Module Evaluation**

a) Participant's Average Assessment of Module

Session	Module1		Module2		Module3	Module4	
	morning	afternoon	morning	afternoon	morning	morning	afternoon
<b>Average of 10 statements</b>	1.48	1.45	1.38	1.45	1.26	1.26	1.31

b) Participants' Response to Statements

No.	Question	Average
1	The objectives of this module were clear.	1.2
2	The objectives of this module met all my expectations.	1.4
3	The contents of this module were well-structured.	1.4
4	The terminology in this module was easy to understand.	1.3
5	The visual material (slides, drawings, diagrams etc.) used in this module was clear.	1.4
6	The visual material (slides, drawings, diagrams etc.) used in this module were useful.	1.4
7	I learnt new things from this module.	1.3
8	I can apply the knowledge learned in this module in my work.	1.5
9	The facilitation of the training was excellent.	1.5
10	The time allocated for the materials to be presented was effective.	1.3

c) Participants' Comments

1. List the topics you would have liked covered more extensively in the workshop.
<p>Clear tools for GM            Please explain clearly about what are indicators for GM and tools for GM            Gender analysis, gender impact assessment, monitoring and evaluation            All            Making GM action plan for IWRM            Policy implications, concepts and tools            All the topics I liked            Application details on integrating gender in the project cycle.            Mainstreaming – more workshops to really see and understand the activities and processing results            Gender Audit and scan            I liked Module 3 GM in IWRM            Clear tools for GM            Spider Web Map            4 stages of GM            Application of gender and IWRM approach in selected sectors            Development of IWRM work plan for the river basin, make the IWRM work plan that be gender sensitive            Making gender focal points more effective            Introduction to sex-disaggregated data/establishing system.            Give more time to Module 3 and 4 and more exercises.            Gender analysis exercise</p>
2. List the topics not included in this workshop which you think of particular interest to your profession.
<p>Facilitation/trainer skills            Facilitation skills for IWRM            Module 2, Module 3            More exercises on tools for GM            All modules of interest, but some Modules not clear            Women in decision-making level            Non, No, No, No, No idea, N/A</p>

Participants were not surveyed regarding the suitability of location and room facilities of the workshop. The support provided by the Secretariat was considered to be excellent. However, in general, the resources persons were of the opinion that the workshop room dimension was not ideal for workshop table layout as the room was much longer than wide. Group discussions were conducted in the Secretariat room and in the refreshment area, in addition to the main workshop room, which allowed for participants to circulate.

#### **4. Conclusion**

The Regional Training Workshop on GM in IWRM was generally perceived by participants and facilitators alike as a useful and worthwhile training event. The Workshop is the key intervention point for collaboration among Southeast Asian countries in a on-going process of continuing to build on the success of gender mainstreaming in IWRM Action Plans being implemented throughout the region.

One objective of the Workshop was to provide an opportunity for all participants to learn from each other by sharing experiences and knowledge in integrating gender into IWRM; and to identify best practices in gender mainstreaming in IWRM. Another objective was to build on recent efforts at establishing a regional network on gender mainstreaming in IWRM.

The Workshop was particularly meaningful as it included the Mekong River Commission member countries and other countries which are members of the Association of Southeast Asian Nations (ASEAN). The sharing of experiences increases understanding among participants that there are others who are facing similar conditions and to demonstrate the approaches or methods used. It also represents a key step in developing joint commitment, among all the representatives who participated in the Workshop, toward collaboration in developing capacity within each country as well as in the entire AguaJaring region.

The Modules of the Workshop also provide the possibility to engage other trainers, particularly those who have technical training skills for developing awareness and knowledge of gender and IWRM, to develop and transfer their knowledge to others, and encourage proactive and innovative actions in their work.

The representatives of the Southeast Asia countries agreed to set up the Gender Mainstreaming In Integrated Water Resources Management Network, named the Apsara GM in IWRM for Southeast Asia (Apsara GM in IWRM for SEA), which is a network of gender focal points. These focal points exist in the various institutions of Southeast Asia countries that are concerned with conducting the development and management of water and related resources, as well as in research and development and/or training institutions. The focal points work on promoting the application of gender mainstreaming in IWRM and implementation of IWRM principles in the SEA region. The Network can assist in enhancing human capacities, facilitating coordination and communication among member countries (through such organizations as the Mekong River Commission and the Gender and Water Alliance) and raising awareness on water-related topics. IWRM is considered a key factor for sustainable development in SEA countries. Concern for gender equality is a basic success factor for effective IWRM Implementation.

Under the Action Plan developed there are many possible "next steps" to be taken in order to achieve the outcomes from the perspectives of this Workshop, such as by prioritizing the needs of each country action plan to promote GM in IWRM program. However, from the identification of project sponsors, it is clear that there is a need for further support from donors, such as CapNet, GWA, MRC, the Global Water Partnership, Asian Development Bank, World Bank and others who strongly support the process of gender mainstreaming in all water-related development activities.

The Workshop was closed by Mr. Watt Botkosol, Director of Planning Department of CNMC. (see Annex D for his closing speech)

## ANNEX A. Program of the Workshop

### Regional Training Workshop on Gender Mainstreaming In Integrated Water Resources Management in Southeast Asia 26-29 November 2007, Siem Reap, Kingdom Of Cambodia

**Monday 26 November 2007**

**Module1: Introduction to gender concepts and IWRM concepts/principles**

Time	Activity	Responsible Person
08:00	Registration	CamboNet
08:30	Welcome and open the Regional Workshop by <b>H.E. Mr. Sin Niny</b> , Permanent Vice-Chairman of CNMC and MRC JC Member for Cambodia	Watt Botkosal
08:45	Overview of the Workshop objectives by Mr. Watt Botkosal	Watt Botkosal
09:00	Introduction of participants	
09:30	Evolution of Gender and IWRM by resource persons	Kesone
<b>10:00</b>	<b>Coffee break</b>	
10:30	Presentation on national overviews for gender and IWRM perspectives by each country representative basically on <i>Water supply and sanitation/Agriculture/and Fisheries</i>	Kesone
<b>12:00</b>	<b>Lunch</b>	
13:30	Presentation/Q&A by one resource person	Kesone
	<input type="checkbox"/> Introduction to Gender and IWRM: What is Gender and IWRM? Why does water resource management have to be integrated and why is this needed for water resource development?	
	<input type="checkbox"/> Gender perspectives in water development and management	
	<input type="checkbox"/> IWRM Principles/Approach	
<b>15:00</b>	<b>Coffee break</b>	
15:30	Small groups to identify / discuss common gender issues in water resources management in <b>above-selected sectors</b> .	Kesone and all
16:30	Report back of the working groups	
<b>18:00</b>	<b>Welcome Dinner</b>	

**Tuesday 27 November 2007**

**Module 2 - Application of Gender and IWRM approach in selected sectors (Water supply and sanitation /Agriculture/Fisheries)**

Time	Activity	Responsible Person
08:00	Presentation by one resource person	Zelina
	<input type="checkbox"/> Key issues in selected sectors	
	<input type="checkbox"/> How to implement IWRM, in general and best practices in above-selected sectors.	
	<input type="checkbox"/> What are the policy implications? (Definitions, concepts and tools; the importance of gender mainstreaming and above-selected sectors from an IWRM perspective)	

09:00	Presentation: What is gender mainstreaming (GM)? Why is GM important in water management? Introduction of some GM tools/kits used in water management for water supply and sanitation/agriculture/fisheries	Vannara
<b>10:00</b>	<b>Coffee break</b>	
10:30	Case studies on gender mainstreaming	Vannara
11:00	River basin map Group presentations	Zelina/ Vannara
<b>12:00</b>	<b>Lunch</b>	
13:30	Development of IWRM work plan that is gender sensitive Report back from Working Groups	Vannara and Zelina
<b>15:00</b>	<b>Coffee break</b>	
15:30	Discussion in working groups	
16:30	Report back from the working groups	
<b>18:00</b>	<b>Dinner</b>	

### Wednesday 28 November 2007 (Yolanda)

#### Module 3 - Mainstreaming gender in IWRM: setting up Gender Focal points and network; GM Action Plan Development; Gender analysis, Gender Impact Assessment, Monitoring and Evaluation in water resources management.

08:00	Presentation by resource person	Zelina
	Gender Analysis - Why gender analysis? How to analyze? What tools can be used? - Indicators for GM in the selected sectors	
09:00	Gender Impact Assessment, Monitoring and Evaluation (GIAM&E) in water resources management:	Zelina
	- Why do we need GIAM&E in WRM?	
	- How to apply? For example in the above-mentioned selected sector?	
<b>10:00</b>	<b>Coffee break</b>	
10:30	Gender Focal Point Development	Yolanda
	- Why are Gender Focal Points important?	
	- How to set up the Gender Focal Point network?	
	- Responsibilities and functions of Gender Focal Points	
<b>12:00</b>	Lunch	
13:00	Excursion around Siem Reap	
<b>18:00</b>	<b>Dinner</b>	

### Thursday 29 November 2007

#### Module 4 - Making Gender Mainstreaming Action Plan for IWRM planning for key sectors.

08:00	Development of Gender Mainstreaming Action Plan (GMAP): Methodology, Matrix	Marcia/Gabrielle
09:00	Exercise on setting up gender focal point network	Yolanda and all
<b>10:00</b>	<b>Coffee break</b>	
10:30	Facilitated discussion by participants on activities that could be included in the GMAP based on national policies and strategies	Zelina/Yolanda/Marcia
11:30	Delivery of Certificates to Trainees by CNMC /MRC/ GWA/AquaJaring representatives and	Cambonet

<b>12:00</b>	<b>Lunch</b>	
13:30	Presentation by countries on GMAP	Yolanda/Zelina
<b>15:00</b>	Coffee Break	
15:30	Course Wrap-Up and assessment/ feedback	Cambonet
16:00	Closing the Workshop by Mr. <b>Watt Botkosal</b> , Director of Planning Department of CNMC, Gender Team Leader of CNMC	Watt Botkosal
<b>18:00</b>	<b>Dinner</b>	

**ANNEX B: Gender Mainstreaming in IWRM; Regional Action Plan 2007-2010**  
**B 1 Knowledge Development and Dissemination (13 Projects)**

No	Activity	Level	Target Group	Country	Responsibility/ Agencies/ Resource	Funding Sources	Time			
							2007	2008	2009	2010
1	Pilot study on raw water pricing	L	Local government units/ Stakeholders	Philippines	GTZ/NWRB	GTZ				
2	Identify Gender Resources at local government levels	L	Local government	Indonesia	CK-Net INA	Looking for funding	XXX	XXX	XXX	XXX
3	Gender in water, agriculture, energy, Environment (Translation - IEC materials)	L	Communities/ NGOs	Philippines	Engender Network/ Approtech Asia	Partial funding available (Energia)	XXX	XXX	XXX	
4	Gender in Water: Exchange visits/study tours of successful projects for community champions policies / project	L	Community leaders	Philippines	Engender Network/ Approtech Asia	Partial Energia/ need funding	XXX	XXX		
5	Case studies on gender mainstreaming in community-based fisheries management	L	Communities along the Mekong River in Cambodia	Cambodia	Culture and Environment Preservation Association (CEPA) (Mr Tek Vannara)	Looking for funding		XXX		
6	Case study on best practices on gender mainstreaming in community-based water resources management	L	Communities along the Mekong river	MRC countries/ Cambodia	CEPA (Mr Tek Vannara)	Looking for funding			XXX	
7	National water resources study, 2000-2050	N	Ministries and water agencies	Malaysia	Malaysia, Monaural Resources and Environment	Malaysian Govt				
8	Case Studies on best practices in Gender & Water mgmt for TOT Manual on GM	N	Project Developer and Implementer	Philippines	Engender Network/Approtech	Partial - energia		Feb 2008		



No	Activity	Level	Target Group	Country	Responsibility/ Agencies/ Resource	Funding Sources	Time			
							2007	2008		2009
9	Development of Resource Cell in AIT for GWA	R	Gender Focal Points and Stakeholders	GWA and AIT	GWA-AIT	GWA / AIT	XXX	XXX	XXX	XXX
10	Sharing and dissemination of information with other organizations in regular forum and workshops	R	MRC- Fisheries Gender Network	MRC	MRC	MRC/ others	XXX	XXX	XXX	XXX
11	Inventory of case studies and research findings which can be shared in the region	R N	The member organizations GWA, CapNet...etc	Southeast Asian countries/Philippines	Department of Agriculture, Philippines (coordinator)	Seek funding	XXX	XXX	XXX	XXX
12	Regional Action Research on water and gender/ Social governance	R N	All stakeholders	Thailand coordinator	AIT/ M-Power	M-Power	XXX	XXX	XXX	XXX
13	Gender and water education MSc/PhD and PG certificate and non- degree courses	R	AIT	Regional/ Thailand	AIT	AIT/M- Power	XXX	XXX	XXX	XXX

## B. 2. Policy and Advocacy (14 Projects)

No	Activity	Level	Target Group	Country	Responsibility / Agencies/ Resource	Funding Sources	Time			
							2007	2008	2009	2010
1	Policy and advocacy materials on gender in climate change-impacts and adaptation	L	Community leaders, NGOs, educators	Philippines	ENGENDER Network/Approtech Asia	Partial from ENERGIA, need more funding		XXX	XXX	
2	Gender audit in water policies	L	Project implementers and community	Philippines and other countries	ENGENDER Network/Approtech Asia	Seeks funding		XXX		
3	Establishment of National Steering Committee for Gender Mainstreaming in IWRM	N	Govt agencies	Cambodia	CNMC	MRC, GWP, CapNet, etc	XXX			
4	Review of water-related policy and strategies to be integrated with gender perspectives	N	Planning and policy agencies	Countries of Southeast Asia Cambodia coordinator	CNMC	GWP	XXX			
5	National Strategic Plan for GM in WATSAN	N	Watsan line agencies	Lao PDR and others	Lao Women's Union	UN-Habitat, MRC		XXX		
6	Review of the plan of action for the advancement of women	N	All government ministries and agencies	Malaysia	Ministry of Women, Family and Community Development	Ministry budget	XXX			
7	Planning water policy for 2009	N	All stakeholders	Malaysia	Ministry of Natural Resources and Environment	Malaysian Government budget	XXX	XXX	XXX	
8	National water visions 2020 to be gender sensitive	N	All stakeholders	Malaysia	Ministry of Natural Resources and Environment	Malaysian Government budget				
9	Raising awareness on GM in IWRM for all concerned officials in the irrigation sector of the Dept. of Agriculture	N	DA officials	Philippines	PhilRice	GAD budget of agency + Seeks funding (GWA support)		XXX		

No	Activity	Level	Target Group	Country	Responsibility / Agencies/ Resource	Funding Sources	Time			
							2007	2008	2009	2010
10	Creation of gender focal point in Water Resources Region /River Basin Office	N	All stakeholders	Philippines	National Water Resources Board	Seeks funding		XXX		
11	Establishment of steering committee for GM	R	N & R senior officials	MRC	MRC	MRC		XXX		
12	Budget proposal for GM project extension 2009-2010	R	MRC donors	MRC	MRC	MRC		XXX		
13	Regional gender policy at the ministerial level	R	Senior officials of ASEAN	Philippines and other Members of ASEAN	Phil. Water Partnership	Seeks funding		XXX		
14	3rd Southeast Asia Water Forum	R	Water professionals	SEAWP	CWP- MyWP	CWP, MYWP	Oct 2007			

**B. 3. Capacity Building (36 Projects)**

No	Activity	Level	Target Group	Country	Responsibility / Agencies/ Resource	Funding Sources	Time			
							2007	2008	2009	2010
1	Facilitation for Community Action Plan/CAP document for water/sanitation system	L	community	Indonesia	HESS/BP MIGAS	HESS, NGO, CBO	Nov- Dec 2007			
2	Community on-the-job training to develop detailed engineering design	L	community	Indonesia	HESS/BP MIGAS	HESS, NGO, CBO	Nov- Dec, 2007			
3	Training for WATSAN committee	L	community	Indonesia	HESS/BP MIGAS	HESS, NGO, CBO		XXX		
4	GM in Pilot plantation for community-based mangrove rehabilitation in coastal management program	L	Community and govt	Indonesia	HESS/BP MIGAS	HESS, NGO, CBO, govt, environment al forum		XXX	XXX	
5	IEC Campaign on the outcome of the pilot plantation project	L	community	Indonesia	HESS/BP MIGAS	HESS, NGO, CBO			XXX	XXX
6	ToT on Gender Awareness, Malang Region - East Java	L	Local government	Indonesia	University- Collaborative Knowledge Network	Seeks funding			XXX	
7	ToT for GM in rural areas	L	WATSAN committee in rural areas	Lao PDR	National Center for Environmental Health and Water Supply	Seeks funding		XXX		
8	Training on water and sanitation management	L	WATSAN committee in rural areas	Lao PDR	National Center for Environmental Health and Water Supply	Seeks funding			XXX	
10	Gender Awareness training on water management and water user groups- Myanmar	L	Local Farmers	Myanmar	Ministry of Agriculture and Irrigation	Seeks funding			XXX	
11	Training courses on gender in IWPRM in the MRC Context for VNMC line agencies	N	VNMC office and its line agencies	Vietnam	VNMC	MRC		XXX		

No	Activity	Level	Target Group	Country	Responsibility / Agencies/ Resource	Funding Sources	Time			
							2007	2008	2009	2010
12	National meeting on gender equality policies in Vietnam National MRC	N	Gender team and resource persons	Vietnam	VNMC office and its line agencies, Gender Focal points	MRC	Dec 2007			
13	Training of Trainers (ToT) on Gender Mainstreaming in Integrated Water Resources Management-Cambodia	N	CNMC-Gender Focal Points/Gender Networks of Line Agencies	Cambodia	CNMC	Seeks funding		XXX		
14	Gender awareness workshop for senior officials and provincial officers	N	Ministries and provincial governors	Cambodia	Gender Team (Ministry of Women Affairs / GM Action Group	Seeks funding	XXX	XXX		
15	Trainings/ workshops on gender analysis and planning	N	Ministries and provincial governors	Cambodia	Gender Team (Ministry of Women Affairs / GM Action Group	Seeks funding			XXX	
16	Trainings/ workshops on GM in water resources management	N	Ministries and provincial governors	Cambodia	Gender Team (Ministry of Women Affairs / GM Action Group	Seeks funding			XXX	XXX
17	Training to raise Gender Awareness in IWRM	R N	Team Members, 13 GFP and Network members	Cambodia	CNMC/GT	GWA/ ADB/ AguaJaring	XXX	XXX	XXX	XXX
18	Workshop on Best Practices – 30% women at decision making level	R N	Decision- Makers	Malaysia	Region UNDP	UNDP		2007-2008	Dec	
19	Regional Training Workshop on Gender Mainstreaming	R N	Representatives from region	Malaysia	Ministry of Women Family, Community and Development	UNDP	May 2007 (done)			
20	Workshop on IWRM 2007- Malaysia	N	All Stakeholders	Malaysia	Ministry of Natural Resource and Environment	AguaJaring and CapNet				
21	Annual Meeting of National Water Council Meeting - gender perspective working paper	N	Government officials	Malaysia	Ministry of Natural Resources and Environment	Malaysia Govt Budget	every year	XXX	XXX	XXX

No	Activity	Level	Target Group	Country	Responsibility / Agencies/ Resource	Funding Sources	Time			
							2007	2008	2009	2010
22	Gender Mainstreaming Needs assessment of current extension workers (agri sector)	N	Dept. Agriculture	Philippines	Phil-rice,	National Gender Budget of each Agency		XXX		
23	National Workshop on Appropriate Technology Package in Disaster Adaptation and Pilot Project	N	Gender focal network members	Philippines	Approtech	Seeks funding		XXX		
24	Philippines - Awareness of Gender Mainstreaming	N	GFP of national agencies	Philippines	National Water Resource Board	GAD Budget		XXX		
25	Capacity Building Gender in Knowledge Management - Philippines	N	Knowledge management team in NWRB	Philippines	NWRB	Seeks funding		XXX		
26	GM in Small-Scale Water Service Provision	N	members and officers of rural water association	Philippines	Streams of Knowledge, Phil. Water Partnership	GWA, needs funding		XXX		
27	Proposal on Gender in Disaster and Climate Change Adaptation	N	Project Developer and Implementer	Philippines	Engender Network/Approtech	Partial - energia	Jan 2008			
28	National ToT in Integrating Gender in Water, Energy and Environmental Projects- Localizing Manuals	N	Project Developer and Implementer	Philippines	Engender Network/Approtech	Partial - Energia + seeks funding		XXX		
29	Workshop on Gender Data collection and Analysis in Water and Related Resource Management in Mekong River Basin	N	Gender Focal Points of lines agencies	Thailand	TNMC	MRC	XXX			
30	Forum to Promote Gender Awareness and Sensitivity in the Use and Management of Water and Related Resources in the Mekong River Basin - Thailand	N	All government agencies related to Mekong Department	Thailand	MRC/TNMC	Seeks funding			XXX	

No	Activity	Level	Target Group	Country	Responsibility / Agencies/ Resource	Funding Sources	Time			
							2007	2008	2009	2010
31	Training of Trainers (ToT) on Gender Mainstreaming in Water and Resources Development in the Lower Mekong Basin - Thailand	N	Gender Focal Points and officials from line agencies	Thailand	MRC/TNMC	Seeks funding		XXX		
32	National workshop on mainstreaming gender in agriculture and rural development	N	Line agencies	Vietnam	National Institute of Agricultural Planning and Project	Seeks funding	XXX			
33	TOT on IWRM 2007 for SEA-Malaysia	R	SEA decision makers	Agua Jaring, Malaysia	Ministry of Natural resources and environment	CapNet, AguaJaring and others	XXX			
34	Identify and provide opportunities in MRC member countries to participate in gender training in fisheries	R	National coordinator and deputies for NGF	MRC	Network of Gender in Fisheries (NGF) /MRCS	MRC + seeks funding		XXX		
35	Gender Awareness Training and Introduction to MRC Gender Mainstreaming Guidelines	R	MRC Secretariat	MRC	MRCS	MRC- New Zealand	Dec 2007	XXX		
36	Gender policy/ Advocacy Training Workshop	R	Stakeholders	Thailand	AIT	GWA / AIT/ M-Power	XXX	XXX	XXX	XXX

## **ANNEX C: Welcome and Opening Speech by H.E. Mr. Sin Niny**

Vice-Chairman of Cambodia National Mekong Committee  
Member of MRC Joint Committee for Cambodia

Distinguished national and international participants and Guests,  
Ladies and Gentlemen,

It is indeed a great honor and privilege for me to be here at this very important gathering which aims to support implementation of the gender commitments as addressed in the Millennium Development Goals.

On behalf of the Cambodian Royal Government and the Cambodia National Mekong Committee, I would like to sincerely and warmly welcome all of you, the representatives of countries of Southeast Asia here, to the beautiful city of Siem Reap, in the first Regional Workshop for Southeast Asia countries on Gender Mainstreaming in Integrated Water Resources Management, organized in Siem Reap Town Hotel, Kingdom of Cambodia. I would like to express my sincere and profound thanks to CapNet, AguaJaring, MRC and Gender and Water Alliance (GWA) for support to the Workshop.

Further, I appreciate and thank the resource persons from Cambodia, Malaysia, Lao PDR and the Philippines who have worked hard to contribute training materials and skills and experience.

I do expect that the Workshop will contribute to strengthening and improving the Gender Mainstreaming in water resources management by applying the IWRM approach.

Distinguished Participants  
Ladies and Gentlemen

The Royal Government of Cambodia has been committed to implement the MDGs as the Khmer women have received means and resources as well as acknowledgment of their roles and functions in the society. This is clearly reflected by the Gender Mainstreaming of the Royal Government toward promoting Gender Equity. Actually, Cambodia has national policies and clear strategies that are exactly defined in the Government's Rectangular Strategy for growth, employment, equity and efficiency in Cambodia, which states that Women are the backbone of Socio-Economic Development. The strategy focuses on Gender Equity in the socio-economic development process through developing women's capacity, changing social attitudes, ensuring rights, and providing opportunities to contribute equally to the socio-economic development. An important part of this work is to increase the proportion of women's participation in national institutions at all levels from the central to local levels.

I would like to inform you that under the right and strong leadership of Samdech Prime Minister Hun Sen, women have been encouraged and promoted to join the political affairs at the commune as well as the national level, and women have been very active in politics. We are delighted because in the last few years, the committee for international women forum has selected Cambodian women who are champions in developing the country as role models for others.

Moreover, the number of women who are involved in politics and national decision making has also gradually increased. We have some female decision makers in politics and administration. For instance, we have women who are senior minister, minister, in the executive, legislative, and judicial power, government officials, in the lower level of administrative management structure, and at the provincial, municipal, communal and district level. Regardless, the Royal Government of Cambodia has acknowledged that more work needs to be done in this respect.

In order to encourage and enhance women's status in the economy and society, the Royal Government of Cambodia has suggested that it is essential to recruit more women as government officials. That is because there are many female government officials who are champions and deserve to be promoted and receive sincere gratitude from their spouses, leaders and all relevant parties.

In Cambodia, the Ministry of Women's Affairs is the leading national agency for promotion and enhancing the women empowerment and gender equality. Meanwhile the Royal Government of Cambodia has released key



documents such as the Cambodia Millennium Development Goals, National Strategic Development Plan, Institutional Policy and Plan to respond to the needs of women in all sectors in implementing the Beijing Action Plan that has been reviewed and edited during the last committee meeting for promoting women's status and other related meetings of the United Nations in New York City.

Empowerment of women is a key factor to progress in all sectors. To pave the way, opportunities must be provided to Cambodian women now and in the future to develop themselves with knowledge, know-how, ability, professional talent and broader communication within the family and the society, nationally as well as globally.

Distinguished Participants  
Ladies and Gentlemen

I can see that all countries in the World focus on Water Resources Management as a vital component of the socio-economic development agenda. So why is water resources management important to us for our sustainable development? You may be aware that with the fast growing population, urbanization, food security policies and the expansion of development and economic activities exerting pressure on available water resources, integrated management of water resources is becoming an increasingly serious concern throughout the countries in the world. From this aspect we can virtually take it for granted these days that any international conference or ministerial meeting involved with sustainable development will result in recommendations for more and better "integrated water resources management" (IWRM).

Governments are repeatedly urged to introduce or extend IWRM, as a vital component of their sustainable development agenda. So, what is meant by integrated water resources management? Why is it so important? What are we losing without it? What are the gains to be made from introducing it? If it is so good, why isn't everybody doing it already? What are the obstacles that prevent IWRM from becoming universal? What do we need to do to spread its application and reap the benefits?

Towards the sustainable development and management of water and related resources in the Mekong River Basin, the four Lower Mekong River Basin countries — Cambodia, Lao PDR, Thailand and Viet Nam—have signed the Agreement on the Cooperation for the Sustainable Development of the MRB in 1995, which is seen as a main commitment of these countries and it considered as a turning point in their international cooperation in the management and sharing of the benefits deriving from the Mekong River's resources. The framework agreement spells out the objectives and principles for jointly developing and managing those resources through the principles of sovereign equality, territorial integrity and environmental protection.

As we are all aware, water is the main source of our life. The Mekong River is a source of life for millions of populations living along this mighty river and it contains a great potential which contributes to the socio-economic development of the countries through which it flows. The Cambodia national policy on water resources and irrigation is a part of broad programme to protect, manage, and assure sustainable exploitation of both freshwater and marine resources while enhancing bio-diversity and sustainability for equitable benefit to the public. The objectives are to anticipate and prepare ourselves to meet the growing challenges facing Cambodia's water resources in the next 20 years by adopting relevant measures. The Royal Government of Cambodia will focus on: (1) providing all citizens with clean and safe water; (2) protecting all citizens from water-related diseases; (3) providing adequate water supply to ensure food security, economic activities and appropriate living standards; and (4) ensuring water resources and an environment free from toxic element, while enabling a supportive fisheries and ecological system.

In the water management issues, we found that men dominate in most water related sectors and activities. The female participating is still very low. In this connection, it is important to see how water resources management affects women and men differently. For example, in the agricultural sector, dams and canals can deliver large amounts of vital irrigation water to rich, predominantly male, farmers. At the same time, they block or divert the precious silt that has historically enriched the fertility of floodplains where poorer, mainly women, subsistence farmers earn just enough to live on. As custodians of family health and hygiene and providers of domestic water and food, women are the primary stakeholders in household water and sanitation. Yet, decisions on water supply and sanitation technologies, locations of water points and operation and maintenance routines are mostly made by men.

The Gender and Water Alliance cites the example of a well meaning international NGO that helped villagers to install pour-flush latrines to improve their sanitation and hygiene, without first asking the women about the extra two litres of water they would have to carry from distant sources for every flush. A crucial element of the IWRM philosophy is that water users, rich and poor, male and female, are able to influence decisions that affect their daily lives. Integrated water resources management is as a systematic process for the sustainable development, allocation and monitoring of water resources in the context of social, economic and environmental objectives. It contrasts with the sectoral approach that applies in many countries.

Distinguished Participants  
Ladies and Gentlemen

The Workshop will provide opportunities for the representatives of SEA countries including Mekong riparian countries and friends from Myanmar, Indonesia, Malaysia and The Philippines to learn and exchange their views on Gender Mainstreaming in Integrated Water Resources Management. I strongly believe that the Workshop will provide important national benefits and that the discussions during this workshop will serve as basis for continued strategic development.

I am glad to notice that several staff members of Cambodia National Mekong Committee are also present here and were actively involved in the organization of the Workshop.

The Cambodia National Mekong Committee is the national inter-ministerial institution working with Mekong River Commission to implement the GM in IWRM in the Lower Mekong Basin. CNMC is responsible for Water and Related Resources Development and Management in the Cambodian part of the Mekong Basin and aims to enhance the development and management of Cambodia water resources to meet the targets of the Government and MRC's Vision and implement the MRC and Government Frameworks for Action.

Recently, with financial and technical support by JICA, the Government of Cambodia has been paying much effort and attention to implementation of GM by development of gender responsive sector policy, coordinated by Ministry of Women's Affaires, through Upgrading Information and Research capacity. The Mekong River Commission (MRC) and its partner, the Cambodia National Mekong Committee (CNMC) have been implementing the MRC Gender Strategy and Policy for Water Resources Development and Management in the LMB since 1998.

MRC is applying the IWRM principles which recognize that Women play a central part in the provision, management, and safeguarding of water, Sustainable water management can only be achieved when all water users' needs are well reflected in water policies, programmes and projects. Proper inclusion of women from different parts of societies will ensure that gender issues are addressed. One important perspective in the water related line agencies is to advance opportunities and choices for women to ensure they reach their full potential and participate fully in the economic, political and community spheres of life.

MRC has developed and is now implementing its Gender Strategy and Policy for management of water resources, acknowledging the vast imbalances in women's access to, control and management of the water resources and sanitation facilities at all levels. MRC is committed to integrating the gender perspective into all MRC programmes and projects related to water resources development and management and to provide guidelines for institutional framework, management instruments (toolkits) and human resources capacity development on gender equity.

Distinguished Participants  
Ladies and Gentlemen

I have seen in your programme that you will work for 4 days with four modules and separate sessions. I have been informed that the Workshop at the end will ask all representatives to present their action plan for mainstreaming gender in water related activities of their country or agencies. This looks very good and I strongly support it.

Taking this opportunity, in providing support for this Regional Workshop on GM in IWRM, I would like to make some recommendations as follows:

1. The Participants shall well understand about what is IWRM and why GM in IWRM. Before that, participants must understand well about the concepts of IWRM and GM. I am pleased to ask the resource persons to provide clear concepts and applicable ones
2. Participants, being from different agencies and countries, shall exchange and share views on how they can enhance and more effectively promote GM in IWRM
3. MRC Member countries are happy to work with other ASEAN members countries to build a good and strong network for GM in IWRM.
4. The participants are requested after this training to follow up the national activities to transfer knowledge and experiences gained from the Workshop to friends and colleagues
5. Information on Gender and Development in each country should be exchanged and shared for mutual benefit
6. Eventually, all countries must try to develop their own action plan for GM in IWRM that suits their country or agency.
7. All countries agencies must widely acknowledge the accomplishments of women at all levels, national, local and community levels to show that women are capable in playing an equal role in the development of all sectors.
8. All must recognize that Women are the back bone of Socio-Economic Development.

**Distinguished Participants  
Ladies and Gentlemen**

I wish this important Workshop fruitful deliberations and I hope you will come up with useful recommendations. The Cambodia National Mekong Committee would benefit from this Workshop in our commitment to mainstreaming of gender issues in all water activities in the Mekong River Commission member countries and in implementation of the Government's Gender Mainstreaming Policy.

I would like to thank also Mr. Watt Botkosol, Director of Planning Department of CNMC and CamboNet/Cambodian Focal Point for AguaJaring Region for his big efforts in seeking fund from the donors and for organizing this Workshop, and his support staff for assisting all workshop arrangement. I wish to see further cooperation of all SEA countries in the Gender Sector as part of development dimensions.

I would like to also express my deepest appreciation to Mrs. Marcia, GWA Representative, Dr. Sengamphone, Representative of the MRC Gender Project, and all country representatives for participating in this special occasion along with Cambodian women and the people of Cambodia, in Siem Reap Provincial Town.

I would particularly like to acknowledge the continuing efforts of the CapNet, AguaJaring, MRC and GWA in their support to the Gender Team to implement at their Action Plan.

I look forward to learning about the valuable and constructive outcomes of this workshop and will conclude by encouraging your most active participation and wishing you a successful and productive discussion.

Finally, I would like to wish all of you, Ladies and Gentlemen, very good success, have a nice stay in Siem Reap, and please receive the Five Gems of Buddhist Blessings.

I would now like to officially declare this Workshop open.

Thank you for your kind attention!

## **ANNEX D: Closing Speech by Mr. Watt Botkosal**

Director of Planning Department of CNMC  
CamboNet, Cambodia Focal Point for AguaJaring Region

**Distinguished national and international participants and Guests,  
Ladies and Gentlemen,**

For Cambodia, we are very much proud under the leadership of **Samdech Prime Minister Hun Sen**, women have been encouraged and promoted to join the political affairs at the local as well as the national level, and women are becoming increasingly active and visible in politics.

The Cambodia National Mekong Committee, the inter-national agency, in cooperation with other line agencies will commit to implement its strategy to promote gender in all its program activities in order to implement the national Millennium Development Goals, towards promoting Gender Equity as well as to implement the national policies that are specified in the Government's Rectangular Strategy and the National 5-years Strategic Development Plan for growth, employment, equity and efficiency, which states that Women are the backbone of Socio-Economic Development.

Cambodia National Mekong Committee commits to implement the MRC Gender Strategy and Policy for Water Resources Development and Management in the Lower Mekong Basin and cooperate with all SEA countries and all donors to promote and sustain gender perspectives.

We, as MRC family, are applying the IWRM principles which recognize that Women play a central part in the provision, management, and safeguarding of water, going on implementing the Gender Strategy and Policy for management of water resources, acknowledging the vast imbalances in women's access to, control and management of the water resources and sanitation facilities at all levels, committing integrating the gender perspective into all MRC programmes and projects related to water resources development and management and to provide guidelines for institutional framework, management instruments and human resources development.

**Ladies and Gentlemen,**

The time for our Regional Workshop has been passed very fast during the four day Workshop. We have been meeting, know each other and learnt from each other and from resource persons. There were very good atmosphere for our cooperation and team establishment within SEA countries on GM in IWRM.

Today, it is indeed a great honor for me on behalf of the HE Mr. Sin Niny, Vice-Chairman of Cambodia National Mekong Committee and organizer, the CamboNet, I would like to congratulate the outcomes of the workshop and sincerely thank all of you the representatives of countries of SEA, Cambodia, Lao PDR, Indonesia, Malaysia, Myanmar, Philippines, Thailand and Vietnam for your very active participation in the Workshop. I would like to appreciate and thank very much all resource persons, Vannara, Yolanda, Kesone and Zelina for your kind efforts and help in contributions to our Workshop.

The Regional Workshop for Southeast Asia countries on Gender Mainstreaming in Integrated Water Resources Management was organized by AguaJaring/CamboNet under support of MRC, GWA and CapNet held in Siem Reap Town Hotel, Siem Reap Province of the Kingdom of Cambodia. I would like on behalf of Cambodia National Mekong Committee, CamboNet and the People of Cambodia, to express my sincere thanks to all donors for their kind financial supports.

**Ladies and Gentlemen**

The Workshop had provided good opportunities for all of us, the representatives of the Mekong riparian countries and friends from Malaysia, Myanmar, Indonesia, and The Philippines to exchange our views, observations and experiences on Gender Mainstreaming in Integrated Water Resources Management.

Integrated water resources management is therefore a systematic process for the sustainable development, allocation and monitoring of water resource use in the context of social, economic and environmental objectives. It contrasts with the sectoral approach that applies in many countries. When responsibility for drinking water rests with one

agency, for irrigation water with another and for the environment with yet another, lack of cross-sectoral linkages leads to uncoordinated water resource development and management, resulting in conflict, waste and unsustainable systems.

We recognized that GM is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.

The Gender mainstreaming has been the primary methodology for integrating a gender approach into any development or environmental effort and is very important strategy to make IWRM implementation effective. Mainstreaming is meant to bring the diverse roles and needs of women and men to bear on the development agenda. Rather than adding women's participation and a gender approach onto existing strategies and programmes, gender mainstreaming aims to transform unequal social and institutional structures in order to make them profoundly responsive to gender. Achieving gender equality and equity is a matter of shifting existing power relationships to benefit those that are less empowered.

From this Workshop, we commit to improve our work relating to gender activities by establishment clear Focal point roles and responsibilities and development more clear action plan addressing the challenges and improving our working process in order to accelerate the GM in IWRM process in respective country. The GFP will have many efforts to mainstream gender have been limited to minimalist and short-term technical interventions that fail to challenge inequitable power structures. That means to identify the approach how to be in touch in person who interested in, important and have influence to the progress and process of mainstreaming gender in order to see why gender perspectives can make our working atmosphere more effective.

As the hosting country, I am very much delighted with clear scene, we concentrate that:

1. Water is involved by women and men equally in its management, development and protection
2. Women are the back born of socio-economic Development
3. Gender is the key issues for woman and men that must be addressed in all socioeconomic development activities
4. Both men and women are equal basic factors for socio-economic development
5. IWRM is the best approach for accelerating the National sustainable Socioeconomic development and cooperation with the river basin
6. Gender Mainstreaming brings a fact success of IWRM Implementation

The Workshop came with useful outcome as expected. All sessions were completed with clear explanation. What we had learned can be apply for our activities. As I can conclude that some best theories and best practices were introduced in the Workshop. In summary:

- Participants were known each other from country to country
- I see those four modules we had developed are useful for us
- The Regional Workshop can provide you only guideline and then you can hold your national workshop in details. You can follow these four modules and their sessions.
- For MRC and National Mekong Committees, I think that after this Workshop; will conduct such national workshop in order to develop the awareness to all line agencies focal point and their network.
- May I recommend that when you are going to organize the national workshop, you follow this regional one.

The Workshop report will be submitted to the CapNet and AguaJaring later and you will be able to see in the AguaJaring Website. Indeed I will forward the report to all of you accordingly and all of you should kept in touch for our next strong gender network for promoting GM in IWRM.

**Ladies and Gentlemen**

On behalf of CamboNet, I would particularly like to acknowledge the continuing efforts of the CapNet, AguaJaring, MRC and GWA in their support to the Gender Team to implement their Action Plan.

Further, I appreciate and thank the resource persons from Cambodia, Malaysia, Lao PDR and the Philippines who have worked hard to contribute training materials and skills and experience.

May I express my deepest appreciation to Mrs. Marcia, GWA Representative, Dr. Sengamphone, Representative of the MRC Gender Project, for your facilitation in all sessions. I would also like to thank my staff, CNMC Team for their efforts and working hard to assist preparing the Workshop, especially thank to Ms. Mak Somean, the Workshop Secretary for her good assistance.

I look forward to hearing the progress and following up the Workshop. I wish you all have good memory on Cambodia, good cooperation on gender mainstreaming,

Finally, I would like to wish all of you, Ladies and Gentlemen, very good success, have a safe return to your home country and please receive the Five Gems of Buddhist Blessings.

I hereby officially declare this Workshop close.