

Where to Go?



Photo: Sengamphone Chithalath

Resources on Gender, Water and Sanitation for
Cambodia, Lao PDR, Nepal and Vietnam

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Foreword

I am pleased to share this resource e-book, and I believe that it will assist policy makers, especially those working in the water and sanitation sector to mainstream gender. We are hopeful that this resource book will be catalytic for equitable distribution of the benefits and quality service delivery demonstrating gender responsive mechanisms.

UN-HABITAT's Water Sanitation and Trust Fund's (WSTF) objective is aligned with the United Nations Millennium Declaration Goals, particularly the goal to reduce by half the proportion of people without sustainable access to safe drinking water and basic sanitation by 2015. The WSTF was established in 2003 in recognition of the need for a programmatic approach to address the challenge of inadequate access for the poor to water supply and basic sanitation.

Under the aegis of WSTF, in Asia, the Water for Asian Cities (WAC) programme and Mekong Region Water and Sanitation Initiative (MEK-WATSAN) are operational in several countries in South and South-East Asia. The overall objective of WAC and MEKWATSAN is to support the participating countries achieve the water and sanitation MDG targets focusing on poor with gender responsive priorities.

As Gender Mainstreaming is one of the major components of these programmes, this resource book has been developed to enhance awareness about gender mainstreaming in water and sanitation sector. This resource book aims to provide guidance in mainstreaming gender in the sector. I am hopeful that this resource book will be a valuable tool since it is based on practical experiences gained through our project implementation and stems from rigorous consultative process at country levels.

Andre Dzikus

Chief

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United Nations Human Settlements Programme (UN-Habitat)



Preface

Knowledge and beliefs about water, hygiene, sanitation and water-related diseases are different everywhere, per country, in ethnic groups, and of women and men. In general women feel that hygiene, and therefore sanitation facilities, is very important for them and their children, but by lack of such facilities in many places an ideology has developed in which they believe that all is clean what flows in the river.

Rising awareness about health and hygiene has to go hand in hand with increasing access to clean water and sanitation. Mostly women are responsible for the hygiene of the family, and their increasing consciousness must not be detached from the decision making about expenditure of the household. Once they understand about causes of diseases, germs and contagiousness it is crucial that they can also choose to spend the household money for prevention of diseases and only later for a motorbike. From a gender perspective the aim is that women and men share responsibilities and also share decision making. The reality is different and for those who work for development of their countries, their cities, their rural areas, in short their people, it is important to understand how to attempt to achieve this aim, notwithstanding existing ideas.

This publication is a result of the Gender and WATSAN partnership programme of UN-Habitat and the Gender and Water Alliance in the Mekong countries and Nepal. Learning from previous experiences resulted in the methodology that has been successfully applied. It is often heard that capacity building efforts are not sustainable because it remains difficult to employ the new knowledge in practice. In some contexts this is particularly difficult for mainstreaming gender. The methodology of this programme is innovative because trainees were not left alone to utilise what they learnt. To expand the chances of success, periods of about one year have been allowed in which trainees were mentored and supported by gender experts. At the end of that time they showed each other their results. All workshops and power points were in the local languages. This way of working has resulted in real change in quite a few of the ministries, departments, NGOs and other working environments of the participants in Nepal, Laos, Cambodia and Vietnam.

The Gender and Water Alliance is delighted about the collaboration in the region, with UN-Habitat and with the participants and other governmental and non-governmental stakeholders, and also with the outcome of the project. Especially with this Gender and Water Resource e-Book that will be helpful in the region. The used methodology and this digital book need to be, and can be replicated in many other countries, to which we are looking forward, cooperating with the relevant stakeholders for mainstreaming gender for more and better water and sanitation for women and men everywhere.

Joke Muylwijk

Executive Director

Gender and Water Alliance



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Acronyms & Abbreviations

ADB	Asian Development Bank
ADRA	Adventist Development & Relief Agency
AFD	French Development Agency
AIT-VN	Asian Institute of Technology in Vietnam
AusAID	The Australian Governments' overseas programme
BORDA	Bremen Overseas Research and Development Association
CARE	CARE International
CBO	Community Based Organisation
CDB	Commune Database
CDP	Community Development Plan
CDHS	Cambodian Demographic Health Surveys
CEDAW	Committee of the Elimination of Discrimination against Women
CEETIA	Centre for Environmental Engineering of Towns and Industrial Areas
CERWASS	Centre for Rural Water Supply and Sanitation
CIUD	Centre for Integrated Urban Development
CLTS	Community-Led Total Sanitation
CMDGs	Cambodian Millennium Development Goals
CNMC	Cambodian National Mekong Committee
CPI	Counterpart International
CRC	Cambodian Red Cross
CSOs	Community Organisations
CWP	Cambodia Water Partnership
CWS	Church World Service
D&D	Decentralization and Deconcentration;

DoLIDAR	Department of Local Infrastructure Development and Agricultural Roads
DoWSS	Department of Water Supply and Sewerage
DPSPs	Domestic private service providers
DSA	Department of Student Affairs
Ecosan	Ecological Sanitation
ENPHO	Environment and Public Health Organization
EU	European Union
FEDEN	Federation of Democratic NGO
FEDWASUN	Federation of Drinking Water and Sanitation Users Nepal
FOAM	Focus, Ability, Opportunity and Motivation
FSCN	Friends Service Council Nepal
GAP	Gender and Poverty
GDI	General Department of Industry
GfE	Governance for Empowerment
GMAP	Gender Mainstream Action Plan
GoN	Government of Nepal
GWA	Gender and Water Alliance
HCPD	Habitat Country Programme Document
HIV and AIDS	Human Immunodeficiency Virus and Squired Immune Deficiency Syndrome
HVWSHE	Human Values-based Water, Sanitation and Hygiene Education
IaW	Ideas at Work
IDE	International Development Enterprise
IEC materials	Information, Education and Communication
ILO	International labour Organisation
INGOs	International Non Governmental Organisations

JAKPAS	the Nepali acronym for Janata Ko Khanepani Ra Sarsafai Karyakram (peoples drinking water and sanitation program)
JGF	Japanese Grant Facility
JVS	Jal Vikash Sanstha
KAP	Knowledge, Attitude and Practice
KUKL	Kathmandu Upatyaka Khanepani limited
LSMC	Lalitpur Sub metropolitan City
LWF	Lutheran World Federation
MDGs	Millennium Development Goals
ME&L	Monitoring, Evaluation and learning
MEK-WATSAN	Mekong Water and Sanitation
MHPP	Ministry of Housing and Physical Planning
MIME	Ministry of Industry, Mining and Energy
MLMUPC	Ministry of Land Management, Urban Planning & Construction
MoE	Ministry of Environment
MoEYS	Ministry of Education, Youth, Sport
MoH	Ministry of Health
MoI	Ministry of Interior
MoP	Ministry of Planning
MoU	Memorandum of Understanding
MoWA	Ministry of Women Affairs
MOWRAM	Ministry of Water Resources and Meteorology
MPWT	Ministry of Public Works and Transport
MRC	Mekong River Commission
MRD	Ministry of Rural Development
MARD	Ministry of Agriculture and Rural Development

MEK WATSAN	Mekong Water and Sanitation Programme
NCDD	National Committee for sub-National Democratic Development
NEWAH	Nepal Water for Health
NGOs	Non-governmental organisation
NGOFUWS	NGO Forum for Urban Water and Sanitation
NMA	Norwegian Mission Alliance
NSSW	Nepal School of Social Work
NTP	National Target Program
NSDP	National Strategy Development Plan
OD	Open defecation
ODF	Open-defecation-free
PCWaSH	People Campaign for Water, Health and Sanitation Project
PDRDs	Provincial Departments of Rural Development
PHAST	Participatory Hygiene and Sanitation Transformation
PIF	Provincial Development Fund
PPWS	Department of Potable Water Supply
PPWSA	Phnom Penh Water Supply Authority
PROPUBLIC	Forum for Protection of Public Interest
PSI	Population Services International
QTWASUCO	Quang Tri Water Supply and Construction One Member Limited Company
RGC	Royal Government of the Kingdom of Cambodia
RWSS	Rural Water Supply and Sanitation
RWSSFDB	Rural Water Supply and Sanitation Fund Development Board
RWSSP	Rural Water Supply and Sanitation Partnership
RWSSHs	Rural Water Supply, Sanitation and Hygiene Strategy
SEA-UEMA	Southeast Asia Urban Environmental Management Application

SNV	SNV Netherlands Development Organisation
SOUP	Society for Urban Poor
SRD	Sustainable Rural Development
STDWSUO	Small Town Drinking Water Supply Users' Organisation
TOT	Training of Trainers
TSS	<i>Tol Sudhar Samitee</i>
TWGRWSSH	Technical Working Group, Rural Water Supply, Sanitation and Hygiene Strategy
UEMS	Urban Environment Management Society
UNCDF	United nations Capital Development Fund
UN-Habitat	United Nations Habitat programme (formerly known as United Nations Centre for Human Settlements -UNCHS)
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
UNESCO	United Nations Education Scientific and Cultural Organisation
UNICEF	United Nations Children's' Fund
USAID	United nations Agency for International Development
VDC	Village Development Committee
WAC	Water for Asia Cities
WACP	Water for Asian Cities program
WASH	Water, Sanitation and Hygiene
WATSAN	Water and Sanitation
WB	World Bank
WES	Water and Environmental Sanitation
WHO	World Health Organisation
WQS	Water Quality Standards
WSP	Water and Sanitation Programme

WSS	Water Supply Services
WSUG	Water Sanitation User Group
WUA	Water Users Association
WVIN	World Vision International Nepal
WWF	World Water Forum
WWP	WASH Women Platform

Introduction

What is this Resource e-book?

This Resource e-book is a digital document of collected resources from Cambodia, Lao PDR, Nepal and Vietnam on gender and WATSAN. The goal of this e-book is to consolidate and share knowledge on available expertise and information on Gender and WATSAN in, and specific to these countries. It includes names of experts and organizations working in gender and WATSAN; references to available documents, tools and websites (some in the local languages), as well as presents some case studies on gender mainstreaming in WATSAN.

This e-book is meant to be used as a reference document by those involved the implementation of WATSAN projects and programmes in the region, and hopes to assist them in having a better understanding on the relevant issues in gender and WATSAN in their country.

The url-links in the document are valid by September 2011, however as they tend to keep changing, if possible, a digital copy of the accessed document is included on this CD.

Why was it developed?

In 2009 the Gender and Water Alliance (GWA) started a cooperation with UN Habitat to mainstream gender in the Water for Asian Cities (WAC) programme in Nepal, and the Mekong Water and Sanitation (MEK-WATSAN) programme in Cambodia, Lao PDR and Viet Nam.

Under this cooperation GWA facilitated eight national workshops in Cambodia, Lao PDR, Nepal and Viet Nam and one finalising regional workshop. The objective of the national workshops was to develop, implement and evaluate action plans for gender mainstreaming at the implementation level. In the regional workshop the experiences of the national workshops were shared between the four countries. During the cooperation a dynamic and flexible gender and WATSAN framework for the region evolved, that is responsive to the continuously challenged gender relations.

This gender resource e-book was developed as part of aforementioned cooperation to consolidate the findings and to provide practitioners at implementation level with an information tool specific to their country.

For more information about this cooperation between GWA and UN-HABITAT, and the WAC and MEK-WATSAN programmes, please refer to the sections of both organizations on this CD. The workshop reports can be found in the section “Joint Programme Asia”.

What are its objectives?

The resource e-book is meant to:

- Facilitate access to available expertise and documents regarding gender and WATSAN specific for Cambodia, Lao PDR, Nepal and Vietnam; and
- Improve understanding and awareness of gender and WATSAN issues in Cambodia, Lao PDR, Nepal and Vietnam by consolidating the findings of the cooperation between GWA and UN-HABITAT.

How was it developed?

This resource e-book has been compiled as a final step in the cooperation between GWA and UN-HABITAT to mainstream gender in WAC and the MEK-WATSAN programmes. The gender and WATSAN issues identified specifically for the countries involved as well as the case studies have been developed as part of the programme. GWA involved four authors from the four different countries to add additional information and contacts to those already gathered during the cooperation. An extra effort was made to look for information in the local languages, as sometimes the English language forms a barrier. In doing so it has become evident that there is not much information available in local languages, and that this gap needs to be filled.

The information gathered by the authors of this e-book on experts and institutions, is based on information provided by the experts and representatives of the organisations themselves. Therefore the information gathered in this e-book does not necessarily represent the views of GWA or UN-Habitat.

How to use this E-book

This e-book is not a set of guidelines, nor is it a step-by-step tool kit for gender mainstreaming. It is a collaborative initiative across four countries in collecting, mapping and sharing gender and WATSAN activities within Mekong Water and Sanitation (MEK-WATSAN) and WAC programmes. It is a reference guide that tries to capture key players in Gender and Watsan, gender tools & methodologies used on the ground, and important reports, documents, websites. in Cambodia, Lao PDR, Nepal and Vietnam.

The resource book gives a brief overview of the identified gender and WATSAN issues specific for the four countries and is designed to raise awareness and promote learning and analysis on the relevant social equity and gender issues.

The information is presented in such a way that users can access it in a flexible manner. General information about the organizations involved in producing this E-book and the workshop reports of the joint programme, can be accessed through the first screen, and is thus not an integral part of the Resource book.

When opening the Resource book a menu is entered of chapters that are of a general nature, like introductions, acknowledgements and the gender and water issues in the region. When searching the resources, the user can choose to look for resources from a specific country, and all resources relating to that country can be entered through a following menu.

A user might also be interested to search a certain type of resources, e.g. experts in gender and WATSAN. This is the second possible use of this resource book. The menu will then lead the user to all experts in the different countries.

An effort has been made to collect all available digital copies of documents that are referred to in the chapter on references, as internet links tend to break after some time. If the user finds an interesting reference in the resource book she/he is therefore advised to check if the relevant document already has been included in this e-book.

Gender and WATSAN in the Water for Asian Cities and MEK-WATSAN programme

Introduction

We all need water and we all need to relieve ourselves. The question is how do people access water and sanitation services and how do they cope when services are not appropriate or available? And how is this different for men and women?

Water for home consumption is still often collected by women and their daughters while all family members use this water. The impact of safe water close to home is bigger for women as they save time in collecting water, and profit from increased health and that of their family members (as women usually take care of the sick). This explains why it is often the women that pay for the water tariffs and keep the pump site clean.

However when drinking water and sanitation projects are implemented, only male staff and male village authorities are involved in planning and design and men also tend to dominate in water use committees. They are not aware of the specific wishes women have with respect to the design of the water pumps (as they are not always suitable for (pregnant) women and children) or preferences for locations women might have.

Also in sanitation women and men have different behaviour, responsibilities and needs. In case of open defecation women often wait for the appropriate time to relieve themselves (early morning or late at night) which leads to health problems like urine tract infections or the risk of being attacked by animals or humans. Men relieve themselves whenever they need.

When there is a toilet, women are responsible for keeping it clean and teach their children about health and sanitation habits. Women also have specific wishes for the design as they menstruate, get pregnant, help their children and elderly use the toilet, and also appreciate some privacy themselves. Toilets are often designed and constructed by men who are not aware of these needs and do not take them into account.



Different aspects of empowerment

For these reasons and many more, a gender approach in WATSAN projects and programmes is beneficial. Involving both women and men in decisions on construction and management, leads to facilities that are better suited to the wishes of the final users, improving access to and maintenance of water and sanitation facilities. This again leads to more efficient and effective water and sanitation facilities, ultimately leading to cost effectiveness.

As many water professionals and decision makers have not been trained in gender, they need to learn how to mainstream gender effectively in their work. Their capacity to apply a gender mainstreaming approach needs to be built, by increasing their knowledge about gender aspects in WATSAN, by teaching them the necessary skills and by providing them the proper tools. The cooperation between GWA and UN-Habitat (as described in the introduction of this e-book) in

mainstreaming gender in WATSAN, focussed on the capacity building of implementers of water and sanitation in Cambodia, Lao PDR, Vietnam and Nepal. For the reports of the capacity building workshops that took place during this programme please see the section “Joint Programme Asia” on this CD.

This chapter synthesises the findings in a dynamic and flexible framework that is responsive to the continuously challenged gender relations and that has evolved during the implementation of the programme. First an overview of the gender issues in WATSAN that have been identified for Cambodia, Lao PDR, Vietnam and Nepal is given, followed by the actions that were undertaken to address these issues, and lastly the successes obtained and the enabling and hindering factors in implementation are described. For more general information and tools on gender mainstreaming in Water and Sanitation please refer to the sections on GWA and UN-Habitat on this CD, where you will find background information as well as link to useful websites.

Gender issues in WATSAN

Despite the awareness of the need to use a gender approach in WATSAN projects and programmes, in practice in many cases gender is still not mainstreamed. The key issues for the lack of mainstreaming gender in Cambodia, Lao PDR, Vietnam and Nepal that have been identified in the programme are synthesised in table 1.

Table 1: Key issues in gender mainstreaming in WATSAN

Key issue	Cambodia	Lao PDR	Vietnam	Nepal
General level				
A general lack of awareness of gender aspects of water and sanitation				
- of target Group	x	x		
- of leaders and decision makers		x		
- of those working in the water and sanitation sector		x		
Lack of data and information on gender aspects of water and sanitation.		x		
Institutional/organizational level				
Lack of skills and knowledge of implementing staff and management to mainstream gender in water and sanitation programmes		x		
Lack of trained women in water and sanitation technology		x		
Gender-insensitive working environment and discrimination at the workplace				x
Field level				
Poor women and men have no access to clean water and sanitation because they cannot afford it	x		x	x
Some women and ethnic minorities lack awareness of the importance of sanitation and solid waste management for their health			x	
Programme level				
Lack of women participating in planning, implementation and decision making about water and sanitation projects		x		x
Gender is not included in the programme design				x
Lack of gender balance of participants in programmes				x

Even though there are many similarities between the four countries, they all have their own specific context. Compared to the Mekong countries, Nepal has much more NGOs working in the field of WATSAN and there has been more attention for gender aspects in WATSAN than in the Mekong countries. In Lao PDR the women’s union has been cooperating with institutions in the water and sanitation for some time already, whereas in Vietnam this process is just starting. In Cambodia WATSAN is clearly a responsibility of the state, but the link between gender and WATSAN is rather recent.

The table shows that there are many reasons why mainstreaming has not been successful yet,



Presentation in workshop, Cambodia

and also illustrates the differences and similarities between the countries. In three out of the four countries the lack of access to sanitation by poor women and men because they cannot afford it, has been identified as a key issue for mainstreaming gender in WATSAN. Also the lack of awareness of gender aspects of WATSAN by the target group and the lack of women participating in planning, implementation and decision making about water and sanitation projects are issues that are mentioned in more than one country.

The table shows that the key gender-and-WATSAN issues in both Cambodia in Vietnam are at field level, whereas in Lao PDR most gender related problems are at general and institutional level. Nepal shows a more diverse picture, but with an emphasis on the programme level. This spread of issues indicates that the four countries can learn from the successes of the other countries

Actions for gender mainstreaming

To address the identified issues of the previous paragraph the participants of the workshops formulated action plans to be implemented at their workplace. Table 2 shows the different actions formulated to address each of the issues. It demonstrates that for most of them a variety of actions have been formulated, making clear that addressing gender can be done in different ways and might need a set of different actions to be successful.

In all four countries activities have been formulated to address the general lack of awareness of gender aspects in water and sanitation. As awareness on the topic is the starting point for all other activities, it is not surprising that activities towards this goal are formulated. The activities formulated, focus on training and awareness raising campaigns be it at different levels for the different countries, which is consistent with the observations in the previous paragraph that the main issues in Cambodia in Vietnam are at field level, in Lao PDR at general and institutional level and in Nepal mostly at programme level.

Table 2: Actions formulated to address key-issues in gender mainstreaming

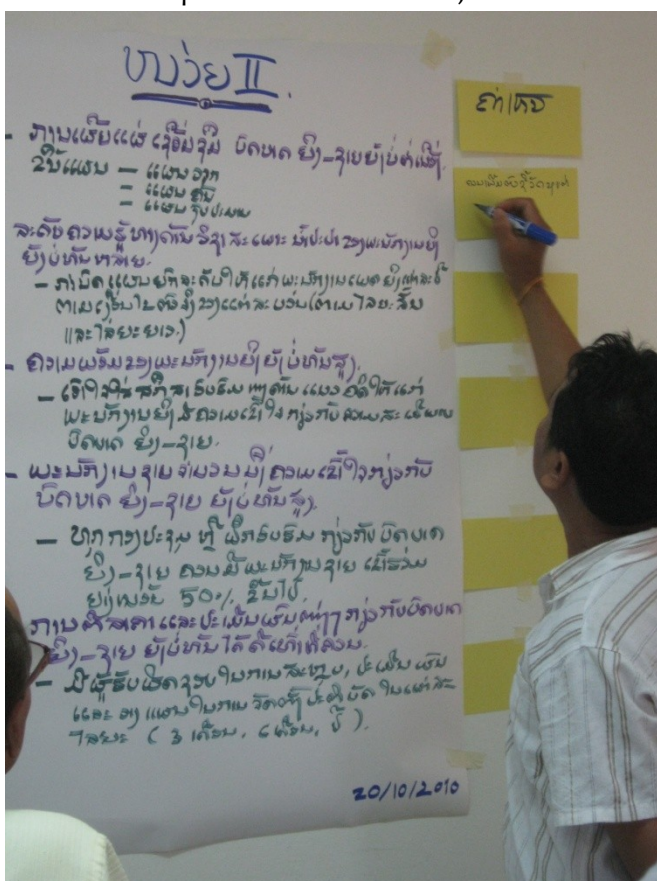
Planned actions to address each key-issue	Cambodia	Lao PDR	Vietnam	Nepal
A general lack of awareness of gender aspects of water and sanitation	x	x		
Training of Trainers on gender in water supply and sanitation			x	
Training on gender, water and sanitation	Aimed at field level	Aimed at leaders and decision makers	Aimed at leaders of local and district authorities	
Gender awareness campaign		Aimed at: - leaders and decision-makers; - implementing staff; - field level	Aimed at field level	Aimed at field level
Produce materials (handouts, posters, video clips, etc.) on gender, and water and sanitation for awareness raising campaign of the target group	x			
Lack of data and information on gender aspects of water and sanitation		x		
Develop a mechanism to collect gender disaggregated data				x
Collection of gender disaggregated data to: - Identify the needs of women and men in different social strata; - Identify the gender gap of the ongoing programme; - Develop a strategy to involve more women	x			x
Collect news, data, and information regarding gender in water and sanitation and store it at an accessible place (GRID Center) for sharing it broadly		x		
Inform the public about new information and data available at the GRID center.		x		
Lack of skills and knowledge of implementing staff and management to mainstream gender in water and sanitation programmes		x		
Provide training to implementing staff on gender mainstreaming and tools available for gender mainstreaming in the project cycle		x		
Lack of trained women in water and sanitation technology		x		
Provide special capacity building opportunities for women staff		x		
Gender-insensitive working environment and discrimination at the workplace				x
Encourage excluded staff to participate in meetings held and lobby at high level meetings for participation of excluded				x
Celebration of library day to motivate, inform and encourage excluded users				x
Establishment of child care centre for staff				x

Planned actions to address each key-issue	Cambodia	Lao PDR	Vietnam	Nepal
Poor women and men have no access to clean water and sanitation because they cannot afford it	x		x	x
Draw map to indentify poor families	x			
Develop a proposal to raise funds or support for construction WASH facilities and submit it to development partners or government agencies	x	x		x
Provide clean water system to poor households, including in urban areas and by organising water users groups	x	x		
Some women and ethnic minorities lack awareness of the importance of sanitation and solid waste management by			x	
Provide training on importance of clean water and sanitation to target group	x		x	
Implement Water Users Associations activities to sensitize the groups unwilling to invest in water and sanitation				x
Lack of women participating in planning, implementation and decision making about water and sanitation projects		x		x
Awareness program to motivate women to participate in water and sanitation the programmes				x
Building women users' capability to participate in the programme based on their need e.g. leadership training				x
Include female staff in regular meeting so that they familiarise with discussing and sharing of ideas to strengthen their participation in decision-making in the future		x		
Achieve gender balance in users' organization for participatory system design				x
Increase the number of women in planning and decision-making		x		
Involve women in participatory monitoring and evaluation of the program				x
Gender is not included in the programme design				x
Integrate the action plan into organization/unit's annual plan	x			
Cooperate with local authorities and communities in order to encourage them to participate in project/action plan	x			
Make the information, education and communication material gender sensitive				x
Follow up, monitor and evaluate on the action plan implementation.	x			

Planned actions to address each key-issue	Cambodia	Lao PDR	Vietnam	Nepal
Lack of gender balance of participants in programmes				x
Conduct awareness programmes to increase male participation in WATSAN activities				x
Carry out gender sensitive training programs and participatory monitoring and evaluation of the functioning of water users associations to achieve a better gender balance				x
Identify men as well as women teachers and students in training on water quality monitoring activities				x

Three countries have formulated activities to address the lack of data and information, the lack of access to clean water and sanitation by poor men and women, and the lack of awareness of the importance of sanitation. It is slightly surprising to see that even though in Vietnam the lack of access to water and sanitation by the poor was mentioned as a key-issue, no activities were formulated to address this. This might be related to the other mentioned problem that some women and ethnic minorities lack awareness on the importance of sanitation, and that therefore most activities have been formulated at raising awareness on the importance of clean water and sanitation and the gender issues connected to them.

In two countries activities to increase women’s participation in planning, implementation and decision making, and the lack of gender in programme design were formulated, but the activities formulated are different per country. In Nepal the activities connected to women’s participation focus more at field level, whereas in Lao PDR they tend to be formulated at institutional level. The integration of gender in the programme design is addressed in Nepal through development of gender sensitive materials, whereas in Cambodia the focus is put on integrating gender into the project planning cycle.



Exchange of ideas in "marketplace", Lao PDR

It can be observed that even though some issues were not mentioned at country level, they are addressed in the individual work plans. E.g. “lack of data and information on gender aspects of water and sanitation” was only identified as a key-issue in Lao PDR, but also in Cambodia and Nepal actions were formulated to collect gender-disaggregated data. This clarifies that:

1. The issues to address are similar throughout the whole region, although the main issue at national level might be different
2. At the individual work place the first things that might need to be addressed can be different from that of the national level

This shows that gender mainstreaming is context-specific, not only for the differences in needs and demands of women and men, but also in applying a gender approach. Therefore blue prints for mainstreaming gender are not advisable, and for every working environment the specific strengths and weaknesses for gender mainstreaming have to be taken into account.

Successes and influencing factors

During a period of one year the participants in the programme worked on the implementation of their action plans at their workplace. Table 3 highlights in green activities that have been implemented successfully in which country.

Table 3: Planned actions that were successfully implemented

Planned action	Cambodia	Lao PDR	Vietnam	Nepal
A general lack of awareness of gender aspects of water and sanitation	x	x		
Training of Trainers on gender in water supply and sanitation			x	
Training on gender, water and sanitation	Aimed at field level	Aimed at leaders and decision makers AIMED AT USERS, NOT AT LEADERS AND DECISION MAKERS	Aimed at leaders of local and district authorities ALSO FOR IMPLEMENTING STAFF AND USERS	
gender awareness campaign		Aimed at: - leaders and decision-makers; - implementing staff; - field level	Aimed at field level	Aimed at field level
Produce materials (handouts, posters, video clips, etc.) on gender, and water and sanitation for awareness raising campaign of the target group	x			

Planned action	Cambodia	Lao PDR	Vietnam	Nepal
Lack of data and information on gender aspects of water and sanitation		x		
Develop a mechanism to collect gender disaggregated data				x
Collection of gender disaggregated data to: <ul style="list-style-type: none"> - Identify the needs of women and men in different social strata; - Identify the gender gap of the ongoing programme; or - Develop a strategy to involve more women 	x			x
Collect news, data, and information regarding gender in water and sanitation and store it at an accessible place (GRID Center) for sharing it broadly		x		
Inform the public about new information and data available at the GRID center.		x		
Lack of skills and knowledge of implementing staff and management to mainstream gender in water and sanitation programmes		x		
Provide training to implementing staff on gender mainstreaming and tools available for gender mainstreaming in the project cycle		x		
Lack of trained women in water and sanitation technology		x		
Provide special capacity building opportunities for female staff		x		
Gender-insensitive working environment and discrimination at the workplace				x
Encourage excluded staff to participate in meetings held and lobby at high level meetings for participation of excluded				x
Celebration of library day to motivate, inform and encourage excluded users				x
Establishment of child care centre for staff				x
Poor men and women have no access to clean water and sanitation because they cannot afford it	x		x	x
Draw map to identify poor families	x			
Develop a proposal to raise funds or support for construction WASH facilities and submit it to development partners or government agencies	x	x		x
Provide clean water system to poor households, including in urban areas and by organising water users groups	x	x		
Some women and ethnic minorities lack awareness of the importance of sanitation and solid waste management			x	
Provide training on importance of clean water and sanitation to target group	x		x	
Implement Water Users Associations activities to sensitize the groups unwilling to invest in water and sanitation				x

Planned action	Cambodia	Lao PDR	Vietnam	Nepal
Lack of women participating in planning, implementation and decision making about water and sanitation projects		x		x
Awareness program to motivate women to participate in water and sanitation the programmes				x
Building women users' capability to participate in the programme based on their need e.g. leadership training				x
Include female staff in regular meeting so that they familiarise with discussing and sharing of ideas to strengthen their participation in decision-making in the future		x		
Achieve gender balance in users' organization for participatory system design				x
Increase the number of women in planning and decision-making		x		
Involve women in participatory monitoring and evaluation of the program				x
Gender is not included in the programme design				x
Integrate the action plan into organization/unit's annual plan	x			
Cooperate with local authorities and communities in order to encourage them to participate in project/action plan	x			
Make the information, education and communication material gender sensitive				x
Follow up, monitor and evaluate on the action plan implementation.	x			
Lack of gender balance of participants in programmes				x
Conduct awareness programmes to increase male participation in WATSAN activities				x
Carry out gender sensitive training programs and participatory monitoring and evaluation of the functioning of water users associations to achieve a better gender balance				x
Identify male as well as female teachers and students in training on water quality monitoring activities				x

First of all it can be noted that not all activities were implemented successfully and quite a few other activities did not materialise. At the same time it shows that some activities that were not planned for took place nevertheless and were successful. These latter activities were often enabling factors for the planned activities, like “Cooperate with local authorities and communities in order to encourage them to participate in project/action plan”, or they were the result of a successful other activity, like “Provide clean water system to poor households, including in urban areas and by organising water users groups”.

An inventory of enabling and hindering factors in implementing the activities is shown in table 4.

The factors that enable success turn out to be hindering factors when they are lacking. Over and above a few other factors were mentioned hindering implementation, which when formulated positively could turn out to be enabling factors.

Table 4: Factors influencing the implementation of activities

Enabling factors	Hindering factors
Good cooperation and coordination	Lack of cooperation and coordination
Inclusive and participatory approaches	Lack of participation and involvement of all stakeholders
Strong support	Lack of support
Competent and motivated staff	Lack of competent and motivated staff
Supporting legal frameworks, policies and programme management	Lack of legal frameworks, policies and programme management
Available Funding	Lack of Funding
	Change of attitude is a lengthy and complicated process
	Difficulties in planning
	Lack of information on, or understanding of gender mainstreaming

Enabling factors

The enabling factors in implementing the activities are ordered below according to the number of times they were mentioned, starting with the factor that is mentioned most often, and ending with the factor mentioned least often:

1. Good cooperation and coordination

This factor was mentioned most often as an important reason for success. Cooperation and coordination took place with the following partners:

- Ministries;
- District Health Departments;
- Local authorities;
- Sectoral agencies;
- Un-Habitat and other donors;
- Water utilities;
- Information centres
- Women’s unions;
- Youth unions,
- Existing health volunteers network;

This shows that cooperation and coordination takes place at all levels and with a variety of stakeholders, depending on the need. Partners turned out to be able to complement and support each other within the activities. All case studies in this e-book mention the importance of cooperation with other organisations to achieve gender mainstreaming in WATSAN.

2. *Inclusive and participatory approaches*

Inclusive and participatory approaches turned out to be most supportive in activities related to the provision of water and sanitation to poor households, in awareness raising activities and increasing the number of women in planning and decision making. By involving the final users from the beginning their needs, demands and possibilities became clear. This increased their active involvement and support for the programme, leading to more people having access to clean water and sanitation. The case study “Win-Win Solution” from Lao PDR in this e-book is a good example of this.

In Nepal an inclusive and participatory approach was used to gain the support of management to address discrimination at the workplace. The idea was to form a union for all staff of the organisation, to increase cooperation and understanding amongst staff and diminish discrimination at the workplace. By involving management from the beginning and by consulting them to identify the needs of the union, they became convinced of the benefits of the planned action and created an enabling environment.

3. *Strong support*

Strong internal and external support for the activities was very beneficial in implementing them. First of all the general support for the implementation of the action plans by superiors of those that had formulated them was essential. Only with their support, staff had the opportunity and means to work on implementing their action plans. Also for activities related to institutional change (e.g. capacity building of women in technical skills), the support of management turned out to be essential.

For activities related to construction of water and sanitation facilities the support of donors and local authorities proved to be beneficial.

4. *Competent and motivated staff*

The staff involved in implementing the planned activities was also an important factor. Their competence and motivation highly contributed to the success of the activities. In Vietnam it was noticed that it was very beneficial to have highly qualified and experienced trainers for the



Fetching water, Nepal

training on gender aspects in WATSAN for leaders, implementing staff and users.

The motivation to bring the necessary changes also lead to staff functioning as role models and by that motivating others to join them in the process. For example in Nepal a technical staff member was convinced of the need to end discrimination of non-technical staff. By accepting a position in the union as a deputy of a non-technical staff he was a role-model for his other colleagues.

At another level, managers who understood the importance of offering career

opportunities to women retained competent and ambitious women for the department. In the past women had moved to other departments as they had no opportunity to make promotions.

5. *Supporting legal frameworks, policies and programme management*

The existence of a legal framework enabling and supporting gender mainstreaming is another factor of importance. It helps in awareness raising activities on the importance of gender in water and sanitation, as it convinces people that it is part of the law of the country.

Integrating the activities that were formulated in the workshop into the annual plan of the organisation of the participant and the work plan of the donor proved to be very useful. In this way the activities were not “extra work”, but part of the work and outputs of the organisation. Because of this it ensured the support from both the management of the organisation as well as that of the donor.

Policies can also be very helpful in achieving gender mainstreaming objectives. They can give an impulse to certain activities. For example in Laos the incentive policy at Water Utilities to employ women in different positions, was an enabling factor to get more women in technical as well as management positions, which has a positive impact on gender mainstreaming.

6. *Available funding*

For most activities money is needed to implement them, so having sufficient funding is of course an enabling factor. In this respect it is relevant to notice that by including gender in all projects submitted to donors, one participant in Lao PDR had been able to get a lot of funding for training and different projects.

At a different level some good results were achieved in improving access to drinking water and sanitation for the poor through cost sharing constructions and discussions on what they could afford to pay. The case study in this e-book from Lao PDR “Win-Win Solution” show that by sharing the cost of construction between the utility and the final users, poor people can get access to water and sanitation facilities. The case study from Nepal “Water bottling system and social organization to access safe drinking water to the poor of urban areas” show that involving women in the decision making was key to be able to set a price for drinking water that also poor people could afford to pay.



Newly constructed toilet, Lao PDR

Hindering factors

The hindering factors in table 4 are listed in sequence below, according to the number of times mentioned; starting with the factor mentioned most often first:

1. *Lack of Funding*

This hindering factor was mentioned most often. Activities were planned, but there was no(t) (sufficient) budget available to actually implement them. Another aspect is that in Cambodia the poor people without access to water and sanitation live further away from the existing main water distribution network, connecting them to the water supply services is therefore more expensive than people living closer to the network. At the same time the poor also do not have enough money to pay for the water fees either, making funding a limiting factor in connecting them to the water distribution network.



Participants in follow-up workshop, Nepal

2. *Change of attitude is a lengthy and complicated process*

Changing the perception and habits of people is not done overnight. It is a continuous process and separate activities are often not enough to change people's attitudes. Awareness of gender needs to be raised before people even are interested in the topic. Furthermore sometimes resistance of men needs to be overcome before they want to participate in training on gender, water and sanitation. Changing existing norms and values cannot be done by organisations, line agencies, governments and companies, they can facilitate the process and initiate and encourage role models among the user groups, but eventually poor women and men can only empower themselves and change existing patterns and behaviour. All planned actions can therefore only be facilitating to gender mainstreaming, but can never be a guarantee for success.

3. *Lack of competent and motivated staff*

Sometimes the lack of sufficient staff itself hinders implementation, but also the fact that staff does not have the required knowledge or skills to implement the activity successfully is a hindering factor for implementation.

In some instances staff is also not motivated to implement the work plan, e.g. they do not want to attend training on gender, or are not interested to work in certain fields.

4. *Difficulties in planning*

This factor has many different aspects and works at different levels. In some cases the activities were planned by people that were not involved in the implementation, making monitoring and evaluation of the process difficult. Another obstacle was the transfer of staff. Those that had formulated the work plan could not implement it because they were transferred and often their successor did not continue with the activities.

At another level the planning itself turned out to be unrealistic or insufficient; targets were set too high; no clear indicators were formulated or available indicators not assessed; activities turned out to take longer than expected and sometimes actions were planned that would require organisational restructuring first.

5. Lack of information on or understanding of gender mainstreaming

The lack of tools and information about gender related to water and sanitation as well as gender mainstreaming can be a limiting factor. It hampers gender sensitive planning and training as well as the proper understanding of the topic. Sometimes there still is a tendency to relate the word “gender” to “women”, which makes men lose interest in the topic as they think it is not about them. This faulty assumption can lead to men refusing to attend gender training or in activities that are targeted at women only.

6. Lack of support

Most of the times this factor refers to a lack of institutional support. Supervisors or management do not support the work plan and therefore no time and resources are made available to implement the work plan, or successful actions are not scaled up. An example of this is the case study from Nepal “Involving men to invest in WATSAN structures”. Even though considerable successes have been booked, the lack of institutional support has hampered the scaling up of the activities.



Participants of workshop , Vietnam

7. Lack of participation and involvement of all stakeholders

At field level this hampers the effective construction and maintenance of water and sanitation facilities as they do not comply with the wishes of the final users.

8. Lack of legal frameworks, policies and programme management

This factor can become a hindrance if legal frameworks or policies prohibit actions e.g. In Cambodia poor families live on public land, which they do not own. The water utility is not allowed to build water connections on public land, making it therefore difficult for poor people to have safe and clean water close to their homes.

9. Lack of cooperation and coordination

Some activities were planned to be done in cooperation with others. When cooperation and coordination are lacking or insufficient the activity is affected, sometimes only by being postponed, but sometimes by being cancelled altogether.

Conclusion

The previous paragraphs show that mainstreaming gender and addressing challenges can be done in a variety of ways, which always has to be done context specific. It also shows that planned activities can be interlinked with enabling or hindering factors. If a training activity on gender, water and sanitation for local users turns out not to be successful because implementing staff is not competent, the hindering factor (incompetent staff) can be overcome by formulating an activity to build the capacity of the implementing staff first.

It might also be useful to see where the main hindering factor is and at which level, and address this factor first, while taking stock of the enabling factors that are in place.

Most important is to realise that gender mainstreaming in water and sanitation is an ongoing process that needs time and patience. The above framework can be used as a tool in that process and be further developed by the user.

Introduction Cambodia

The key-issues in gender mainstreaming in water and sanitation in Cambodia, identified in the first national workshop (see chapter on gender and WATSAN) were:

- A general lack of awareness of gender aspects in water and sanitation of the target group
- Poor men and women have no access to clean water and sanitation because they cannot afford it

This implicates that in Cambodia the focus was on gender in water and sanitation at field level. Table 1 gives an overview of the key-issues that were addressed during the programme, which actions were planned and which actions were implemented.

In accordance with the key-issues identified the implemented actions focussed at field level. It is interesting to see that instead of providing awareness training on gender, water and sanitation, training was given on the importance of sanitation and hygiene. This shows that if people do not see the importance of sanitation and hygiene in general, they are not interested in the topic of gender, water and sanitation either. Once people understand the importance of clean water and sanitation, they might also become aware of the different implications for men and women in access to water and sanitation.



Poster of follow-up training

The activities also show that some first steps are made to integrate gender into the programme design. Cooperation with others is helpful in this respect and including the work plan into that of the own organisation guarantees that actions with respect to gender, water and sanitation are followed up.

Table 1: Overview of gender mainstreaming activities in the programme in Cambodia

Key-issue	Planned action	Implemented actions
Identified key-issues		
Poor men and women have no access to clean water and sanitation because they cannot afford it	Draw map to identify poor families	<ul style="list-style-type: none"> • Identified poor communities map
	Develop a proposal to raise funds or support for construction WASH facilities and submit it to development partners or government agencies	<ul style="list-style-type: none"> • Got funding from other sources; communes/sankats fund and development partners for implementing action plan
	Provide clean water system to poor households, including in urban areas and by organising water users groups	<ul style="list-style-type: none"> • Built clean water system for poor families • Kampong Cham provincial water supply unit has expanded the clean water system to poor communities • Of the target group that has received clean water for household use, 39% were poor families

Key-issue	Planned action	Implemented actions
A general lack of awareness of gender aspects of water and sanitation of the target group	Training on gender, water and sanitation aimed at field level	
	Produce materials (handouts, posters, video clips, etc.) on gender, and water and sanitation for awareness raising campaign of the target group	
Other Key issues		
Some women and ethnic minorities lack awareness of the importance of sanitation and solid waste management	Provide training on importance of clean water and sanitation to target group	<ul style="list-style-type: none"> • Provided extension services on benefit of using water and sanitation to target group • Staff of the water supply unit provided extension and follow up about water and sanitation to poor communities
Gender is not included in the programme design	Integrate the action plan into organization/unit's annual plan	<ul style="list-style-type: none"> • Workshop action plan was aligned with the project plan • The action plan was supported by supervisor and donor
	Cooperate with local authorities and communities in order to encourage them to participate in project/action plan	<ul style="list-style-type: none"> • Good cooperation with local authority
	Follow up, monitor and evaluate on the action plan implementation	
Lack of data and information on gender aspects of water and sanitation	Collect gender disaggregated data to: <ul style="list-style-type: none"> - Identify the needs of women and men in different social strata; - Identify the gender gap of the ongoing programme; or - Develop a strategy to involve more women 	

When gathering information for this resource e-book the following was observed:

- The majority of the official trained Cambodian gender experts are working on Domestic Violence, anti Trafficking, Labour market, Government & Leadership, and Education. Nearly all of the Cambodian WATSAN trained experts have an engineering or health background. Only a handful attempts to unite gender in WATSAN sector, all of them based are in Phnom Penh.
- Also gender tools and methodologies used in Cambodia mostly focus on Domestic Violence, HIV and AIDS, and decision making processes. The Government Institutions working on Water supply and Sanitation focus more on the hardware (technical) e.g. urban/rural water systems, than the software. Since a couple of months a Gender focal point is appointed in the government institutions, who is always a woman. While a good number of the INGOs have a gender/social inclusion/pro-poor mainstreaming policy in place, only a few of them are actually implementing their gender policies.
- There is hardly any documentation available for gender issues in urban water supply, the information that is available focus on rural water supply or pro-poor strategies in urban water supply

The following paragraphs pictures the complexity and high numbers of institutes, NGOs and business active in WATSAN in Cambodia.

Responsibilities for water and sanitation in Cambodia are allocated to various line ministries: The Ministry of Industry, Mining and Energy (MIME) oversees piped water systems and works mostly in urban areas. The Ministry of Rural Development (MRD) oversees non-piped water systems and works mostly in rural areas. The Ministry of Water Resources and Meteorology (MOWRAM) has overall responsibility for water resource planning and management; and the Ministry of Planning (MoP) is the lead RGC agency for the development and the localisation of the Millennium Development Goals (MDGs) by establishing the baselines and benchmarks for the national Cambodian Millennium Development Goals (CMDGs) (RWSSHS 2010 – 2025). Other ministries additionally involved are: Ministry of Public Works and Transport (MPWT); Ministry of Land Management, Urban Planning & Construction (MLMUPC); Ministry of Interior (MoI); Ministry of Environment (MoE). In terms of Hygiene Promotion at least the roles of two more Ministries need to be considered; Ministry of Education, Youth, Sport (MoEYS) and Ministry of Health (MoH) and in terms of gender mainstreaming Ministry of Women Affairs (MoWA).



Water Treatment Plant, Cambodia

Phnom Penh Water Supply Authority (PPWSA) is responsible for Phnom Penh city and the suburbs water quality in piped supplies based on economical returns. PPWSA has a subsidy and sponsor programme where the poor can get up to 100% compensation. MRD leads on the development of some of the main policies and approaches for rural water supplies and sanitation. The brand new, ‘Rural Water Supply, Sanitation and Hygiene Strategy (RWSSHS) 2010 – 2025’, (August 2010), sets an ambitious vision of access to improved water supply and improved

sanitation for all people living in rural areas by 2025. It makes an effort to clarify the different roles and responsibilities of each involved ministry in WATSAN and states that all organisations should mainstream gender. They should make women’s and men's concerns an integral dimension of the design, implementation, monitoring, and evaluation of policies and service delivery in all political, economic and social aspects so that women and men benefit equally, and inequality is not perpetuated. Strategic Objectives and Components (#4.9): (i) Review and update the Gender Mainstreaming Action Plan; (ii) Review all existing and future guidelines and sector procedures to ensure they adequately address and advise on gender issues; (iii) Develop a gender orientation course suitable for government staff, elected councils and service providers in the RWSSH Sector; and (iv) Run the gender orientation course for different stakeholders (RWSSHS 2010-2025).

Next to the ministries and main donors¹, there are at least 77 Non Government Organisation involved in water, sanitation activities in Cambodia. A broad range of international and national

¹ Donors: ADB, AusAID, EU, WSP, UNICEF, WHO, USAID, Plan International -Global Sanitation Fund.

NGOs reported the provision of water and sanitation support through a range of approaches for example (to mention only a few) in the areas of Community Development (SNV, LWF, HAGAR, IDE, RDI, CRC, IaW, Plan International, CARE and World Vision), Production of IEC materials (DWHH/GAA, CARE, CRC, Danish/Australian Red Cross, SNV and others), Community mobilisation (HAGAR, IDE, ADRA, RDI, SNV, CARE), RWSS Project Planning and Evaluation. The Bill & Melinda Gates Foundation invest money across various initiatives, including funding eight universities across Africa, Asia, Europe and North America. As we speak, GRET implements a research on The Vehicle Sludge Treatment in urban slum areas in Cambodia coordinated by SNV Asia.

THE Ministry of Rural Development yesterday called for increased investment to expand access to sanitation facilities in rural Cambodia as well as more awareness about the link between low rates of access to toilets and high rates of communicable disease. Cambodia ranked at the bottom of the region in terms of access to toilets, and this was especially acute in rural areas, ministry officials said yesterday, ahead of National Sanitation Day on Sunday.

The annual budget for improving hygiene practices and expanding access to toilets was less than US\$500,000, they said. "The government spends about 1.8 billion riel [\$450,000] a year to promote hygiene. It is a major concern and challenge for Cambodia.

"Compared with other countries in the region, good hygiene practices remain low, especially in rural areas," said Ky Sophal, deputy director of the department of rural health care. "We are very concerned about this issue," he said, adding that the lack of access to sanitation facilities was damaging business, especially tourism. Ky Sophal cited a **World Bank** report from 2005 that estimated the cost of poor hygiene at \$445 million a year. UNICEF has estimated that about 10,000 Cambodians die every year because of a lack of access to safe water and sanitation facilities.

Chea Samnang, director of the ministry's department of rural health care, identified low education levels among villagers as a major cause of the problem. He also said the cost of a toilet was \$60, higher than the monthly income of many households in rural areas. But Chea Samnang said rural poverty was not the cause of low access to toilets. "They don't value toilets. Even if they have money, they spend it on cell phones instead," he said. According to a joint report by UNICEF and the World Health Organisation last year, only 29 per cent of Cambodians had access to toilets- the lowest rate in the region.

The problem is particularly acute in remote provinces. According to the 2009 Provincial Data Book for Preah Vihear, there was only one latrine for every 60 people in the province. In the provincial capital, the ratio was 14 people per latrine, but this fell to 246,228 and 192 per latrine in Chheb, Chey Sen and Choam Ksan districts, respectively.

Phom Penh Post, November 8, 2011. By Mom Kunthea

The role(s) of the private sector have grown due to increasing market demands partially driven by the need for the construction of (mainly) water facilities through the Provincial Development Fund (PIF) and Community Development Plan (CDP) processes, and the growing well-off section. There are now more than 80 private companies which are working to more or lesser extent related to activities in water supply and sanitation.

3

There is no central record of the number of organizations – government, international agencies, international NGOs, local NGOs, private companies and individuals, and the skills they can provide. The Technical Working Group, Rural Water Supply, Sanitation and Hygiene Strategy (TWGRWSSH) meets quarterly, its members are: UNICEF, WSP², ADB, 1 representative of the INGO sector. Besides the TWGRWSSH there is a very active discussion and mailing forum ‘WatSan Group’. The Watsan group members meet at the MRD in Phnom Penh on the 1st Tuesday of each month for at least 17 years to present project data, share information, etc. Membership is open.

A good source of progress information both for access to water supplies and sanitation is the Commune Database (CDB) maintained by the Ministry of Planning and its provincial departments. This contains village based data collected annually through the village data book completed by village leaders. The CDB has the potential to provide reliable and frequently up-to-date information, if properly supported and maintained. Another source of data that is frequently used in Cambodia³, are the findings from the Cambodian Demographic Health Surveys (CDHS), the most recent of which was under taken in 2005, these are sampled based surveys of health related issues including water and sanitation. A third, Crossroads to Development, is a non government surveyor in WATSAN. However, in conducting surveys in WATSAN gender issues are considered but not that extensively. In current and previous WATSAN surveys, gender-focused questions did not really look at tasks, decisions and decision-making. There were some questions on who does the water collection and latrine maintenance (to determine roles of family members) – which can be used to analyze gender situation. FGDs are also with women only participants and men only participants. All WATSAN surveys are directed towards understanding the situation of the poor/ poorest towards developing approaches/ interventions that will change behaviour and create demand for WATSAN products and services

² WSP is an independent unit within the Department of Energy, Water and Transport in the newly created Sustainable Development Network Vice Presidency of The World Bank

³ It was also reported that some of the international institutions use this data source as one of their benchmarking tools.

Gender and WATSAN experts in Cambodia

The majority of the official trained Cambodian gender experts are working on Domestic Violence, anti Trafficking, Labour market, Government & Leadership, and Education. Nearly all of the Cambodian WATSAN trained experts have an engineering or health background. Only a handful attempts to unite gender in WATSAN sector, all of them based are in Phnom Penh.

Name	CHHOUN Bounna
Sex	Male
Organisation/ individual	Freelancer, currently active by NCDD
Expertise and skills	Trainer, 10 years of experience in: Training management; Training, Facilitation and coaching; Capacity Development; Training Need Assessment; Staff management; Project management; Monitoring and Evaluation; Organisational Development; Strategic Planning; Gender mainstreaming; Good Governance; Decentralisation and De-concentration; Community Development; PRA, PLA and Extension Worker, (Participatory Research); Poverty Reduction Strategies; and Agriculture Techniques
Contact Details	Mobile phone: +855 – 16962727 E-mail: chhounbounna@gmail.com

Name	CHURCHILL Elizabeth
Sex	Female
Organisation/ individual	Currently for the US army in Afghanistan
Expertise and skills	Researcher, 2 year Wrote her thesis on gender and water in Cambodia.
Contact Details	E-mail: bifchurchill@gmail.com

Name	HIM Samarong
Sex	Female
Organisation/ individual	Chief of Cooperation Office at Energy Development Department at MIME and Member of the Gender Mainstreaming Action Plan (GMAP) group
Expertise and skills	Co-trainer, since 2003 Gender mainstreaming within governmental structures; Gender awareness workshops for Government officials at national, provincial, District and Commune level.
Contact Details	Mobile Phone: +855 12 912 845 E-mail: somarong_him@yahoo.com

Name	KESSELER Miep
Sex	Female
Organisation/ individual	Creative consultant
Expertise and skills	<p>Strong gender awareness and engaged in the promotion of gender equality for the past 25 years. A wide range of gender programming; gender analysis; and gender training and curriculum/module development experience and skills. In particular, worked extensively with and on Gender Focal Points, women groups, and social inclusion issues worldwide targeting rural and urban areas.</p> <p>Experienced and skilled trainer, facilitator and resource development expert who can develop and deliver formal and non-formal training programs for people of non-English speaking backgrounds. As consultant, provided facilitation and programming services to UN agencies and international organizations in 10 countries.</p>
Contact Details	<p>Mobile phone: +855 92 945085 E-mail: miepkessler@gmail.com Skype: miepenbert www.linkedin.com/in/kessler</p>

Name	SAN Chenda
Sex	Female
Organisation/ individual	Ministry of Industry, Mining and Energy <i>Gender Focal Point</i>
Expertise and skills	<p>Bureaucrat, 15 years.</p> <p>Attended many training in the field of Gender and Gender mainstreaming 1997- -2005 Certificate on Rural Development at MI (Thailand); 2008 Certificate on Drinking Water and Sanitation (Italy)</p>
Contact Details	E-mail: san_chenda@yahoo.com

Name	TE Ayphalla
Sex	Female
Organisation/ individual	SNV-Netherlands Development Organisation
Expertise and skills	<p>Independent Consultant on behaviour change communications on Cambodia's rural health sector including sanitation and Hygiene.</p> <p>Lead facilitator/trainer and researcher</p> <p>Training needs assessment; Curriculum designer; Women/men power relations and decision making practice; Inequity power relations related to water, sanitation and hygiene; community development; Monitoring, Evaluating and Learning; Strategic thinker, planner and Implementer; poverty reduction, making use of participatory tools and methods.</p> <p>Excellent English and Khmer and two Chinese language skills</p>
Contact Details	<p>Mobile phone: +855 12 906 908; E-mail: Ayphalla@snvworld.org or apl_te@yahoo.com</p>

Name	TENG You Ky
Sex	Female
Organisation/ individual	Ministry of Rural Development, Department of Rural Health Care <i>Gender Focal Point</i>
Expertise and skills	Bureaucrat, 20 years. <i>Attended training and seminars:</i> Training of Trainer in non formal education; PRA Training; Community Development; TOT -community action for social Development Planning Monitoring and Evaluation; Event on Rural Water Supply and sanitation in Lao; Gender Training Course on Development and Managing Gender, Responsive Project/Program in credit and Livelihood; Social Science Research Skills Training; Rural Development; Managing Rural Organisation in Germany; Making Governance Gender- Responsive by ADB in Philippines; Participate in Planning Sessions for the draft proposal on the household water treatment pilots in Cambodia, Laos and Vietnam in Vien Chan, Lao PDR; Training course on Rural Development for Cambodian officials: Strategy and Methodology.
Contact Details	Mobile phone : +885 12 936 358 E-mail: tengyouky@online.com.kh

Name	TEP Rany
Sex	Female
Organisation/ individual	MIME and Member of GMAP group
Expertise and skills	Co-trainer <i>Attended courses in:</i> Gender Statistics and Analysis (2004); Social Research Methodology (2004); Project Cycle Management (2004); Gender Mainstreaming Policies (2005) Mainstreaming Gender in Integrated Water Resource Management (2007); Monitoring and Evaluation (2008); Gender Audit Facilitators (2009); and Gender Equality Mainstreaming Strategies (2010).
Contact Details	Mobile phone: +855 12 837 407 E-mail: rany_tep2007@yahoo.com

Name	TEY Dany
Sex	Female
Organisation/ individual	Chief office of Investment at Department of Industrial Affairs MIME
Expertise and skills	Co-trainer, since 2004 Training of Trainers, Member of the Gender Mainstreaming Action Plan (GMAP) group Attended courses in: Gender Statistics and Analysis (2004); Social Research Methodology (2004); Project Cycle Management (2004); Gender Mainstreaming Policies (2005) Mainstreaming Gender in Integrated Water Resource Management (2007); Monitoring and Evaluation (2008); Gender Audit Facilitators (2009); and Gender Equality Mainstreaming Strategies (2010)
Contact Details	Mobile phone: +855 16 897 109 E-mail: Teydany@yahoo.com

Name	UCH Sarom
Sex	Female
Organisation/ individual	Individual consultant
Expertise and skills	MSc in Gender and Development (2001) Diploma in Women, Extension Work and Agriculture (1995) Key areas of expertise: Project Planning, Implementation and Monitoring; Training curriculum development; Training/workshop facilitation; Training and capacity development; Householders, Women and Sustainable Agriculture; Gender Analysis in Field Methods; Gender Responsive Development Planning and Evaluation; Gender Responsiveness in Policy Making; Technology and Economic Development; Enterprise Management and Natural Resources Management; Sustainable Agriculture; Household income generation for women and poor families; Product Development; Establishment of producer groups (agriculture and handicraft production)
Contact Details	Tel: (855) 12 790 924 E-mail: uch.sarom@gmail.com

Name	UNG Yok Khoan
Sex	Female
Organisation/ individual	AMARA, Cambodian Women's network for Development Organisation (Director)
Expertise and skills	<p>Experiment in Leadership, mentoring and Gender training such as for the OXFAM WASH (2011)</p> <p>From 2000 up to present, working on providing capacity building training on Leadership skills and Gender for women activists of political parties to be able standing as candidates for the 2012 Commune Council Election.</p> <p>Work with female Commune Councils in charge of Permanent Members of Commune Committee for Women and Children (CCWC) enable them to develop gender mainstream action plan in commune development projects, politics and public affairs.</p>
Contact Details	<p>H#181, Group5, Romchek5 viilage, Ratanak Sangkat, Battambang City, Battambang province, Cambodia.</p> <p>Tel. and Fax: +855 53 952 419</p> <p>Mobile Phone: +85512 895 358</p> <p>E-mail: director_amara@yahoo.com or amara@camintel.com</p>

Name	VANDY Sakanika
Sex	Female
Organisation/ individual	MIME and Member of GMAP group
Expertise and skills	<p>Co-trainer</p> <p>Attended courses in:</p> <p>Gender Statistics and Analysis (2004); Social Research Methodology (2004); Project Cycle Management (2004); Gender Mainstreaming Policies (2005) Mainstreaming Gender in Integrated Water Resource Management (2007); Monitoring and Evaluation (2008); Gender Audit Facilitators (2009); and Gender Equality Mainstreaming Strategies (2010).</p>
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Institutes and NGOs on Gender and WATSAN in Cambodia

Name of the institution	Asian Development Bank Cambodia (ADB)
Brief History	ADB established the Cambodia Resident Mission (CARM), located in Phnom Penh, established in December 1996. ADB has supported the Ministry of Rural Development’s efforts to develop Cambodia’s rural water supply and sanitation sector through the Ministry of Rural Development since 2005.
Objectives/Goals	<p><i>General</i> - ADB's new Cambodia country partnership strategy 2011-2013 prioritizes five sectors: 1. transport (rural and provincial roads); 2. water supply, sanitation, and urban development; 3. agriculture and natural resources (agriculture commercialization and irrigation support); 4. education (lower secondary schools and vocational training); and 5. finance (banking regulation, small and medium-sized enterprise finance, microfinance, and insurance). The strategy also responds to the challenges of climate change, decentralization, rural-urban linkages, and regional cooperation. It incorporates five crosscutting themes: private sector development, governance, gender equity, knowledge solutions, and partnerships.</p> <p><i>Specific to gender and water, sanitation programming</i> – The expected impact of the 2nd Rural Water Supply and Sanitation Sector Project (RWSSP2) (2009-2015) is expanded access to improved RWSS nationwide, and better health of rural households in project provinces. The project is categorized with a gender theme and was designed with a gender action plan and gender targets to ensure project benefits accrue equally to men and women.</p>
Activities related to Gender and WATSAN	<p>ADB financed the Ministry of Rural Development’s <i>Tonle Sap Rural Water Supply and Sanitation Project (TSRWSSP)</i> with an \$18 million grant from 2005-2010. The project was implemented in 5 provinces around the Tonle Sap lake (Battambang, Kampong Chhnang, Kampong Thom, Pursat, and Siem Reap) through the MRD Department of Rural Water Supply and five Provincial Departments of Rural Development (PDRDs). The four project outputs were: (i) community mobilization and skills development, (ii) water supply improvement, (iii) sanitation improvement, and (iv) capacity building and institutional support. The project was categorized with a gender theme and a gender action plan was implemented, with targets generally met or exceeded.</p> <p>ADB financing for RWSSP2 in the amount of \$24 million was approved in 2009. With similar implementation arrangements, the project has added the province of Banteay Meanchey to the original 5 TSRWSSP provinces. The four project outputs are (i) improved community health and hygiene practices, (ii) rehabilitated, upgraded, and developed water facilities, (iii) improved public and household sanitation, and (iv) strengthened sector planning and development, and (v) improved capacity for project management. A gender action plan is under implementation.</p>

Name of the institution	Asian Development Bank Cambodia (ADB)
Contact Details	<p>ADB Cambodia Resident Mission 29 Suramarit Boulevard (268/19) Sangkat Chaktomuk, Khan Daun Penh P.O. Box 2436, Phnom Penh, Cambodia Tel: + 855 23 215 805, 215 806, 216417 Fax: + 855 23 215 807 Email: adbcarml@adb.org Website: www.adb.org/carm</p> <p>Mr. Michael White Urban Development Specialist (Water Supply & Sanitation) Southeast Asia Department, Urban Development and Water Division Email: mewwhite@adb.org</p> <p>Ms. Karin Schnelzig Bloom Social Sector specialist Tel: + 855 23 215 805, 215 806, 216417, Ext: 214 Email: kschnelzig@adb.org</p>

Name of the organisation	Mekong River Committee (MRC)
Brief History	<p>The Mekong River Commission (MRC) is an international river basin organisation built on a foundation of nearly 50 years of knowledge and experience in the region. On the 5th of April 1995, Cambodia, the Lao PDR, Thailand and Viet Nam, signed the “Agreement on the Cooperation for the Sustainable Development of the Mekong River Basin”.</p> <p>MRC is working on the strengthening of gender mainstreaming in the line agencies related to water resource management. They train and coach gender focal points in these agencies to advocate for gender equity and implement gender mainstreaming activities. Prior to the UN Habitat workshop MRC in collaboration with the the Gender and Water Alliance (GWA) organised a training of trainers (ToT) for these focal points. These included the focal points working within the WATSAN related agencies.</p>
Objectives/Goals	<ul style="list-style-type: none"> • Create a gender awareness in the organisational culture; • Build capacity in gender and development within the respective ministries and line agencies; • Institutionalise gender responsive organisational structures and procedures; and • Introduce useful tools for implementing gender responsive development practices.
Activities related to Gender and WATSAN	<p>Two phases of the Gender Mainstreaming Project have been implemented since 1996. Phase 1 resulted in the endorsement of the MRC Gender Strategy and the MRC Gender Policy in 1998 and 2000 respectively. Phase 2 runs to 2009. It aims to integrate gender perspectives into all MRC Programmes and to ensure that men and women of the riparian countries benefit equally from IWRM-related development.</p>
Contact Details	<p>Ms. Sengamphone Chithtalath (based in the MRC Secretariat Office in Vientiane, Lao PDR) MRC gender focal point Email: sengamphone@mrcmekong.org</p>

Name of the institution	Ministry of Industry, Mining and Energy (MIME) Department of Potable Water Supply and Department General Energy
Brief History	<p>Ministry of Industry, Mining and Energy (MIME) was established in 1979. The General Department of Industry (GDI) is a primary agency under the MIME. The GDI consist of nine departments and secretaries, Department of Potable Water Supply (DPWS) and is one of the nine.</p> <p>Through its DPWS, the Ministry is responsible for both urban and small town piped water supplies (both public and private) and bottle water in the country.</p> <p>The DPWS plays the following roles:</p> <ul style="list-style-type: none"> • Controlling and managing the production (treated piped water) and utilization of safe water throughout the country; • Collecting information and making inventories on the potential productions of water and supply both surface water and groundwater; • Developing policies, rules, and regulations to manage water supply and sanitation in accordance with actual geography areas; • Preparing and installing specific laboratories to control water quality, based on the National Drinking Standard; • Issuing a license to persons in charge to operate clean water supply and sanitation facilities to in compliance with the ministry’s guidelines and principles. <p>There has been an agreed between MIME and MRD that MIME will focus on settlements >1000 households while MRD will support service in non-commercial operated systems with less than <,1000</p>
Objectives/Goals	<ul style="list-style-type: none"> • Set and Control Cambodian Drinking Water Quality Standards (DWS); • Draft Law on Water Supply and Sanitation of the Kingdom of Cambodia;
Activities related to Gender and WATSAN	<ul style="list-style-type: none"> • Gender Mainstream Action Plan (GMAP) with support of UNDP (2007-2010); • Review Gender mainstreaming Action Plan 2012-2013 with support of ILO (2011); • Gender Concepts and how to make Gender Action Plan related to Water Supply and Sanitation with support of UN Habitat (2010 onwards); • Together with the Ministry of Women Affairs training national and provincial MIME staff on gender mainstreaming concepts and CEDAW, 3 times a year 3-days workshop; • Gender Auditing two Provincial Departments of MIME with support of ILO (2011).

Name of the institution	Ministry of Industry, Mining and Energy (MIME) Department of Potable Water Supply and Department General Energy
Contact Details	<p>Ministry of Industry, Mining and Energy #45, Norodom Blvd, Phnom Penh, Cambodia Tel: 855-23-222-504 Fax: 855-23-991-438 Email: info@mime.gov.kh Website: www.gdi.mime.gov.kh/en/mission-statement.html</p> <p>Mr. TAN Sokchea (general matters) Director Department of Portable Water Supply Mobile Phone: +85512879738 Email: pmu_mime@online.com.kh</p> <p>Ms. HIM Somarong Chief of Cooperation Office, Energy Development Department Group member of GMAP Mobile Phone: +855 12 912 845 Email: somarong_him@yahoo.com</p>

Name of the institution	Ministry of Rural Development (MRD) Department of Rural Health Care
Brief History	The MRD was established in 1993. MRD is responsible to lead some of the main policies and approaches for rural water supplies and sanitation, including Rural Water Supply Guidelines; National Guideline for Hand Pump Platforms; Policy Framework - Rural Water Supply and Sanitation Sector (RWSSSP); Inputs into the National Water Supply and Sanitation Policy; Section Investment Plan (SIP); Advocate a two prong approaches: (i) Calling for the promotion of greater awareness (or software) in the sub-sector of rural sanitation and hygiene, and (ii) Provision of physical facilities (or hardware).
Objectives/Goals	Improved access to water supply and improved sanitation for all people living in rural areas. Prioritized goals are: <ul style="list-style-type: none"> • Ensure poverty reduction rate of over 1% per annum and ensure the improvement of main social indicators, especially in education, health and gender equity; and • Ensure an increase in coverage, efficiency, and quality of public services and gaining of public trust.
Activities related to Gender and WATSAN	<ul style="list-style-type: none"> • Priority of services for poor people; • The role of communities in management of their water supply and sanitation facilities and services e.g. Community-Led Total Sanitation (CLTS); • Communities are to choose the type and level of service, e.g. access to clean and safe water and sanitation at Primary schools; • Implement a National Knowledge, Attitude and Practice (KAP) survey.
Contact Details	Ministry of Rural Development - Department of Rural Health Care Corner str. 169 & Soviet Blvd, Phnom Penh Tel: +855 23 884 472 Fax: +855 23 881 093 Mr. POM Cheay, Deputy Director Email: chreaypom@gmail.com

Name of the organisation	Oxfam
Brief History	<p>The international Oxfam confederation was established in the late nineties with a mandate to relieve poverty, combat distress and alleviate suffering in any part of the world.</p> <p>In order to do so, its affiliates seek to address both the effects and underlying causes of poverty, injustice, and vulnerability to disasters through long-term development interventions, campaigning, and humanitarian action. Promoting gender equity is fundamental to all areas of Oxfam’s work.</p>
Objectives/Goals	<p>In Cambodia, Oxfam's focus is on securing livelihoods, improving access to natural resources and market, reduce impact of natural disasters and climate change, and campaign for land rights and gender equality.</p> <p>Oxfam started work on creating strong and supportive civil society institutions in the 1990s. This approach still characterizes Oxfam programme in Cambodia today.</p>
Activities related to Gender and WATSAN	<p>Establishment of WASH Women Platform [WWP] at village level:</p> <ul style="list-style-type: none"> • Training of WWPs in gender in leadership, WASH monitoring, project planning and financial management; • WWPs implement their own small WASH projects at village level with the support of Oxfam; • Oxfam documents and communicates good practice and learning with the villages, communes, district, and provincial and the provincial and national level of the Ministries of Health, Rural Development and Women’s Affairs; • 2 WWP learning and sharing forums led by WWPs attended by Commune Chiefs and a representative from the Provincial Dept of Women’s Affairs, Dept of Rural Development and Dep of Health; • WWP leaders to present their work at national WASH sectoral meeting.
Contact Details	<p>OXFAM Australia #68, St. 135, Tuol Tumpoung 1, Phnom Penh, Cambodia. Tel: +855 23 211570 Fax: +855 23 214749 Website: www.oxfam.org.au</p> <p>Mr. Gaetano Romano, Oxfam International WASH Coordinator Email: gaetanor@oxfam.org.au</p>

Name of the organisation	Plan International Cambodia
Brief History	<p>Plan Cambodia was established in Cambodia in 2002 and is now working in the provinces of Siem Reap and Kampong Cham. Major programmes are under planning in areas such as basic health care, education, household economic security, limited income opportunities, child rights and protection, to address issues affecting poor children in our program areas.</p> <p><i>Water and sanitation</i> - This programme responds to problems caused by poor sanitation and personal hygiene. It aims primarily to alert people - particularly at village level - to health dangers of dirty water, to promote accessibility to safe water and latrines in rural communities and in schools, and to encourage both duty-bearers and rights-holders to work together to improve sanitation.</p> <p>Plan International is the executive agency, to coordinate Cambodian Rural Sanitation and Hygiene Improvement programme (CR-SHIP) 2011-2016. Topics of the CR-SHIP are: Non-subsidised approach, Community Led Total Sanitation (CLTS), Capacity building, Sanitation marketing, Behaviour change (focus on community), Advocacy (focus on Government).</p>
Objectives/Goals	<p>Related to Water and Sanitation programme (Implementation years: 2005-2010 and June 2010-June 2016)</p> <ol style="list-style-type: none"> 1. Contribute to increased access to sustained and affordable safe drinking water services, especially by the marginalized and vulnerable children (boys and girls) and communities through mobilizing communities and children, improving water supply management and improving water supply infrastructure 2. Support government and communities to achieve district-wide community-led-total-sanitation and promote in the early years education programme through parenting groups and pre-school animators the proper use of toilet facilities so that children will realize their right to health
Activities related to Gender and WATSAN	<ol style="list-style-type: none"> 1. Increased access to sustainable and affordable safe drinking water services and access to household latrines and sanitation 2. Capacity building on Water and Sanitation User Group Committee (WSUG) and on sanitation and hygiene promotion 3. Capacity building for Provincial Department of Rural Development, Commune Council and District officer 4. Strengthening partnership 5. Advocacy and networking
Contact Details	<p>Plan International Cambodia Room 411, 4th floor Phnom Penh Center, BLOCK A Phnom Penh</p> <p>Mr. Syvibola OUN Program Manager for Global Sanitation Fund Email: syvibola.oun@plan-international.org Mobile Phone: + 85512571365 Tel: +85523217214</p>

Name of the organisation	SNV Netherlands Development Organisation
Brief History	Founded in 1965, SNV works in 36 countries in Latin-America, the Balkans, Africa and Asia. Since 2002 SNV is an advisory organisation giving advice to state and non-state actors to increase their capacities to alleviate poverty. SNV started its operations in Cambodia in 2005.
Objectives/Goals	SNV aims to support local actors to strengthen their performance to effectively realise poverty reduction and good governance.
Activities related to Gender and WATSAN	<p>‘Governance for Empowerment’ is an issue that cuts across all the work of SNV. SNV focuses mainly on inclusion (gender) and accountability. Key gender & WATSAN activities:</p> <ul style="list-style-type: none"> • Domestic biogas programme, reducing the work load for women (wood collection, cooking) with an option to connect a latrine to the biodigester; • Sustainable sanitation and hygiene for All programme, increasing access to improved sanitation with a special focus to excluded groups (poor, women, elderly) • Functionality of water Services programme • Peri urban WATSAN programme is being developed
Contact Details	<p>SNV Cambodia Office P.O. Box 2590, #184 (2nd Floor), St. 217 (Monireth) Sangkat Tumnub Tek, Khan Chamkarmon, Phnom Penh Tel: 855-23-994-562 Fax: 855-23-994-563</p> <p>Mr. Wilbert Schouten Country Director Email: weschouten@snvworld.org Mobile Phone: +85592945089 Website: www.snvworld.org/en/countries/cambodia/Pages/default.aspx</p>

Name of the organisation	UN HABITAT
Brief History	<p>Formally known as United Nations Center for Human Settlements (UNCHS), UN-HABITAT has started to work in Cambodia since 1996. The HABITAT Agenda addresses a range of human settlement development issues in the areas of urban governance, housing, environmental management, disaster mitigation, post-conflict rehabilitation, urban safety, water management and poverty reduction. The Asia and Pacific Regional Office in Fukuoka, Japan provide technical support to the Country operations.</p> <p>UN HABITAT Office in Cambodia is currently developing its Habitat Country Programme Document (HCPD) for 2011-12, and collaborating with various stakeholders to ensure its successful implementation. The UN-HABITAT Country Manager is a member of the United Nations Country Team and United Nations Development Assistance Framework (UNDAF).</p> <p>The MEK-WATSAN initiative began in Cambodia in 2008 and aims to expand the water supply system and increase sanitation coverage in Cambodia by (i) funding small loans to low income households for their sanitation and water needs; (ii) promoting private company water supply connections among poor households; and (iii) providing hygiene and sanitation education through the Human Values-based Water, Sanitation and Hygiene Education (HVWSHE) approach. UN HABITAT also implements Water for Asian Cities (WAC) programme in partnership with the Governments of Asia and the Asian Development Bank. The WAC programme, which has been operating since 2003.</p>
Objectives/Goals	<p>MEK-WATSAN is to support the participating governments to attain their water and sanitation related Millennium Development Goal (MDGs) by halving the proportion of people without access to improved water supply and sanitation services by 2015.</p> <p>WAC is to support Pro-poor governance by ensuring sustainable delivery of safe water and sanitation services; Water conservation and demand management; Environmental sanitation; and income generation for the poor thorough water and sanitation interventions.</p>
Activities related to pro-poor (Gender) and WATSAN	<p>Partners in gender mainstreaming are MRC, Gender and Water Alliance (GWA), Ministry of Industry Mines and Energy (MIME), Department of Potable Water Supply (DPWS), Provincial public water utilities, and local communities:</p> <ul style="list-style-type: none"> • promoting pro-poor governance; • increased attention to environmental sanitation and income generation for the poor linked to water supply and sanitation; • mobilizing political will, raising awareness through advocacy, information and education, training and capacity building; • promoting new investments in the urban water and sanitation sector and systematic monitoring;

Name of the organisation	UN HABITAT
Contact Details:	United Nations- Habitat #53, St. 51, Phnom Penh, Cambodia Tel: +855 23 216 167, Fax: +855 23 216 257 Mr. Vanna SOK Email: sok.vanna@undpaffiliates.org Website: www.unhabitat.org

Name of the organisation	UNICEF Cambodia
Brief History	<p>The leading advocate for children’s rights, active in 190 countries and territories, through country programmes and national committees</p> <p>UNICEF works in more than 90 countries around the world to improve water supplies and sanitation facilities in schools and communities, and to promote safe hygiene practices. We sponsor a wide range of activities and work with many partners, including families, communities, governments and like-minded organizations. In emergencies we provide urgent relief to communities and nations threatened by disrupted water supplies and disease. All UNICEF WASH programmes are designed to contribute to the Millennium Development Goal for water and sanitation: to halve, by 2015, the proportion of people without sustainable access to safe water and basic sanitation (2011, www.unicef.org/wash/index.html)</p>
Objectives/Goals	<ol style="list-style-type: none"> 1. Communities practice key hygiene behaviours; 2. Communities, schools and health centers have access to sustainable technology for safe water, sanitation and hygiene; and 3. The MRD and concerned sub-national agencies are able to lead, coordinate, facilitate, monitor and evaluate the RWSSH and arsenic mitigation national strategy.
Activities related to Gender and WATSAN	<p>UNICEF worldwide mainstream gender equality throughout the UNICEF Programme Cycle, its key opportunities are: assessment, gender analysis and Identify.</p> <p>In Cambodia UNICEF cooperation and advocacy contributed to positioning rural WASH and a specific sector for priority national attention; in 2007, the Prime Minister approved the establishment of a dedicated technical working group tasked with defining the sector strategy.</p> <p>In the six UNICEF-supported provinces, the target for rural water supply of 55 percent has been reached and all primary schools have access to improved water resources and sanitation facilities, while approximately 20 percent of 4,140 villages have implemented the community-led total sanitation (CLTS) approach; 50 percent of these have declared open-defecation-free (ODF) status. At least 10 non-governmental organisations have adopted the strategy in their programming. Recognizing Cambodia’s innovative experience, the Institute of Development Studies hosted its first Asia-Pacific workshop on rural sanitation in Cambodia in November 2009 (2010, Royal Government of Cambodia-UNICEF, Country programme Action Plan, 2011-2015).</p> <p>Government Partners: Ministry of Rural Development, Ministry of Health and Council for Agriculture and Rural Development.</p>

Name of the organisation	UNICEF Cambodia
Contact Details	<p>UNICEF No. 11, Street 75, Sangkat Sraschark P.O. Box 176, Phnom Penh, Cambodia Tel: 855 23 426 214/5 (Ext. 106) / Fax: 855 23 426 284 Website: www.unicef.org/cambodia</p> <p>Ms. Belinda Abraham Chief of Section, Water, Sanitation and Hygiene (WASH) Email: babraham@unicef.org Tel: +855 23 426214 ext 106 Mobile Phone: +855 92 964 404</p>

Name of the organisation	Water and Sanitation Program (WSP)
Brief History	<p>WSP is not an implementing agency but is working on brokering the knowledge in water and sanitation sector. Currently, WSP is funding and partnering with implementing agencies to conduct the social marketing pilot and domestic private service provider project since October 2008. At the upstream level, WSP is supporting the government in developing policy and strategy framework for sector development. WSP has led or supported many of the advances made within the water and sanitation sector in Cambodia. They share best practices across the regions and place a strong focus on capacity building by forming partnerships with nongovernmental organisations, governments at all levels, as well as with community based organisations, private sectors, and donors. As mentioned, they are working to help to effect the regulatory and structural changes needed for broad Water Supply Services (WSS) reform. WSP is also a member of the TWG-RWSSH and the WatSan group.</p> <p>Beyond scaling up WSS services, WSP aims to reduce poverty and inequalities within society and prevent conscious or unconscious discriminatory practices that hinder the wider development agenda. WSP embraces the importance of prioritizing and mainstreaming a gender approach that supports the participation of women in particular, recognizing their key role in the supply and management of water and sanitation service.</p>
Objectives/Goals	<p>WSP goal is to help the poor gain sustained access to improved water supply and sanitation services (WSS). For gender approach, WSP provides analysis to inform sector policy formulation, helps articulate specific gender objectives in sector policy documents, and develops gender-responsive recruitment policies. In the mean time, WSP helps strengthen local government and service provider capacity to shape the sector's engagement with communities by helping them develop institutional policies, and strategies that address gender throughout their project cycles of planning, design, budgeting, implementation, monitoring and evaluation.</p>
Activities related to Gender and WATSAN	<p>As part of the Country Gender Action Plan, Gender Review in Water and Sanitation was conducted in collaboration with the task team leaders. The main objective of the Review was to examine the current practices and highlight areas for improvement that would inform the sector task teams of the potential for gender integration in different water and sanitation operations.</p> <p>1/3 women representation in the water and sanitation committees is another innovative strategy which is yielding results.</p>

Name of the organisation	Water and Sanitation Program (WSP)
Contact Details	Water and Sanitation Program address: 113 Norodom Blvd, Phnom Penh, Cambodia Website: www.wsp.org Mr. KOV Phyrum Water Supply and Sanitation Analyst Tel: +855-23-217 304 ext. 100 Email: pkov@worldbank.org

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Asian Development Bank

www.adb.org/carm

Brisbane WASH Conference 2011

www.watercentre.org/wash2011/behavioral-change-and-social-sustainability

Cambodian WatSan Group

watsan-sector-kh@googlegroups.com

Ministry of Industry, Mining and Energy

<http://www.gdi.mime.gov.kh/>

Netherlands Development Organisation SNV Cambodia

www.snvworld.org/en/countries/cambodia/Pages/default.aspx

OXFAM Australia

www.oxfam.org.au

blog about Cambodia: www.oxfam.org.au/blogs/tag/cambodia/

Plan International Cambodia

<http://plan-international.org/where-we-work/asia/cambodia/what-we-do>

UN Habitat Cambodia

www.unhabitat.org

UNICEF Cambodia

www.unicef.org/cambodia

Gender tools and methodologies available in Cambodia

Organisation/ Individual	Mekong River Commission (MRC)
Geographical Location	MRC Secretariat Offices in Phnom Penh and Vientiane
Gender tools/Methodologies	<ul style="list-style-type: none"> • Formulating the MRC Gender Policy • Obtaining the commitment and support of top-level MRC officials and managers • Creation of Gender Awareness in the Organisational Culture • Capacity-building in Gender and Development • Institutionalisation of a gender responsive organisational structure and procedures. This included establishment of the in-house gender networks and the national gender teams in the Mekong countries. • Provision of necessary tools for implementing gender responsive development practices. This includes development of tool kits for gender mainstreaming in water resources sectors as well as for the organisational, programme and field implementation levels. Key national priorities and gender action plans were identified and implemented
Purpose	<ul style="list-style-type: none"> • Mainstreaming gender aspects in MRC systems, policies, procedures and guidelines. • Mainstreaming gender responsive approaches into the MRC sectoral programmes. • Developing gender responsive capacity of the National Mekong Committees and the prioritized Line Agencies through gender awareness raising, trainings and pilot project implementation. This includes building the technical gender mainstreaming skills of the national gender teams, broadening gender awareness within the line agencies at all levels of management and staff, and increasing sharing of information, best practices and lessons learned cross sector within the national gender team and between gender focal points in the same sector in other riparian countries
Brief description of application of the above tools	<ul style="list-style-type: none"> • MRC Gender Strategy and Policy was introduced to external consultants who conduct capacity building project for MRC leadership. • Gender indicators were included in MRC Strategic Plan 2011-2015 • MRC Sectoral Programmes included gender analysis in the programme and further developed the gender responsive implementation plan. • Training on gender mainstreaming in Integrated Water Resources Management was provided for required staff. • Gender tools needed for the project cycle were introduced to the pilot project implementation teams at the national level. • Assisting the national gender focal point to develop their case studies and best practice.

Organisation/ Individual	Mekong River Commission (MRC)
Abilities and skills needed for using these tools	<p>In order to use the gender tools, the target groups should at least have knowledge and skills on the following techniques:</p> <ul style="list-style-type: none"> • Project cycle management; • Log-frame; • Integrated Water Resources Management; • Participatory Rural Appraisal (PAR) and Rapid Rural Appraisal (RRA) • Report writing and case study/story writing skills.
Results achieved	<ul style="list-style-type: none"> • Improved technical capacity of the gender teams (including MRC staff and national gender teams); • Gender coordinators and the gender focal points to institutionalise gender mainstreaming appointed; • Programming manual, strategy, project planning, and technical review criteria include gender requirements; • Translating, on an ongoing basis, all gender mainstreaming documents, reports, lessons learned into the four riparian languages;
Challenges	<ul style="list-style-type: none"> • High level of staff turnover lead to discontinuation/or often refreshing the gender team and activities. • Keep level of technical capacity of the gender technical adviser updated; • Build mechanisms (at ministries, line agencies, and MRC) to institutionalise gender mainstreaming; • Follow up that programming manual, strategy, project planning, and technical review criteria include gender requirements; • Gender sensitive translations documents, reports, lessons learned into the local languages; • Limited Funding for Gender Mainstreaming: Confusion among officials on the goal of gender mainstreaming e.g. when gender is mainstreamed, gender should be part of every sectoral programme, hence, it was perceived not necessary to have a big gender mainstreaming project and therefore, only a small budget was allocated to gender mainstreaming project. In fact, the sectoral programmes do not seriously integrate gender aspects in their work and no/or only a very small budget is allocated to gender work within their programmes - This situation makes gender aspect gradually disappeared from the programme and organisation. • Management support to incorporate the Gender Mainstreaming into a larger programme order to achieve maximum impact and continuity.
Remarks	<p>For specific information request contact Dr. Sengamphone Chithtalath (based in MRC Office of Secretariat in Vientiane, Lao PDR)</p>

Organisation/ Individual	Ministry of Rural Development Department of Rural Health Care
Geographical Location	Rural Cambodia
Gender tools/Methodologies	<ul style="list-style-type: none"> • Gender Mainstreaming Action Group –meeting on regular basis; • Gender focal points appointed at all levels within the ministry and departments; • Community engagement and decision-making - at least 40% of members are women;
Purpose	Improve access to quality water and sanitation facilitation in the rural areas.
Brief description of Application of the above tools	<p><i>Mainstreaming gender</i></p> <p>During development and provision of services, including management, monitoring and evaluation, all organisations should mainstream gender. They should make women’s and men’s concerns an integral dimension of the design, implementation, monitoring, and evaluation of policies and service delivery in all political, economic and social aspects so that women and men benefit equally, and inequality is not perpetuated.</p>
abilities and skills needed for using these tools	Technical trained water specialist/expert e.g. Health, Engineer and/or social inclusion; Knowledge of government structures, Decentralization and Deconcentration; Coordinator skills; knowledge on gender mainstream approached; Trainer and facilitation skills; Training needs assessment; curriculum adaption to local level;
Results achieved	<ul style="list-style-type: none"> • RWSSH Strategy (2010-2025) final rev Aug 2010; • Increased community engagement and decision-making - mobilized women to have more voice in community health care; • Adapted Community Led Total Sanitation (CLTS) and Participatory Hygiene and Sanitation Transformation (PHAST); • Empowered villagers, especially women who have less traditional access to information or role in community decision-making; • Gender focal points at all MRD levels; • Action Plan in requiring donors and implementers to involve more women in sector activities; • Functional working relations with Donor community and International/National NGOs/COs and private sector in water and sanitation; • MRD chairs the active WATSAN Sectoral Working Group, including government, donors, International, national NGOs and experts of the sector.

Organisation/ Individual	Ministry of Rural Development Department of Rural Health Care
<p>Challenges</p>	<ul style="list-style-type: none"> • Reaffirm that the RWSSH sector takes a gender mainstreaming approach. Gender mainstreaming is one of the NSDP’s macro goals and core indicators; • Implementation of the national strategy for the rural water, sanitation and hygiene sector mainstreaming gender (2010-2025) – e.g. gender analysis, gender indicators, ME&L mechanisms; • MRD leadership by ensuring that critical RWSSH issues are fully researched and explored from a gender equality and equity perspective; • National combined analysis on water, sanitation and hygiene and gender, with attention to: resourcing for a solid gender and equity baseline as well as regular gender analysis; more relevant qualitative and quantitative performance indicators; strengthened gender and equity monitoring; project evaluation and lessons learned; • National surveys e.g. comparative efficiency and effectiveness survey of all water pumps, particular the user-friendliness for women, children, people with disabilities or living with HIV/AIDS and the elderly; all household water treatment products on the market; Template of contracts – attention to gender and inclusion; • Briefings and monitoring of contractors/facilitators should to ensure effective, respectful consultation and behavior in communities; • Translating gender mechanisms into practical step by step guidelines to bring gender and equity at all levels e.g. gender flex timing of briefings/ training sessions - capacity building of own staff - how to do your routine work in a gender-responsive way; • Recruiting and retaining women for the WATSAN/WASH sector at all levels – Cambodia’s government RWSSH teams, at all levels, are male dominated; • As Chair of the WATSAN Sectoral Working Group - form a gender and equity sub-group. It is recommended that the TOR of the gender and equity sub-group include facilitating a semi-annual sharing session that focuses on gender and equity findings in members’ RWSSH research, product development, education and engagement

Organisation/ Individual	Ministry of Industry, Mining and Energy Department Potable Water Supply and Energy Development Department
Geographical Location	5 provinces: Kampot, kampong Thom, Po Sad, Svay Rieng and Preaveah
Gender tools/Methodologies	Based on the Gender Mainstreaming Action Group – Gender analysis, planning, gender audit, gender budgeting and Monitoring and Evaluation
Purpose	Include women and men in decisions making processes, discuss power relations
Brief description of Application of the above tools	To target the women in the community in concerning water supply and sanitation the above mentioned tools are used in the project cycle. <i>Gender analysis:</i> at the beginning of the project (situation analysis, who is doing what, when, how, etc); <i>Planning activities and budgeting:</i> before the implementation of the activities, approved by national/Provincial level; <i>Coordination, Monitoring and Evaluation:</i> when activities are implemented and afterwards;
Abilities and skills needed for using these tools	Budget skills; English and Computer skills; project design and planning; group management; knowledge of government structure at all levels; research skills: data collection skills; communication skills.
Results achieved	<ul style="list-style-type: none"> • GMAP strategy implemented; • Gender awareness workshops in 5 provinces; • MIME staff slowly start to grasp gender issues;
Challenges	<ul style="list-style-type: none"> • Pro-active recruitment to reach a gender balance in staff at all levels; • Policy, planning and programming staff will be evaluated on their performance in advancing equity and gender equality in their daily work; • All agreements feature collaboration between MIME and development partners on gender mainstreaming and in responding to the needs of disadvantaged and vulnerable groups; • Gender knowledge of MIME staff, at all levels in all departments; • Information flow within MIME; • Expand monitoring from its traditional hardware focus to include social dimensions; • Time frame to implement activities; and timing of meetings at village, district and provincial level; • Surveys should include gender and equity analysis, in particular the user- friendliness for women, people with disabilities or living with HIV/AIDS and the elderly; • Provincial Office collaborate with commune authorities and health facilities to collect and report relevant gender and age health data on waterborne and sanitation-linked illnesses; • Dealing with resistance and power relations within the Ministry.
Remarks	For specific information request contact Ms HIM Somarong

Organisation/ Individual	Oxfam Australia and Oxfam Great Britain
Geographical Location	Takeo and Kratie provinces, Kampong Thom province
Gender tools/Methodologies	<ul style="list-style-type: none"> • Participatory Rural Appraisal; • Task Target analysis (who is doing what, when); • Group formation at community level.
Purpose	To reduce gender related WASH inequities and empower women
Brief description of Application of the above tools	During the training and group formation: Group discussion, group work, group work presentation, writing card, role playing, questions and answers, brainstorming, ground rule setting, Pre and Post-Test.
abilities and skills needed for using these tools	<ul style="list-style-type: none"> • Participatory techniques; • Techniques to mainstreaming gender in WASH; • Group formation; • Techniques to develop action plans; • Community mobilization; • Advocacy in WASH sector.
Results achieved (and to achieve)	<p>Women members of the WWPs demonstrated improved WASH technical knowledge, skills and practice. They are able to plan WASH interventions in their villages.</p> <p>At the end of the project, WWP members are expected to manage their projects effectively; demand and defend women’s WASH rights in sector meetings, and their leaders present the joint WWPs’ propositions on improved community based, gender sensitive WASH approaches and technologies to the national WASH cluster</p>
Challenges	<ul style="list-style-type: none"> • WWP members have short time to spend in activities at community level; • WWP members abide with their traditional role in society and tend not to express their opinion in public if authorities are present; • WWP members struggle to prepare clear and well detailed action plans; • Form a gender and equity sub-group within the WATSAN Sectoral Group. It is recommended that the TOR of the gender and equity sub-group include facilitating a semi-annual sharing session that focuses on gender and equity findings in members’ RWSSH research, product development, education and engagement;

Organisation/ Individual	Plan International Cambodia
Geographical Location	Water and Sanitation Programme: Kampong Cham and Siem Reap provinces Cambodian Rural Sanitation and Hygiene Improvement Programme: Kampong Cham, Takeo, Kandal, Kampong Speu and Svay Rieng
Gender tools/Methodologies	<ul style="list-style-type: none"> • Planning stage: Gender analysis in term of access, carry water for domestic (men vs women, boy vs girl) and safety • Project implementation stage: TOOL “Project Outline Checklist” • Project Monitoring and Evaluation: For monitoring (on monthly, Quarterly and Yearly basis) internal checklist, observation and meeting with beneficiaries are used. For evaluation gender indicators are included in the questionnaires.
Purpose	To analyse the different access of men/women and boys/girls to water, sanitation; working on carrying water for daily use and privacy of women and girls
Brief description of Application of the above tools	Plan International Cambodia identifies the role of women and men related to water and sanitation in terms of access, carrying water for domestic use and safety as well as gender balance at meetings and workshops. However in the program implementation Plan focuses on the number of women and girls as important beneficiaries, their participation in the programme implementation such as in the decision making body (water and sanitation user group committee). For example in water and sanitation user group committees, women should be at least 40% of total 5 members of committee. The Project Outline list includes a Gender Analysis Form and GAP Analysis Form.
Abilities and skills needed for using these tools	Technical trained water specialist/expert e.g. Health, Education and/or right based; Knowledge of government structures; Mobilization skills; basic awareness skills on gender; community development skills, teaching/training skills; English language skills.
Results achieved	2005-2010 – First country strategy planning and implementation period: <ul style="list-style-type: none"> • So far women are included in water and sanitation user group as 40% of total members. Participation of women in decision making is still weak, but Plan works on improving this. • Water well location is near their houses which women can easily access to it and safety is better than before. • Women have more time to look after their kids and do other works
Challenges	<ul style="list-style-type: none"> • To involve women in the program implementation from planning to implementation, monitoring and evaluation is hard due to cultural factor that men dominate in decision making processes. • Women are busy with housework and agricultural activities so participation from them is limited, because of time-constraints. • Knowledge and skills of Plan International staff to mainstream gender in programme implementation is limited.

Organisation/ Individual	SNV Netherlands Development Organisation
Geographical Location	Kampot and Kratie, expansion to south east expected
Gender tools/Methodologies	<ul style="list-style-type: none"> • Governance for Empowerment (GfE) , mainly (gender) inclusion and accountability mainstreamed in all the work; • Focus, Ability, Opportunity and Motivation (sani-FOAM) approach; • Social Inclusion group formation / The right to be heard (community level); • Power matrix; • Disaggregated data collection.
Purpose	Inclusion of excluded groups.
Brief description of Application of the above tools	A targeted effort to include excluded groups (women, elderly, people with disability and people living with HIV and AIDS) into the sanitation message and access to improved sanitation in all phases of the programme.
Abilities and skills needed for using these tools	Participatory techniques, levels, process; Power analysis; Gender mainstream and inclusion processes; Accountability mechanisms and legal opportunities; Organizational design/theory; Group formation; MSP facilitation; Information & Communication; Strategic action plan developments (techniques); Community involvement and dialogue; Advocacy and lobbying; Leadership skills; Organisational / Institutional assessment
Results achieved	<ul style="list-style-type: none"> • Sharing knowledge among stakeholders –special CLTS attention; • More # private/school toilets; • Better personal hygiene of women, men, girls and boys; • Less hygiene diseases in community; • Less girls dropouts from schools; • Female led latrine construction companies.
Challenges	<ul style="list-style-type: none"> • Community meeting attended by all inhabitants e.g. women, elderly; • Capacities provincial department community CLTS facilitators; • Costs of sanitation for the poor; • Costs of quality data collection; • To safe guard that the social pressures for achieving universal coverage that are created during triggering does not put poorer or marginalised groups in impossible situations; • As member of the WATSAN Sectoral Working Group - effectively use to foster dialogue and better practice related to gender equality and equity.
Remarks	For specific information request contact Mr. Wilbert Schouten Also see references in this e-book for available documents

Organisation/ Individual	UN Habitat
Geographical Location	Kampot provinc, Prek Thmei and Snoul, Kampong Thom, Kampong Cham, Pursat and Svay Rieng provinces.
Gender tools/Methodologies	Gender mainstreaming in project cycle management
Purpose	Capacity building of government and private partners involved
Brief description of Application of the above tools	<p>Gender mainstreaming in Project Cycle Management:</p> <ul style="list-style-type: none"> • Gender analysis can be used in the assessment stage of the project cycle. It can be included in the base line, rapid rural appraisals and problem analysis. Gender analysis can also be used in the evaluation of impact of a programme/project • Need assessments - Practical Needs and Strategic Interest • Identify output and gender responsive indicators; • Budget allocation (gender responsive budgeting); • Develop of Action Plan - form group, problem analysis, group plan, individual plan (of action); • Monitoring and Evaluation (output) Choices, gender responsive advisory skills
abilities and skills needed for using these tools	Gender sensitive advisory skills, Gender mainstream and inclusion processes; basic research / survey skills; knowledge on Decentralization and Deconcentration (D&D), gender responsive facilitation techniques; Information & Communication; Strategic action plan developments (techniques) and Monitoring and Evaluation; Community involvement and dialogue; female leadership skills;
Results achieved	<ul style="list-style-type: none"> • The first ADB/UN-HABITAT Consultations for the review of progress and future planning were held in Manila in September 2003 and endorsed the good progress made by the programme. A regional initiative was launched on "<i>Unheard voices of poor women on water and sanitation</i>" and first results were presented at the 12th session of the Commission on Sustainable Development in New York; • Two <i>Gender Mainstreaming workshops for enhancing awareness of gender issues in the water and sanitation sector at country level</i>: First workshop implemented 6- 8 October 2009 and Follow-up workshop on 15-17 November 2010.
Challenges	<ul style="list-style-type: none"> • Focus on woman/man roles (gender) instead only pro poor; • Find alternatives for training/seminars to help government officials to translate their gained knowledge into practical gender responsive and community oriented advisory services. (loads of training, attended seminars, however they find it very difficult to translate gender into WatSan practice); • Change from “being the teacher” to become a participatory gender responsive advisor (trainer/facilitator); • Set up a data base on good practice - gender & WatSan in Cambodia; • Gender & WatSan tools accessible via the website; • As member of the WATSAN Sectoral Working Group - effectively use to foster dialogue and better practice related to gender equality and equity.

Organisations/ Individual	UNICEF
Geographical Location	<ul style="list-style-type: none"> • Kampong Cham (Kampong Cham, Kratie, Mondul Kiri, Ratanak Kiri, Stung Treng); • Siemreap (Kampong Thom, Oddar Meanchey, Preah Vihear, Siemreap); • Battambang (banteay meanchey, Battambang, Kampong Chhnang, pailin, Pursat); • Preah Sihanoul (Kampong Spue, Kampot, Kep, Koh Kong, Preah Sihanouk and Takea); • Phnom Penh (Kandal, Prey veng, Svay Rieng, the capital).
Gender tools/Methodologies	<ul style="list-style-type: none"> • Working towards Cambodian Millennium Development Goals; • Operational guidelines for gender equality and equity focused approach to programming; • 2009 gender equality and equity evaluation on WASH programme with monitoring checklist and recommendations; • Disaggregated by sex and wealth quintiles; • Commonalty-led total sanitation approach which is a facilitated approach which aims to understand and address the ‘whole’ communities issues related to sanitation and ending open defecation ; • Narrative reports must highlight who is trained and who benefits from services provided with UNICEF- assistance.
Purpose	<p>The WASH programme support the Rural Water, Sanitation and Hygiene (RWSSH) sector to achieve MDG 7c with emphasis on the unreached among rural communities. Seeking leverage resources, particularly those of Government, to scale up decentralized approaches to WASH improvements, ensuring that more women, men and children, have access to safe water, sanitation and hygiene conditions.</p>
Brief description of Application of the above tools	<p>Based on Gender Inclusive Design</p> <ul style="list-style-type: none"> • Capacity of government and civil society to undertake evidence-based, gender responsive policy development, planning, budgeting, implementation, monitoring and evaluation; • Support the expansion of community awareness and involvements in the promotions and protection of women’s right and gender equality and the prevention of gender-based violence; • Support community-led total sanitation (CLTS) and school latrine construction and renovation to feature separate, marked latrines for girls and for boys in the six provinces.
abilities and skills needed for using these tools	<p>Knowledge on child friendly approach, Gender mainstream and inclusion processes; basic research/survey; Decentralization and Deconcentration (D&D), Facilitation techniques; stakeholder consultation; Information & Communication; Strategic action plan development (techniques) and Monitoring and Evaluation; Community involvement and dialogue; Leadership skills;</p>

Organisations/ Individual	UNICEF
Results achieved	<ul style="list-style-type: none"> • Increased consultation between contractors (hardware) and the Water Sanitation User Group (WSUG) which resulted in child safety, minimal damage to community assets, and that male and female - WSUG/sanitation teams are present to monitor construction; • Capacity development of government officers - having a disciplined, resourced approach to construction monitoring; and doing pioneering work in linking hardware and software in Cambodian RWSSH;
Challenges	<p>Major challenges of UNICEF</p> <ul style="list-style-type: none"> • Having sufficient time and resources to support professionals to be able to apply the operational guidelines and tools; • The nature of UNICEF’s programming working through governments, takes time to support government to internalise concepts and ideas to be reflected in the joint programme; • Gender analysis and programming often does not go far enough into what are the capacity gaps to support a group or persons to be able to fully participate. That is, it is often assumed that by virtual of a representation of a certain group, equality is met. But often times for them to ‘fully’ participate, it requires some additional support and resources, such as training or in case of ethnic minorities, translation of text into their local language. This is often not considered in regular programming; • More work is required on design of facilities to reflect the needs of girls and disabled children; • The strong priority on “hardware” has contributed to the neglect of gender equality and equity issue. Focus on “software” - user-friendliness, client satisfaction and education on understanding, use and maintenance; • Capacity building on gender technical assistance or training to MRDs watsan teams on all levels; • All school latrine construction and renovation to feature separate, marked latrines for girls and for boys; • UNICEF and key NGO implementers of CLTS collaborate in exploring the push-pull factors affecting reversion in ODF and non-ODF communities in their respective programming areas. Gender analysis should inform this assessment.; • Create with other PHAST implementers a simple user-friendly way of recording the findings of their PHAST activities; • As member of the WATSAN Sectoral Working Group - effectively use to foster dialogue and better practice related to gender equality and equity.

Case Study: Promoting Gender Equality in Water and Sanitation

Geographical location

Svay Rieng and Kampong Cham, Cambodia

Challenge

Community members, women and girls in particular, in Svay Rieng and Kampong Cham towns are lacking awareness, have limited formal education and have limited opportunity to participate in awareness raising events. Women and girls are socially and traditionally entrusted with taking care of family welfare and taking responsibility of WASH (Water, Sanitation and Hygiene) availability in the households. Anecdotal evidence shows that women can suffer from domestic violence due to a lack of WASH facilities in their homes. Frustrated by poor living conditions, men can take out their anger on their spouse and children. In interviews, twenty-eight women and girls confirmed that they are most affected if their families have not access to improved WASH. Most importantly, women and girls need privacy. However, only 11 out of 40 interviewed women said they had the power to decide whether their households should spend resources on improving WASH facilities.

Programme and Project

To improve Gender status, Center for Development (Cfd) undertook a series of consultation meeting with Water and Sanitation Committee (WSC), Commune Council (CC)/ Sangkat Council (Sc) and key persons in the community to explore ideas for gender equality promotion. A gender equality promotion strategy was defined *“Promote women’s decision making power in households to improve access to WATSAN facilities and hygiene best practices, with the following approaches”* this substitutes with below points:

- Providing opportunities for women to participate in in-depth awareness raising events;
- Developing Information Education and Communication (IEC) materials for supporting awareness raising targeted specifically at women;
- Organizing a gender equality training workshop to improve knowledge of current gender issues as identified through field survey;
- Designing Water and Sanitation (WATSAN) facilities with a focus on female accessibility;
- Mobilizing female participation and representation in the WSC
- Mobilizing and encouraging men to delegate decision making power on improving WASH facilities to women and girls.

For this purpose two gender mainstreaming training workshops were held in Svay Rieng and 2 in Kampong Cham towns, which were attended by 65 people of whom 37 women. The topics covered in the workshop were (i) presentation of survey result, (ii) definition of gender equality, (iii) and gender needs in planning. At the end of the training session, the trainers and WSC members facilitated the participatory development of a tool for gender mainstreaming through community outreach activities.

With the developed Gender Mainstreaming Tool, the project staff and WSC members carried out community outreach through the following venues:

- i. *Religious and social events:* Meeting with 51 Buddhist monk, Pagoda committee and adherents, and with 22 Muslim leaders, separately and followers to discuss Buddhist and Muslim teachings on gender; Presented the Gender Mainstreaming Tool that was developed by the project. The reaction of the participants was that the material was completely consistent with Buddhist and Muslim teachings. The participants committed to using the tool for outreach session and preaching to believers.
Project staff and WSC members provide coaching support in 19 outreach sessions to the Buddhist community and 5 session to the Muslim community, attended by 141 people of whom 84 female. During follow up, religious leaders from both communities promised to continue conducting outreach with their communities, and requested assistance from WSC, to which WSC members agreed.
- ii. *Focus Group Discussion:* WSC members with backstopping support from the project staff organized 18 focus group meetings in 18 village in Svay Rieng and 30 focus group meeting in 30 village in Kampong Cham, with a total of 5145 participants of whom 3367 females (1819 participants include 1035 female in Svay Rieng, 3255 participants included 2332 females in Kampong Cham). The events used the developed Gender Mainstreaming Tool. They started with a discussion on gender, and then the tool was distributed to individual participants. The facilitators asked individual participants questions and encourage participants to give honest answers reflecting their own family situation. Participants were also trained on how to use the tool for further discussion with their neighbors. Participants eagerly answered questions and in many cases, women pointed at their husbands' and with a touch of humor, said, "Do you see, do you hear? Give me the power to decide on ... young man/ lovely husband/ smart boy..." and some men said yes, while others bowed down their heads.
- iii. *Household to household visits:* In relation to the above activity, WSC members visited all households in the villages and met with household members. They asked if the household had a supply of clean water, whether if the household has improved toilet, whether children wash their hands before eating and after using the toilet and the gender dynamic in the household. In case, the staff found negative feedback, they used the tool to educate those households directly. In some cases, staff encouraged the heads of the households to pay more attention to WASH issues, in part by giving decision power to women and girls. Women whose husbands were thus advised indicated that they were appreciative of the staff's efforts.

Outcomes

Through the gender training workshops participants misperception that gender equality would promote women while putting men at a disadvantage, or that the implication was that men and women must participate in exactly the same activities was changed.

The outreach activities turned out to be very helpful in empowering women in decision making on WASH and changing people's behavior.

Lessons learned

There are widespread misperceptions about gender roles in Cambodia, such as the misunderstanding contributed to make good laugh among better-off households and cause poor households hesitate to participate in Gender promotion. The lesson learned of this project is that

gender mainstreaming is ineffective when only in-class training is provided; thus gender mainstreaming must be complemented with various activities which actively engage the community. This proved to be an effective way to promote gender equality and change people's behaviour, specifically to empower women in the decision making process in their households with regards to WASH issues. The project therefore increased gender sensitivity in the target areas.

Further information

Title: *“Provision of Improved Sanitation Services towards Reaching the MDGs in Svay Rieng and Kampong Cham Towns, Cambodia”*

Period: January 2010 to December 2011

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Introduction Lao PDR

The key-issues in gender mainstreaming in water and sanitation in Lao PDR, identified in the first national workshop (see chapter on gender and WATSAN) were:

- A general lack of awareness of gender aspects in water and sanitation
- Lack of data and information on gender aspects in water and sanitation
- Lack of skills and knowledge of implementing staff and management to mainstream gender in water and sanitation programmes
- Lack of trained women in water and sanitation technology
- Lack of women participating in planning, implementation and decision making about water and sanitation projects

The issues identified show that in Lao PDR the main impediments are at general and institutional level. The lack of awareness of gender aspects in water and sanitation is linked to the lack of information. Both these factors contribute to the lack of skills and knowledge of implementing staff. Lao culture also contributes to the lack of women in technical fields and their absence in planning implementation and decision making in water and sanitation projects.



Group work in the workshop

Table 1 gives an overview of the key-issues that were addressed during the programme, which actions were planned and which actions were implemented. It shows that many activities have been done in the field of capacity building for female staff both in technical areas as well as in management. Also at field level activities to increase the number of women in decision making have been significant. The case studies presented about Lao PDR in this e-book reflect these activities.

Table 1: Overview of gender mainstreaming activities in the programme in Lao PDR

Key-issue	Planned action	Implemented actions
Identified key-issues		
A general lack of awareness of gender aspects of water and sanitation	Training on gender, water and sanitation aimed at leaders and decision makers	<ul style="list-style-type: none"> • At district and local level 5 villages have received training in gender mainstreaming in sanitation. • Provided gender training to target groups
	Gender awareness campaign aimed at leaders and decision maker, implementing staff and field level.	<ul style="list-style-type: none"> • Conducted campaign on gender mainstreaming

Key-issue	Planned action	Implemented actions
Lack of data and information on gender aspects of water and sanitation	Collect news, data, and information regarding gender in water and sanitation and store it at an accessible place (GRID Center) for sharing it broadly	
	Inform the public about new information and data available at the GRID center.	
Lack of skills and knowledge of implementing staff and management to mainstream gender in water and sanitation programmes	Provide training to implementing staff on gender mainstreaming and tools available for gender mainstreaming in the project cycle	<ul style="list-style-type: none"> • GRID assessed strategies, gave 4 trainings on gender, and produced a manual for gender assessments
Lack of trained women in water and sanitation technology	Provide special capacity building opportunities for female staff	<ul style="list-style-type: none"> • To change the unequal gender balance the Nam PaPa has developed an incentive policy for women to deploy them in different positions, they have provided training for 8 women staff in Vientiane to increase their capacity. • In the utility women are stimulated to go for training or studies. • Women utility staff are trained in public speaking skills to enable them to really take part in decision making. • Women are stimulated to go for training; during the last training in Vientiane 5 out of 19 participants of the Water Utility were women. Now 6 women have achieved diploma level. • Women are especially targeted to follow training provided by the Lao Women's Union, to gain the capacity to be promoted to management level. • Women within the enterprise are stimulated to get training in technical issues • In many of the Water Utilities women are stimulated to follow training to improve their professional skills, enhancing the possibilities to be promoted to managerial positions. • There is increased support at management level to recruit women and to promote women in the organization to management positions

Key-issue	Planned action	Implemented actions
Lack of women participating in planning, implementation and decision making about water and sanitation projects	Include female staff in regular meeting so that they familiarise with discussing and sharing of ideas to strengthen their participation in decision-making in the future	
	Increase the number of women in planning and decision-making	<ul style="list-style-type: none"> • In the villages in the district more than 50% of the villages are headed by women (village chief), and in more than 30% they act as secretary. • Management has understood the importance of offering career opportunities to women. In the past women left the department as they did not get promoted so they moved to other departments where they did get promotions. Now there are women in key positions at the ministry at cabinet level and department level. • Included women in activities and support women as party members • Women water users are trained in public speaking skills to enable them to really take part in decision making
Other Key issues		
Poor men and women have no access to clean water and sanitation because they cannot afford it	Develop a proposal to raise funds or support for construction WASH facilities and submit it to development partners or government agencies	<ul style="list-style-type: none"> • By including gender in all projects submitted to donors, a lot of funding for training and different projects has been generated.
	Provide clean water system to poor households, including in urban areas and by organising water users groups	<ul style="list-style-type: none"> • Poor households are selected to get water close to their homes and after construction the water is provided for free to them for a period of 3 months • For the construction of latrines, especially poor families were targeted and selected and given a latrine. They have to provide the labour themselves; the Water Utility provided the materials for toilet construction.
Some women and ethnic minorities lack awareness of the importance of sanitation and solid waste management		<ul style="list-style-type: none"> • To raise awareness on the importance of hygiene the Water Utility works together with the district health department. Quizzes are held where the winner gets a T-shirt or a book or pencils and people are taught the benefit of a latrine and the consequences of open defecation.

Key-issue	Planned action	Implemented actions
Gender is not included in the programme design		<ul style="list-style-type: none"> • GRID performed gender analysis at the water and sanitation sector • GRID developed a strategic plan for gender mainstreaming in water and sanitation of Laos • GRID cooperates with UN-Habitat to mainstream gender in Nam Papa. GRID always consults with UN-Habitat on the needs they can address • Gender mainstreaming is done together with the Lao Women’s Union • The drinking water and sanitation project covered 8 villages and at the start a meeting between men and women was organised on how to achieve the target at district level. Also the technical issues of toilet construction and pipe installation were discussed with the future users • The district was affeted by big flooding last year, so a lot of activities have been focussed on rehabilitation of Drinking Water structures after the flooding. This was done together with several other partners like the Ministry of Health, the Lao Women’s Union and with support from UN-Habitat. • When we got a loan to expand the network by constructing a new facility to supply water to 5 villages, we involved the local authorities, the Lao Women’s Union and the Youth Union to participate in discussions.

Another observation is that also a significant number of activities focussed on including gender in the programme design. It seems that when implementers and planners are aware of the need to mainstream gender, they include it in their programmes.

Whilst gathering the information for this resource e-book the following became apparent:

- There are many experts on either gender and development or WATSAN in Lao PDR. However, very few have expertise on both gender and WATSAN.
- Very few gender tools and methodologies found are specific for Lao PDR. If they were available, the tools were meant for internal use and therefore not published. The three most relevant tools available in Lao PDR are:
 - A general gender mainstreaming manual developed by the GRID center where gender and WATSAN is under the health section.
 - The ADB tool kits have one special section on gender and WATSAN but aimed at ADB staff for use in planning and implementation.

- UNICEF developed a checklist on gender equity in WATSAN for their global WASH programme. However, this is not a tailored-made to fit a particular Lao context.
- Few materials and information related to gender and WATSAN in Lao PDR is available on websites.
- The materials collected from several organizations working in Lao PDR are few and some are not updated.



Connection to drinking water, Vientiane

Gender and WATSAN experts in Lao PDR

Name	Ms. Cheuasongkham, Phetmany
Sex	Female
Organisation/ individual	SNV Netherlands Development Organisation
Expertise and skills	5 years of experience in hygiene training development
Contact Details	pcheuasongkham@snvworld.org

Name	Dr. Chithtalath, Sengamphone
Sex	Female
Organisation/ individual	Mekong River Committee (MRC)
Expertise and skills	<p>Trainer: "Gender Mainstreaming" 2000-present</p> <p>Researcher: "Gender Mainstreaming; Development Studies; Anthropology" 1998-2006;</p> <p>Bureaucrat: Gender Programme Officer in Laos since 1998; In Mekong Region since 2006-present</p>
Contact Details	<p>E-mail: chithtalath@yahoo.com</p> <p>Mobile phone: +856 20 5503 5191</p>

Name	Ms. Dethrasavong, Chandavanh
Sex	Female
Organisation/ individual	Freelance consultant in areas of environmental and social impact assessment and monitoring, and water supply and sanitation
Expertise and skills	<p>Trainer: Environmental awareness and impact assessment; water supply and sanitation; gender analysis and mainstreaming; and human resources development. Since 1999</p> <p>Researcher: Social impact assessment and gender analysis, rural water supply and alternative livelihoods. Since 2002</p> <p>Practitioner: Environmental, community health and safety impact assessment; development program monitoring and evaluation; rural water supply and sanitation; health care facility impact assessment and master planning; and water quality monitoring. Since 1999</p>
Contact Details	<p>E-mail: cdethras@hotmail.com</p> <p>Mobile phone: +856 20 5564-7115</p>

Name	Mr. Keoka, Khamlouang
Sex	Male
Organisation/ individual	National Consultant in area of rural and socio-economic development, disaster risk management and emergency humanitarian relief
Expertise and skills	<ul style="list-style-type: none"> • Supported and facilitated skills development of project staff and Lao government counterparts in planning, implementing and reporting various types of project achievements, carried out regular monitoring and evaluation the project activities, including gender in community based water management programs. (1990-2010) • Conducted in-house training on different topics related to PRA, RRA, gender, project writing, data collection and analysing provided to the team members and carried out participatory monitoring and evaluation. (1997-2010) • Coached technical team to carry out the socio-economic, gender sensitive and technical field survey, design and construction or rehabilitation of the small-scale community-based irrigation schemes and gravity fed water system. (1998-2005) • Developed the Operation and Maintenance system of the community based irrigation and gravity fed water schemes to ensure a durable use, gender equality and less conflict in water sharing. (2000) • Introduced the concept of protection forest area in the upstream site. Facilitated the development of gender sensitive management rule and regulation for protecting water sources and ensure sufficient water for the community living the downstream areas of irrigation and gravity fed water schemes. (1998) • Developed program document and approaches to ensure full participation of beneficiaries (both women and men) into the program cycle and assisted government counterparts to implement the community based program such as rural development, community-based fisheries, Water User Association, community forestry, rice bank, revolving fund for animal raising, micro finance and clean agriculture production technology, food processing and integrated farming system. (2000-2010) • Provided training on gender research and case studies to Lao staff working with INGOs (1998) • Conducted mid-term review and final project evaluations using gender lenses. (2009-2010) • Member of GWA (2005 to present)
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Name	Ms. Luangkhot, Ny
Sex	Female
Organisation/ individual	Freelance Consultant in areas of gender issues in socio-economic and rural development
Expertise and skills	<p>Trainer: Gender concept, Gender equality, Gender mainstreaming in rural development program formulation; Participatory approach for the rural development programmes, since 1994 up to present;</p> <p>Researcher: Social study on Gendered livelihood of mountainous ethnic group living within the least developed locations in the country, the poorer locations; since mid-1995</p> <p>Practitioner: trainer, surveyor, assessor, facilitator, researcher assistant, consultant on social topics; since mid-1995</p>
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Name	Mr. O’Leary, Declan
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Name	Mr. Phanmaly , Siliphong
Sex	Male
Organisation/ individual	SNV Netherlands Development Organisation
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Name	Ms. Sayasane, Kesone
Sex	Female
Organisation/ individual	Consultant Socio-Cultural and Community Organisation and Gender Communications
Expertise and skills	<p>Trainer: Trainer for Global TOT of GWA – 2003</p> <p>Researcher: FAO/NAFRI Expert Consultation on “Policies and Programmes for Advancement of Rural Women in Beijing Plus 10 Era: Innovations and Constraints” Vientiane, Lao PDR, 31 August – 3 September 2004. Theme: “RURAL WOMEN’S ACCESS AND RIGHTS TO NATURAL RESOURCES”</p> <p>Practitioner: MRC/FP, as Natural Resources Planner/Facilitator from 2003 - 2005</p>
Contact Details	<p>E-mail: ksayasane@gmail.com</p> <p>Mobile phone: +856 20 9996 3363;</p> <p>Tel/office/fax: +856 21 353 587</p>

Institutes and NGOs on Gender and WATSAN in Lao PDR

Name of the institution	Asian Development Bank (ADB)
Brief History	<p>The ADB Lao PDR Resident Mission (LRM) was opened in 2001 and provides the primary operational link between ADB and the government, private sector, and civil-society stakeholders in its activities. LRM engages in policy dialogue and acts as a knowledge base on development issues in the Lao PDR.</p> <p>The Asian Development Bank (ADB) supports Lao PDR in small town's water supply and sanitation sector projects, which push to expand access to safe potable water to 80% of the urban population by 2020. Women who spend up to two hours a day on collecting and storing water will be key beneficiaries of the project.</p>
Objectives/Goals	<p>To enhance community action and participation; To promote gender equity in urban water and sanitation; and To improve capacity for project implementation and operation and maintenance</p>
Activities related to Gender and WATSAN	<p>Under the Small Towns Water Supply and Sanitation Sector Project, the activities related to gender are :</p> <ul style="list-style-type: none"> • Capacity building for women and men of water supply utilities and oversight agencies. • Scholarships for women to train and work in water supply and environmental engineering. • Other gender initiatives include setting a minimum target for female representatives in the project implementation unit and in village committees, who will help oversee the project.
Contact Details	<p>ADB Lao PDR Resident Mission Corner of Lanexang Av. and Samsenthai Rd. P.O. Box 9724 Vientiane Tel: +856 21 250444 Fax. +856 21 250333 Email: adblrm@adb.org</p>

Name of the organisation	The Lao Women's Union (LWU)
Brief History	<p>LWU is a mass organisation, the only institution with constitutionally mandated and politically endorsed to present the Laos women of all ethnic groups and to “protect women’s rights and interests”</p> <p>During 1986-90, LWU began to launch several Women in Development (WID) projects with focus on water supply and sanitation.</p> <p>In its Congress of 1988, the LWU endorsed women’ participation in community development, noting LWU’s effective result in water supply, hygiene and sanitation with Nam Sa-At.</p> <p>In 1977, LWU raise gender concerns in the National Strategy on Rural Water Supply and Environmental Health. The strategy includes:</p> <ol style="list-style-type: none"> 1) Increase female staff within Nam Sa At; 2) A special training internship mechanism for the recruitment of rural women volunteers for regular government services; 3) Staff training on gender awareness and sensitivity; 4) Gender-disaggregated data in WATSAN survey and analysis; and 5) Encouragement of women participation in community decision-making, implementation and management of WATSAN and hygiene activities.
Objectives/Goals	To engender WATSAN programme/ project at policy and at implementation levels
Activities related to Gender and WATSAN	<ul style="list-style-type: none"> • Support GRID in the development of Gender Profile for Laos PDR. • Support Nam-Sa At in gender mainstreaming in the National Strategy on Rural Water Supply and Environmental Health.
Contact Details	<p>Lao women’s Union PO Box 59 ManthaThoulath Road Vientiane</p>

Name of the institution	National Center for Environmental Health and Water Supply (NEW). Known as Nam Sa-At, Ministry of Public Health
Brief History	<p>Since 1997, Nam Sa-At National Strategy recognised the advantage of gender equality in water supply and sanitation projects in rural Laos.</p> <p>1998-2000, gender learning began from central down to provincial, district and community levels. Nam Sa-At and its partners supported the principle of empowering community women in all aspects of its work, including community dialogues, construction of WATSAN facilities, hygiene promotion and forming of Village WATSAN Committees.</p> <p>2001 and onward, Nam Sa-At's future targets for gender equality, constituting move from Women-in-Development to Gender and Development approach.</p>
Objectives/Goals	<ul style="list-style-type: none"> - To ensure equal opportunity for women staff of Nam Sa-At and its partner agencies to participate in and to lead activities in planning, implementation, evaluation and learning; - To foster a professional atmosphere of gender sensitivity and gender awareness; - To improve gender balance in its overall personnel staffing, particularly position related to hygiene awareness, design and survey and senior management; - To enable women as well as men to voice their concerns and ideas, make decision, and have access to the learning, power and benefits.
Activities related to Gender and WATSAN	<ul style="list-style-type: none"> - A special training internship mechanism for the recruitment of rural women volunteers who do not have the education levels for regular government service; - Staff training in gender awareness and sensitivity; - Gender disaggregated data in survey and analysis for improving annual plans of actions; - Incentive for encouragement of women's involvement in community decision-making, implementation and management of water supply, sanitation and hygiene education activities
Contact Details	<p>Nam Sa-At Ministry of Public Health Dr. Keo-Oudom Namsena Gender Focal Point</p>

Name of the organisation	Plan Laos
Brief History	Plan began working in Laos in 2006 and currently has programs in three very poor districts of Bokeo Province, bordering Thailand, Myanmar and China in north-west Laos that aim to address the following issues affecting children, including limited access to clean water and sanitation.
Objectives/Goals	To improve people's health in Bokeo province by increasing convenience and safety of household toilets; reduction in time and effort collecting water; and separate toilets for girls in schools
Activities related to Gender and WATSAN	<ul style="list-style-type: none"> • Fostering empowerment of women and girls, especially in relation to decision making about water, sanitation and hygiene • Supporting school committees to build school toilets with separate facilities for girls and boys and water systems
Contact Details	Plan Laos House #132 Noi 10 Ban Phonpapao Tha Muang Sisattanak Vientiane Tel: +856-21-480545 Fax: +856-21-314316

Name of the organisation	SNV Netherland Development Organisation
Brief History	<p>SNV began its operation in Lao PDR since late nineteen nineties. In 2005, SNV started its operation independently from UNV. At this time, an agreed framework was established between SNV and the Government of Lao PDR. From the beginning, SNV positioned itself within the framework of the National Socio-Economic Development Plan and the National Growth and Poverty Eradication Strategy. This is a five-year plan that is fully accepted by the donor community as the nationally owned PRSP. The committed strategy shows results in two impact areas:</p> <ul style="list-style-type: none"> • Increased Access to Basic Services • Increased Production, Income and Employment <p>SNV advisory work focuses on Agricultural and Forest Products, Renewable Energy and Water, Sanitation and Hygiene in five main provinces in Lao PDR, with three Cross-Cutting Themes:</p> <ul style="list-style-type: none"> • Governance, Gender Equity and Social Inclusion; • Value Chain Development; and • Access to Finance.
Objectives/Goals	<p>SNV is dedicated to a society in which all people enjoy the freedom to pursue their own sustainable development. They contribute to this by strengthening the capacity of local organisations.</p> <p>SNV helps to alleviate poverty by focusing on increasing people’s income and employment opportunities in specific productive sectors, as well as improving their access to basic services including water and sanitation, education and renewable energy.</p> <p>SNV’s motto, 'Connecting People's Capacities', reflects their focus on the empowerment of people and local organisations in the fight against poverty.</p>
Activities related to Gender and WATSAN	<p>Gender issues are mainstreamed into all aspects of SNV activities and across all the sectors including water supply, sanitation and hygiene. SNV works with local partner building capacities and raising awareness, which contributes to ensuring the gender as a social inclusiveness issues is mainstreamed in to organisations, activities, policies and plans.</p>
Contact Details	<p>SNV Lao PDR. PO Box 9781 Vientiane Tel. +856 21 413 290-1 Mr. Sengthong Phothisane Governance for Empowerment Phothisane@snvworld.org</p>

Name of the organisation	UN-HABITAT - the United Nations agency for Human Settlements
Brief History	<p>Established in 1978, UN-HABITAT is mandated by the UN General Assembly to promote socially and environmentally sustainable towns and cities with the goal of providing adequate shelter for all. UN-HABITAT's programmes are designed to help policy-makers and local communities get to grips with the human settlements and urban issues and find workable, lasting solutions.</p> <p>In Lao PDR, a local UN-HABITAT office was opened in 2005, now operating as a regional hub for South-East Asia.</p> <p>More recently, UN-HABITAT has worked with the Ministry of Public Works and Transport – Department of Housing and Urban Planning (MPWT-DHUP) on community-based water supply and sanitation issues in urban and peri-urban towns across Lao PDR. UN-HABITAT also worked on issues related to urban renewable energy, water, sanitation, hygiene education and -promotion as well as gender mainstreaming in the water and sanitation sector.</p>
Objectives/Goals	To engender ownership and build awareness both within the community and the local public sector, which are two basic blocks building for sustainability.
Activities related to Gender and WATSAN	<p>UN-HABITAT has implemented ten projects in Lao PDR under WAC, six of which have been completed to date. Gender mainstreaming is one of the project types to ensure that gender issues are integrated in the design, implementation, monitoring and evaluation of policies and programmes.</p> <p>Since 2005, UN-HABITAT has implemented 19 water and sanitation-related projects under the MEK-WATSAN initiative in eight different provinces in Lao PDR. Three of the projects have already been completed. The projects will bring clean drinking water to an estimated 68,000 people and improved sanitation to about 55,000 people from poor households.</p> <p>In 2008, UN Habitat signed an agreement of cooperation with the Gender and Water Alliance (GWA) to enhance gender mainstreaming in the MEK-WATSAN programme. In view of this project 2 workshops were organised in Lao PDR with the objective to develop, implement and evaluate action plans for gender mainstreaming at implementation level.</p> <p>In August 2009 the first national workshop for enhancing awareness on gender mainstreaming took place in Lao PDR. During this workshop, the participants wrote an action plan aimed at mainstreaming gender at their work place. They have worked on implementing this plan during 14 months during which time they were coached by a local gender expert.</p> <p>In November 2010, a follow-up workshop was organised to monitor progress and review the action plans.</p>
Contact Details:	<p>United Nations Human Settlements Programme (UN-HABITAT) UN House Vientiane Tel: +856-21-267714 Fax: +856-21-264939</p>

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http://siteresources.worldbank.org/EXTWAT/Resources/4602122-1213366294492/5106220-1213366309673/19.2TheLaosExperience_RWSS_Toolkit_MultiSectoral_Projects.pdf

Weblinks

ADB:

<http://www.adb.org/Gender/>

Plan International

http://www.plan.org.au/ourwork/asia/laos/mobilising_communities_to_impr

SNV

<http://www.snvworld.org/en/countries/laos/Pages/default.aspx>

UN-HABITAT

<http://www.unlao.org/unct/UNHABITAT/default.asp>

Gender tools and methodologies available in Lao PDR

Organisation/ Individual	Asian Development Bank - ADB
Geographical Location	Asia
Gender Tools/Methodologies	Gender, Law, and Policy in ADB Operations: A Tool Kit
Purpose	<ul style="list-style-type: none"> • To provide general background on the gender dimensions of the law and policy frameworks that govern and influence ADB-supported projects; • To identify specific gender, law, and policy (GLP) issues in the main sectors that ADB supports; • To suggest entry points and practical approaches for addressing GLP issues through country partnership strategies (CPSs), loans, and TA; and • To provide background materials, internet links, checklists, sample assurances, and other tools to integrate GLP considerations in CPSs, loans, and TA.
Brief description of application of the tools	<p>This tool kit is intended for use by:</p> <ul style="list-style-type: none"> • project counsel in ADB’s Office of the General Counsel (OGC); • ADB staff in the regional departments and resident missions involved in preparing (CPSs), sector and thematic studies, loans and technical assistance (TA); and • ADB consultants involved in preparing CPSs, loans and TA
abilities and skills needed for using these tools	ADB personnel with good understanding of organisation’s programme and procedures
Results achieved	No report is found nor feedback from users.

Organisation/ Individual	GRID/UNDP/SNV
Geographical Location	South East Asia
Gender Tools/Methodologies	Gender Mainstreaming in Development Planning Manual
Purpose	A reference for people who work and are interested in gender mainstreaming
Brief description of application of the tools	<p>A guideline for district staff responsible for development planning, to facilitate mainstreaming gender in their tasks</p> <p>Part IV – VII: Consist of tools that users can use for gender analysis to understand the different situations between men and women, and use the data to integrate in planning to address gender issues. These parts are meant for field staff responsible for data collection in communities.</p> <p>Part VIII: gender issues and -indicators in WATSAN can be found in the Health section, which is one of the four main sectors within the government development priorities.</p>
abilities and skills needed for using these tools	The tools are simple and user friendly. It is not a document to make the user become an expert or specialist on gender. The user can adapt the tools that are suitable for their work and the community context, or use together with other gender and planning tools.
Results achieved	No report is found nor feedback from users at district level. However, without the separate gender in WATSAN section, the toolkit may not be effectively used by district health officers.
Challenges	As health issues are broad, the users - especially district workers, find it difficult to adapt to WATSAN activities. With time constraints, low education level and lack of interpretation skills, gender mainstreaming in WATSAN is too complicated for field staff.

Organisation/ Individual	UNICEF
Geographical Location	South East Asia
Gender Tools/Methodologies	10 Key points to check for gender equity
Purpose	A checklist for managers of water and sanitation programmes
Brief description of application of the tools	The check-list guide WASH section in planning, implementation and evaluation of UNICEF support programme in Laos
abilities and skills needed for using these tools	Staff with programme design and management skills
Results achieved	Gender is mainstreamed in all UNICEF WASH programme components at both planning and implementation levels.
Challenges	<ul style="list-style-type: none"> • Gender mainstreaming in WASH programme is not an easy strategy to implement as it is, very often, missing among other competing priorities. • Effective gender mainstreaming requires a systematic analysis of complex social and economic relations at multiple levels of society, thus takes time, expertise and money. UNICEF does not have a specialised gender positions within the agency.

Case Study: Win-Win Solution

Geographical location: Xieng Ngeun district, Luangprabang province

Challenge

A traditional belief that village women are not educated, so they cannot participate in village activities or be part of the Village Committee.

Programme and project

The Luangprabang Water Utility received financial support from UN-Habitat and the province for a drinking water and sanitation project covering 8 villages in the district.

Prior to submitting the funding proposal, the Luangprabang Water Utility organised a meeting in each village with both men and women to discuss on how to achieve the target at district level and what needed to be done in the village. The technical issues of latrine construction and water pipe installation were also discussed with the future users. After the meeting, a technical proposal was developed and submitted for funding.

In the meeting, the villagers were informed that they should provide labor for digging of trenches for water pipes. Based on the number of people that would benefit, a calculation was made how many meters a family should dig. At the beginning, women were involved in digging the trenches. After some time, village men insisted to take over the work and asked women just to be there and “reward them with smiles”.

Poor families were particularly targeted and selected to get water close to their houses and given a latrine. The condition for the construction of a latrine was that the family had to provide labor for construction, while the Water Utility provided the construction materials. After the construction of the water supply system, water was provided without costs for a period of 3 months.

During construction of WATSAN facilities in the village, the Water Utility collaborated with the District Health Department to raise awareness on the importance of hygiene, using clean water and latrines. Quizzes were held and the winners got a T-shirt, notebook, or pencils. The questions were on the use and maintenance of the water facility, latrines and hygiene education. With fun and joy, people learned the benefit of a latrine and the consequences of open defecation.

Within the Water Utility, women are stimulated to go for training or studies. Women, both as water users and Water Utility staff, were trained in public speaking skills to build their confidence and take part in decision-making.

Outcomes

- Both men and women were equally involved in the implementation of the project. Because of this, it has become quite successful as the project was completed at low cost and the water bill collection of Nam PaPa is almost 100%.
- The villagers are very happy with the project and well aware of the disadvantages of leakages. They report these to Nam PaPa immediately when they notice them.
- Village sanitation has improved as there are more facilities and awareness has been raised in hygiene issues.

Key factors for success

- Mainstreaming gender into the activities of the Luangprabang Water Utility in project villages at all stages including village preparation, project proposal, implementation and M&E. It also showed the importance of involving women in decision-making for construction, site selection and maintenance.
- Good understanding of gender concepts and dedicated leadership of the Water Utility was of major importance to make the gender sensitive and social inclusion approach in the project successful at village level.

Main obstacles

- In this village, no sewerage has been constructed. While increasing the availability of water for domestic use, the amount of wastewater increased. This will create a problem with malaria, as wastewater will be a breeding place for mosquitoes.

Lessons learned

- Gender and the role of women is a central concern in WATSAN.
- Attention to gender needs to start as early as possible in the process.
- Ensuring participation of both women and men improves project performance.
- Gender issues are important because they influence sustainability and effective use of WATSAN facilities.

For Further details

Mr. Somlith Chindanamy
Managing Director
Luangprabang Water Utility

Case study: Why Lao Women's Union matters?

Geographical location: Attapeu Province

Challenges

The difficulty with gender mainstreaming at the Water Utility is that people working in the water sector do not understand the gender concept. Furthermore, both men and women think the work in the Water Utility is too technical, and thus too hard for women. As a result, few women that have the proper background work in this sector. Furthermore, women do not push themselves forward in case of training or career opportunities. In meetings, they are shy to talk even though they are given the opportunity.

Programme and project

In 2009, a big flooding took place in Attapeu. Many activities have been focused on rehabilitation of Drinking Water structures. The Water Utility has coordinated this multi-agency effort with several partners such as the Ministry of Health, the Lao Women's Union and with support from UN-Habitat. The Water Utility managed to supply water to more than 10.000 people, leading to the improvement of living conditions of women and children after the flood. Laos Women's Unit, both at provincial and district level, were members of the Water Supply Committees.

The Water Utility provided training to improve the professional skills of women and encourage them to be more active and enthusiastic for their capacity development. Women are especially targeted by promoting them to follow training provided by the Lao Women's Union, so they gain the capacity to be promoted to management level.

Outcome

At present, the total number of staff in Water Utility is 29 staff, of which 6 are female. This is an increase compared to the past when there were fewer women in the sector.

Key factor for success

Working hand in hand with the Lao Women's Union at all levels, the Water Utility achieved a great success in women empowerment, gender equality and women participation in Water sector.

Main obstacle

Water supply is still perceived as a technical profession that traditionally is occupied by men.

Lessons learned

- A learning-by doing approach is more gender responsive than a blueprint approach, which assumes that everything is known and can be planned in advance.
- Mass organizations, non-governmental organizations and especially women's groups can facilitate a gender balanced and gender responsive approach.
- Women and men promote project goals through both their traditional and non-traditional roles.
- Projects are more effective when both women's and men's preferences about "hardware/choice of technology" are addressed.

For Further details

Mr. Sengkham Sitthioudom
Managing Director.
Attapeu Water Utility.

Case study: The more women the better

Geographical location: Savannakhet province

Challenges

in 2008, 30% of the staff employed in the Water Utility was women. However, in 2009 and 2010 this figure had dropped to 20%. Six branches of Nam PaPa, were all headed by males. Only 1 woman was a Deputy Head. Most of the female staff was in the finance division for money collection. It is a belief that “women should not be promoted as leaders and decision-makers as they always leave work to have babies”

Programme and project

To change this balance the Nam PaPa has developed an incentive policy for women to deploy them in different positions. They trained 8 women staff in Vientiane to increase their capacity. At district and local levels, 5 villages have received training on gender mainstreaming in sanitation. Such training is done in collaboration with the Lao Women’s Union who disseminate information on this topic in 3 districts of the province.

Outcome

The number of women in the Water Utility increased, also in managing positions.

Key factor for success

Leadership and role model in gender mainstreaming must be coming from management. As such, policy on incentive for female staff capacity building will be in place and implemented.

Lessons Learned

- Specific, simple and doable mechanism must be created to ensure women’s participation.
- Gender analysis is integral to project identification and data collection.
- Gender related indicators should be included when accessing project performance.

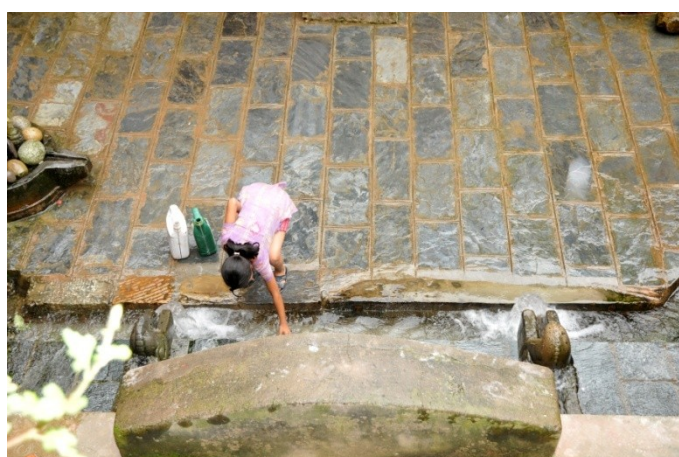
For Further details

Mr. Phandola Khouanemeuangchan
Managing Director
Savannakhet Water Utility

Introduction Nepal

The key-issues in gender mainstreaming in water and sanitation in Nepal as identified in the first national workshop (see chapter on gender and WATSAN) were:

- Gender-insensitive working environment and discrimination at the workplace
- Poor women and men have no access to clean water and sanitation because they cannot afford it
- Lack of women participating in planning, implementation and decision making about water and sanitation projects
- Gender is not included in the programme design
- Lack of gender balance of participants in programmes



Fetching water

It seems that the biggest challenges are identified at the programme level with the lack of women participating, no gender balance and no attention for gender within the programme at all. The gender-insensitive working environment could be reinforcing these weaknesses.

In table 1 an overview is given of the actions that were formulated to address these challenges, and which actions have been implemented successfully.

Table 1: Overview of gender mainstreaming activities in the programme in Nepal

Key-issue	Planned action	Implemented actions
Identified key-issues		
Gender-insensitive working environment and discrimination at the workplace	Encourage excluded staff to participate in meetings held and lobby at high level meetings for participation of excluded	<ul style="list-style-type: none"> • Invited non-gazette staff to organisational meetings • Lobbied with other gazette staff for the need to involve non gazette staff in all office activities. • Formed a common platform for all staff, in the form of a Staff Union. • Gained support of the management for the formation of the common platform
	Celebration of library day to motivate, inform and encourage excluded users	
	Establishment of child care centre for staff	

Key-issue	Planned action	Implemented actions
Poor women and men have no access to clean water and sanitation because they cannot afford it	Develop a proposal to raise funds or support for construction WASH facilities and submit it to development partners or government agencies	
Lack of women participating in planning, implementation and decision making about water and sanitation projects	Awareness program to motivate women to participate in water and sanitation the programmes	
	Building women users' capability to participate in the programme based on their need e.g. leadership training	<ul style="list-style-type: none"> • Conducted door to door campaigns to enlist female volunteers to carry out health and menstrual hygiene awareness campaign • Training of 15 aforementioned women volunteers in the field of water, sanitation and menstrual hygiene. They played a key role in disseminating hygiene information, facilitating toilet construction and health education in the community, which resulted in reduced occurrence of diarrhoea and dysentery. • A woman was elected president of the water users committee
	Achieve gender balance in users' organization for participatory system design	<ul style="list-style-type: none"> • A water users committee of which at least 3 out of 9 members were women was formed • Included women in construction of the drinking water facilities • Involved the already existing female health volunteers' network in the formation of a water users committee, which lead to 87% of the members being women. This high involvement of women was crucial in setting an affordable price for the water that was to be sold from the project • Organised exposure visits for women in the water users committee to learn from previous similar projects • Trained poor women on Solid Waste Management to increase their income
	Involve women in participatory monitoring and evaluation of the program	

Key-issue	Planned action	Implemented actions
Gender is not included in the programme design	Make the information, education and communication material gender sensitive	
Lack of gender balance of participants in programmes	Conduct awareness programmes to increase male participation in WATSAN activities	<ul style="list-style-type: none"> • Invited the Tol Sudhar Samittee (mostly men) at the meeting of the WATSAN volunteers (mostly women), and discuss gender, health and hygiene as well as toilet construction and connected gender aspects • Invited male family members to come and clean together with the women on the monthly day for cleaning up the community
	Carry out gender sensitive training programs and participatory monitoring and evaluation of the functioning of water users associations to achieve a better gender balance	<ul style="list-style-type: none"> • Included gender components in the modules on sanitation of the regional training programme for staff of the small town water supply and sanitation programme
	Identify men as well as women teachers and students in training on water quality monitoring activities	
Other Issues		
A general lack of awareness of gender aspects of water and sanitation	Gender awareness campaign aimed at field level	
Lack of data and information on gender aspects of water and sanitation	Develop a mechanism to collect gender disaggregated data	<ul style="list-style-type: none"> • An MSc-research on gender and hygiene in schools showed that menstrual hygiene was a big problem for girls; and the lack of urinals for boys and men also lead to unhygienic conditions • Collected gender disaggregated data on female and male participation in the programme
Some women and ethnic minorities lack awareness of the importance of sanitation and solid waste management	Implement Water Users Associations activities to sensitize the groups unwilling to invest in water and sanitation	<ul style="list-style-type: none"> • Included an exposure visit of the sanitation committee to different places in the region to show different toilet designs. • Had a “sanitation market” within the village to show the different type of toilets available and let the villagers decide for the most appropriate option of sanitation.

Most of activities were implemented at field level focussing on involving both women and men in WATSAN projects. Here it is interesting to see that the involvement of women was focussed on involving them in decision making on WATSAN, whereas the efforts for involvement of men was focussed on getting them to see the importance of WATSAN facilities. During all these activities a range of stakeholders was involved to ensure a thorough understanding of the problems, get different views and create ownership. This focus on activities at field level might be caused by the fact that in Nepal many NGOs were involved in the programme and the focus of their activities is at grass root level.

At institutional level the activities to address a gender-insensitive working environment and discrimination at the workplace were directed at encouraging excluded staff to participate. The establishment of a child care centre was already taken up by the management soon after the work plan was formulated, rendering this activity obsolete.

The table above shows how some activities mentioned at one place, are in fact also addressing other issues in the table. For example the activity “Including gender components in the modules on sanitation of the regional training programme for staff of the small town water supply and sanitation programme”, was executed as part of a plan that was to address the lack of gender balance of participants in programmes, but also could be mentioned to address the issue of “gender is not included in the programme design”. This shows that the same activity can have multiple purposes in gender mainstreaming in WATSAN.



Drinking water purification plant, Lalitpur, Nepal

Whilst gathering the information for this resource e-book it became clear that compared to the other countries involved in the programme, there is a lot of expertise and information available in Nepal on gender mainstreaming in WATSAN, including in Nepali language. However the bulk of the information and tools available is still in English.

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Gender & WATSAN experts in Nepal

Name	Dr. Badhra, Chandra
Sex	Female
Organisation/ individual	Formerly with Tribhuwan University
Expertise and skills	<p>Researcher and academician</p> <p>Gender Studies Program, Tribhuwan University, Kathmandu, Nepal</p> <p>Author of report titled 'role of women in water resources use: study in ACAP' published by King Mahendra Trust, 2002</p> <p>Author of paper titled women as manager in WATSAN, presented at WEDC conference in 1992.</p>
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Name	Ms. Baniya, Usha
Sex	Female
Organisation/ individual	Gender Specialist
Expertise and skills	<p>As practitioner, Ms Baniya has experiences on implementing gender approach in WATSAN Program. She worked as gender expert in Finnida's funded Rural Water Supply and Sanitation Program in Nepal</p>
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Name	Ms. Bhushan Udas, Pranita
Sex	Female
Organisation/ individual	Sutra Centre For Development Education and Research
Expertise and skills	<p>Researcher, academician</p> <p>PhD Fellow on Gender Policies in water sector in Nepal at Wageningen University</p> <p>Visiting faculty, Gender and Social Inclusion at Nepal Engineering College</p> <p>Faculty Gender and Social Work at Nepal School of Social Work</p> <p>Served as Trainer and Consultant</p>
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Name	Karanjit, Mangala
Sex	Female
Organisation/ individual	Freelance consultant, practitioner
Expertise and skills	Former coordinator, Women Water Network Nepal at Jal Vikash Sanstha Worked with Nepal Water Supply Corporation, Kathmandu Nepal to on gender inclusiveness Worked as consultant to Department of Water Supply and Sanitation on gender aspect of drinking water program
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Name	Khadka, Sangita
Sex	Female
Organisation/ individual	Rural Water Supply and Sanitation Project, DOLIDAR
Expertise and skills	Trainer/ practitioner Worked in gender, inclusion and social mobilization, Rural Water Supply and Sanitation Project Western Nepal Worked in various organisations in a capacity of gender and community specialist.
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Name	Dr. Regmi, Sibesh Chandra
Sex	Male
Organisation/ individual	Director, Alliance Nepal- alliance for social mobilization
Expertise and skills	Policy analyst Completed his PhD Dissertation on Gender issues in Water and Sanitation sector in Nepal
Contact Details	Tel: 977 1 5526145, 5545890 (O) Email: alliance@alliance.com.np

Name	Sherpa, Anjali Manandhar
Sex	Female
Organisation/ individual	UN Habitat
Expertise and skills	MSc in Environmental Science, Attended training on Gender and Water Equity organized by TISS, SaciWaters, SOPPECOM and GWA(2008) Coordination for gender mainstreaming in WASH program
Contact Details	Tel:977-985102538 Email: anjali.sherpa@unhabitat.org.np / anjalimanan@yahoo.co.in

Name	Dr. Shrestha, Ava
Sex	Female
Organisation/	Freelance Consultant
Expertise and skills	She worked as gender and development consultant at Asian Development Bank Mission in Nepal. During her work, she provided input on gender concern in water supply and sanitation. She used to be a steering committee member of Gender and Water Alliance.
Contact Details	PO Box 5017 Kathmandu Nepal E-mail: Shrestha.ava@gmail.com

Name	Shrestha, Sudha
Sex	Female
Organisation/ individual	Chief Technical Advisor, WAC Program, UNHabitat, Nepal
Expertise and skills (themes, Years)	Worked as managerial level to ensure gender mainstreaming in WATSAN programs. Contributed as gender specialist in WATSAN related analysis such as in preparation of a report on ‘methodologies for mapping the poor, gender assessment and initial environmental examination’ prepared by CIUD and UNhabitat.
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Name	Dr. Shrestha, Vijaya
Sex	Female
Organisation/ individual	Executive Member of Jalsrot Vikas Sansthan
Expertise and skills	Senior Rural Social Scientist She worked as Team Leader and Social Facilitation Advisor with a focus to ensure gender mainstreaming in Fourth Rural Water Sector and Sanitation Project financed by Asian Development Bank Department of Water Supply & Sewerage, MHPP, Nepal
Contact Details	Email: vjysh@wlink.com.np

Name	Mr. Singtan, Dal Bahadur
Sex	Male
Organisation/ individual	Urban Environment Management Society (UEMS)
Expertise and skills	Trainer and Executive Director of UEMS Serve as the general member of the NGO Forum for Urban Water and Sanitation. Master's degree in Rural Development and Bachelor degree in Technical Education Worked as a manager to ensure gender mainstreaming in WATSAN program implemented by UEMS
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Name	Simkhada, Urmila
Sex	Female
Organisation/ individual	Individual
Expertise and skills	Worked as gender, water equity manager at Water Aid Nepal and has contributed in ensuring gender mainstreaming in WATSAN program of Water Aid. She also contributed in gender sensitive policy advocacy at national level.
Contact Details	Tel: 977105547013 E-mail: u-simkhada@yahoo.com

Name	Dr. Thapa, Manju
Sex	Female
Organisation/ individual	SNV
Expertise and skills	Trainer/ researcher/advisor Works with rights based approach to water, involved in gender equality programming in WASH, gender analysis in WASH, gender and inclusion training and sensitization of stakeholders in WASH, Gender Mainstreaming in WASH.
Contact Details	Tel: 9771 5523444 E-mail: mtuladhar@snvworld.org

Name	Ms. Thapa, Pushpanjali
Sex	Female
Organisation/ individual	Community Development Officer, Department of Water Supply and Sanitation
Expertise and skills	Works as sociologist and involved in WATSAN issues as trainer, program implementers to ensure gender mainstreaming in WATSAN program. She attended training of trainers for strategizing gender mainstreaming on WATSAN organized by Utthan and GWA, 2007
Contact Details	Tel: 977- 9841269294. Email: pushpanjalirana@hotmail.com

Name	Ms. Tripathi, Sabitri
Sex	Female
affiliations	Nepal Engineering College
Expertise and skills	Faculty Member/ Academic , Curriculum Development For Drinking water and Sanitation in Low income communities Attended training on Gender , water and equity organized by SaciWATERS, 2009
Contact Details	Nepal Engineering College Changunarayan VDC Bhaktapur Nepal. G.P.O. Box: 10210, Kathmandu Nepal Tel: 977-015090744 /Fax : 977-015090681 Email: info@nec.edu.np

Institutes and NGOs on working on Gender and WATSAN in Nepal

Name of the organisation	Centre For Integrated Urban Development (CIUD)
Brief History	CIUD, a Civic Society Organization, established in the year 2002, has been working vigorously for sustainable urban solutions to support and compliment government's effort as well as its own initiative to tackle urban challenges.
Objectives/Goals	<ul style="list-style-type: none"> • Community Based Urban Management • Sustainable Development of Poor Settlement • Mapping the Poor • Disaster Management • Research for Sustainable Development
Activities related to Gender and WATSAN	<p>Communities at Harisiddhi, Thaiba, Godamchaur, Saibu, Khokana, Bungamati and Dukuchhap Village Development Committee (VDC)s of Lalitpur district are now aware of the importance of sanitation, health and hygiene through various training programmes conducted by Centre for Integrated Urban Development (CIUD) under the Water and Sanitation Project supported by World Vision International Nepal (WVIN). CIUD also organizes sanitation weeks in communities and schools and try to involve not only women but men and local youth. It also facilitated School Sanitation committees.</p> <p>On the occasion of World Water Day, 22nd March 2011, Kamalamai Integrated Water, Sanitation and Hygiene (WASH) Improvement project implemented by CIUD declared Sukekhola community as an open defecation free (ODF) in March 2011.</p> <p>CIUD, in close coordination with local stakeholders, district water supply and sanitation office, district public health office and local water and sanitation users committees, with support of WaterAid Nepal (WAN) and UN Habitat, Water for Asian Cities (WAC) Programme, is implementing a project in peri urban settlements of Kamalamai municipality to improve the water, sanitation and health condition of poor and vulnerable residents.</p>
Contact Details	<p>Dr. Kabita Bade Shrestha Executive Director Gusingal Sanepa Lalitpur Tel: 0977-1-5528226 Fax: 0977-1-5012549 Website: www.ciud.org.np</p>

Name of the institution	Department of Water Supply and Sewerage, Nepal Government
Brief History	The Department of Water Supply and Sewerage (DWSS), established in 1972, is the lead agency for the drinking water supply and sanitation sector of Nepal. It has its line agencies spread all over Nepal to implement and monitor ongoing activities on Water Supply and Sewerage.
Objectives/Goals	Work towards achieving the sector objective of Government of Nepal which is to achieve 'sustained improvement in health status and productivity for Nepalese people as a whole with particular emphasis on lower income group through the provision of adequate, locally sustainable water supply and sanitation facilities in association with improved personal, household and community hygiene behavior. Government of Nepal has set the goal of providing all the Nepalese people access to drinking water supply and sanitation facilities by the year 2017.
Activities related to Gender and WATSAN	The drinking water implementation strategies since the nineties are more sensitive to users and women. The project implementation ensures demand driven approach in project selection, ensures minimal participation of women users in users' committee and involves women and marginalized community in decision-making.
Contact Details	Department of Water Supply and Sewerage Panipokhari Kathmandu Tel: 977-01-4413744, 4414539 Fax: 977-01-4419802 Email: nmipe@wlink.com.np Website: www.dwss.gov.np

Name of the organisation	Environment and Public Health Organization (ENPHO)
Brief History:	ENPHO is a service-oriented national Non Governmental Organization, established in 1990 that envisages contributing in sustainable community development by combining research and actions through the integrated programs in the environment and public health areas.
Objectives/Goals	<ul style="list-style-type: none"> • Conduct research and develop appropriate technologies that are acceptable to local communities • Develop and implement effective strategies to promote eco-friendly technologies • Implement of Community Development programs • Network with partners for coordination and advocacy • Develop and conduct trainings on various subjects of environment, social mobilization and public health • Develop and conduct trainings on various subjects of environment, social mobilization and public health
Activities related to Gender and WATSAN	ENPHO is developing communication materials that are gender sensitive and socially inclusive so that it is acceptable for all target audiences. ENPHO is also developing and implementing Proper and sustainable sanitation systems that are essential for public health and pollution control. More than half the households in Nepal do not have toilets and even where there are toilets the excreta is usually not managed properly. Furthermore, the nutrient value of excreta as well as solid waste is often wasted. ENPHO is therefore actively promoting sustainable sanitation systems that are technically and environmentally sound, financially feasible, and socially acceptable.
Contact Details	<p>Environment and Public Health Organization 110/25 Adarsa Marg-1 Thapagaon New Baneshwor G.P.O Box 4102 Kathmandu Tel: 977-1-4468641, 4493188 Fax: 977-1-4491376 E-mail: enpho@mail.com.np</p>

Name of the organisation	Federation of Drinking Water and Sanitation Users Nepal (FEDWASUN)
Brief History	Federation of Drinking Water and Sanitation Users Nepal (FEDWASUN) is a user-based umbrella organization of drinking water and sanitation users' groups in Nepal. It facilitates drinking water and sanitation (WATSAN) services to communities, advocates for water and sanitation rights ("water for all and forever"), brings people's issues to policy makers and service providers and creates a mechanism to check and balance both users' committees and service providers to promote good governance.
Objectives/Goals	<ul style="list-style-type: none"> • Unify the drinking water and sanitation users' organizations through exchange of knowledge, skill and experiences and enrichment of mutual help and goodwill • Establish interrelationship between local level organizations, national level organizations and the center for their mutual benefit • Carry out a coordinated campaign, monitoring and evaluation to ensure sustainable, good quality and safe drinking water and sanitation. • Inform the drinking water and sanitation users' organization about the traditional, national and international legal provisions on drinking water and sanitation services • Develop the federation as a responsible and capable representative organization for the drinking water and sanitation users' groups and establish its sustainability.
Activities related to Gender and WATSAN	Advocacy and policy influence: Improve institutional capacities of the users' organizations and encourage them to bring concepts of good governance, social justice, gender sensitivity, inclusive participation and common consensus into practice
Contact Details:	<p>Mr Rajendra Aryal Central Committee President Thapathali Kathmandu GPO Box 19980 Kathmandu Tel: 977 01 4249720/ 4245739 Fax: 977 01 4249720 E-mail: fedwasun@wlink.com.np</p>

Name of the organisation	Forum for Protection of Public Interest (PRO PUBLIC)
Brief History	PRO PUBLIC, a non-profit, a non-governmental organization dedicated to the cause of public interest, was founded in 1991 by a consortium of environmental lawyers, journalists, economists, engineers, consumers and women rights activists. It raises voice against corruption, red tapism and irregularities and makes the government bodies aware of their duties and responsibilities. Its focus over the years has been on good governance, protection of natural and cultural heritage, environmental justice, pollution control, gender justice and consumer protection. Pro Public has consistently succeeded in creating government accountability in Nepal through media campaigns, advocacy, negotiation, correspondence and public interest litigation.
Objectives/Goals	<ul style="list-style-type: none"> • To act as watchdog in the areas of environment conservation, consumer rights, women rights and child welfare, by way of alternative dispute resolution, negotiations and litigation. • To increase government and private sector accountability and transparency through good governance advocacy and judicial activities. • To conduct research aimed at solving contemporary public interest issues. • To enhance the capacities of local and grassroots organizations through training, seminars, workshops and other means of information dissemination.
Activities related to Gender and WATSAN	ProPublic is implementing its activities with an objective to act as watchdog in the areas of environment conservation, consumer rights, women rights, Gender and child welfare and water and sanitation by way of alternative dispute resolution, negotiations and litigation. It is also a Founder member of "NGO Forum for Urban Water and Sanitation", an alliance of NGOs working in the area of water, sanitation and environment.
Contact Details	Mr. Prakash Mani Sharma Executive Director Gautambuddha Marg Annamnagar Kathmandu Tel: 977-01-4268681, 4265023 Fax: 977-01-4268022 www.propublic.org/index.php

Name of the organisation	Friends Service Council Nepal (FSCN)
Brief History	<p>Friends Service Council Nepal (FSCN) is a non-profit making national level, non-government organization working in socio-economic development and human rights in Nepal. FSCN aims to fight against poverty and injustice through empowerment of the poor and marginalized people living in difficult circumstances.</p> <p>Registered in 1992, under the Government registration act, and affiliated with Social Welfare Council and NGO Federation of Nepal. The central office is based in Lalitpur district. FSCN organization is run by a team of committed professionals with many years of experience.</p> <p>FSCN covers 16 districts, Sapatari, Udayapur, Dhanusha, Sindhuli, Mohotari, Sarlahi, Rautahat, Bara, Parsa, Makwanpur, Chitwan, Nawalparasi, Rupadehi, Kapilbastu, Lalitpur and Nuwakot where we implement our programs via DiMaNN and NePaLi networks which were formed at the initiation of FSCN.</p>
Objectives/Goals	<ul style="list-style-type: none"> • To empower women, Dalit and marginalized groups to fight against all forms of social discriminations. • To increase health, water, sanitation and hygiene promotion of rightholders. • To protect, promote and practice human rights, governance and democracy.
Activities related to Gender and WATSAN	<p>People Campaign for Water, Health and Sanitation Project (PCWaSH) and Rural Water Supply & Sanitation Project in Lamatar of Lalitpur district. FSCN claims that it has been able to make a difference in Disaster Management, Water and Sanitation and Poverty Reduction Programs from community level to National level.</p>
Contact Details	<p>Mr. Surya Bahadur Thapa President Friends Service Council Nepal (FSCN) Imadol 7 Lalitpur P.O. Box 12734 Kathmandu Tel: 977-01-5536497 Fax: 977-01-5547319 E-mail: fsc@wlink.com.np or info@fscnepal.org Rupandehi Office : Mrigauli-8 Makrahar Tel: +977-71-622575</p>

Name of the organisation	Guthi
Brief History	Guthi, is an organisation constituted for the integrated community development of Nepal. It comprises of a group of self-motivated youths from various professional backgrounds. They work at Guthi as volunteers as part of their social responsibility. They work with a belief that their joint effort can bring a change in the society and in the country.
Objectives/Goals	<ul style="list-style-type: none"> • Guthi provides a platform to youths from various walks of life to explore their innovative ideas and at the same time serve the community. • It ensures community development through the preservation of cultural heritage, conservation of environment, effective delivery of public health services, pragmatic research based advocacy via efficient mass communication. • It envisages blending the youth power station aided with technological advancement in its effort. • It emphasizes on decentralization with maximum mobilization of the locals and concerned people. • It aims to create a network of community of experts and organisations including government exchanging their experiences, policies and solutions. Guthi believes that this will expedite in achieving the targeted goals.
Activities related to Gender and WATSAN	<ul style="list-style-type: none"> • Strengthening and decentralization of local authorities • Education with a space to non-formal or alternative education • Raising public voices on water, sanitation and environmental problems • Rendering services for the improvement of public health • Raising public awareness campaigns to preserve and conserve natural and cultural heritages • Working for rights of women, children, indigenous people and Dalits
Contact Details	Mr. Anil Sthapit Director 119 Purneshwor Marg Tripureshwor Kathmandu Tel: 977-016-200776

Name of the organisation	LUMANTI Support Group for Shelter
Brief History	LUMANTI was registered in 1993 as a nonprofit making organization with Chief District Administration Office and Social Welfare Council in Kathmandu. LUMANTI support group is a non-government organization dedicated to the alleviation of urban poverty in Nepal through the improvement of shelter conditions. LUMANTI - support group for shelter is a non-government organization dedicated to the alleviation of urban poverty in Nepal through the improvement of shelter conditions. The initiative started by a small group of individual who once were involved in welfare and awareness raising initiatives in the informal squatter settlements in Kathmandu, following the workshop on 'The Issues of Squatter Settlements' in 1990 led by Dr. Ramesh Manandhar (well respected and accomplished architect and planner). The group were once again inspired to come together in 1993 after the sudden demise of Dr. Manandhar in a Thai airbus crash, to take forward his dreams of 'secured shelter for the poor' by establishing an institution named 'LUMANTI' which literally means “memory” in the Newari dialect (dialect of local newari community).
Objectives/Goals	<ul style="list-style-type: none"> • Building the capacities of communities • Support micro-finance schemes • Helping children with their education • Advocating for housing rights
Activities related to Gender and WATSAN	Gender Mainstreaming in Shelter and Rights and Isolated Water Supply System for Urban Poor Communities in Kathmandu Valley. LUMANTI has joined WASH-RCNN team. LUMANTI in the year 2008/2009 conducted integrated water, sanitation and hygiene projects in Bharatpur, Narayan Tole, Thecho, Tokha where as in Biratnagar program besides the above three components has introduced livelihood programs through microfinance. Bharatpur, Narayan Tole and Thecho projects are completed successfully. Project in Biratnagar will continue for two more years. Advocacy programs are conducted in Thimi, Bharatpur and Biratnagar Municipality. As one of the founding member of NGO Forum for Urban Water Supply and Sanitation (NGOFUWS), Laumanti plays an important role in developing Gender and Watsan practices in Nepal.
Contact Details	Ms. Lajana Manandhar Executive Director Tahachal Kathmandu Tel: 977-1- 4673288 Fax: 977-1- 4673287 www.lumanti.com.np

Name of the organisation	Nepal Water for Health (NEWAH)
Brief History	Nepal Water for Health (NEWAH) is a national level non-governmental organisation (NGO) that specialises in drinking water, health promotion and sanitation. Established in 1992, it has been working actively in partnership with local NGOs to serve poor communities secure basic services of water and sanitation, strengthening the capacity of these partners to undertake further development activities. It has an executive body comprising of 7 members and is affiliated with the Social Welfare council - the governing body of NGO sector in Nepal and is registered with the District Administration Office.
Objectives/Goals	<ul style="list-style-type: none"> • Providing technical and financial support in water, health and sanitation activities/services directly or through other non profit making agencies (NGOs, CBOs, other development partners) • Developing capacity of the individual and institutions in the sector to manage water, health and sanitation programmes • Engaging in research and studies to enhance sectoral knowledge base and involving in research based deliberations and advocacy for policy reforms • Collaborating with other agencies to leverage equitable and sustainable access to safe water, health and sanitation services • Supporting the state's policies and other stakeholders programs to increase equitable and sustainable access to safe water, health and sanitation services
Activities related to Gender and WATSAN	<p>Nepal Water for Health (NEWAH) developed and piloted a Gender and Poverty (GAP) approach to address gender and caste inequity and poverty. The piloting continued for four years.</p> <p>In addition, recently NEWAH is involved in lobbying and influencing the concerned government authority to ensure water and sanitation as a constitutional right in new constitution of Nepal in collaboration with alliance member.</p>
Contact Details	<p>Mr. Umesh Pandey Director Lohasal Kathmandu Tel: 977-01-4015707/4015608/ Fax: 977-01-4015678 P.O. Box 4231 E-mail: newah@newah.org.np Website: www.newah.org.np/old/services/gender.php</p>

Name of the organisation	NGO Forum for Urban Water and Sanitation
Brief History	NGO Forum for Urban Water & Sanitation is a forum of civil society organizations active in water supply policy reforms, policy analysis of water, sanitation and other relevant issues. NGO Forum conducts researches on different aspects of urban water and sanitation issues which form strong basis of its advocacy activities. It also shares the research findings in addition to engaging the stakeholders in consultations, debates and policy dialogues for better policy influence.
Objectives/Goals	<ul style="list-style-type: none"> • Advocate for equal and enhanced access to safe and sustainable water and sanitation services in general and urban poor in particular • Promote information/knowledge sharing among members and partners for collective actions • To advocate for good governance in water supply and sanitation at community, city and national level • Empower civil society groups to amplify their collective voices on WatSan to influence policy decisions • Facilitate the preservation and promotion of indigenous knowledge and culture of water resource management and sanitation practices • To strengthen collaboration with local, national and international organizations having similar objectives • Develop understanding on the disaster risks and climate change issues in relation to water and sanitation and assist in preparation of adequate responses
Activities related to Gender and WATSAN	Involved in advocacy for gender sensitive water policy in the context of urban water supply and sanitation. Raise awareness on gender insensitive practices like Chaupadi, stigma attached to menstrual hygiene , gender insensitive toilet practice etc.
Contact Details	Mr Tri Ratna Manandhar Act. Executive Director 119 PurneshworMarg Tripureshwor Kathmandu Tel: 977-01-4216606 E-mail: Triratna@ngoforum.net

Name of the institution:	Rural Water Supply and Sanitation Fund Development Board (RWSSFDB)
Brief History:	<p>Government of Nepal created the Rural Water Supply and Sanitation Fund Development Board, on 14th March 1996 to promote sustainable and cost effective demand-led rural water supply and sanitation services in facilitation of Non-governmental and Private Organizations with full emphasis on community ownership in conformity with the Government's Eighth Plan (1992-97), Ninth Plan (1997-2002) and Tenth Plan (2002-2007) sector policies, which aimed at fundamental changes in rural water supply and sanitation service delivery mechanism in the country. The Ministry of Physical Planning and Works is the line ministry for the Board.</p> <p>The Board is designed based on the experience of a field tested pilot project, acronymed 'JAKPAS' (the Nepali acronym of Janata Ko Khanepani Ra Sarsafai Karyakram - meaning People's Water Supply and Sanitation Program). Preparation studies for the pilot were carried out with funding by the United Nations Development Program (UNDP) and a grant from Japanese Grant Facility (JGF). The World Bank executed the pilot for a period of three years, during 1993-96, financed by two additional JGF grants.</p>
Objectives/Goals	<p>Rural Water Supply and Sanitation Fund Development Board (RWSSFDB) is promoting demand-driven community based approach in water supply and sanitation sector in Nepal by mobilizing non-governmental and private sector organizations in assisting communities to implement water supply and sanitation schemes.</p> <p>Disparity on traditionally prevailing gender role has continuously forcing them to fetch water, take care of laundry, wash dishes, clean house, prepare meals, rare and care children as well as often be a helping hand on farming. As a primary actor of water and sanitation their role in the project is enhanced through active participation in all aspects and activities, including in decision making process.</p>
Activities related to Gender and WATSAN	<p>Funding WATSAN programs and ultimate goal of RWSSFDB is to improve the health of communities through bringing potable water closer to their homes and promoting hygiene and sanitation activities. To continue the better hygiene and sanitation practices of a community, it ensure at all levels of project cycle a technically, environmentally and operationally sustainable water supply system. RWSSFDB ensures access to water for the poorer women (Thrust of gender equity) in the villages. It has also implemented gender sensitive financing and promotes women's participation in WATSAN activities</p>
Contact Details	<p>G.P.O. Box 12414 Shiva Marg Maharajgunj Kathmandu Tel: 977-1-4003010 Fax: 977-1-4003011 E-mail: khaskosh@rwss.org</p>

Name of the organisation	SAHAMATI
Brief History	<p>SAHAMATI is a non-governmental, non-political, non-profit making, member-based social development organization established in 2001/11/12 (kartik 27, 2058) by a group of professionals and development workers with long experience in community development.</p> <p>Geographically, SAHAMATI has covered 14 districts of Nepal. At present, we are working in 11 of them (Nawalparasi, Chitwan, Sindhuli, Kapilvastu, Palpa, Arghakanchi, Salyan, Gulmi, Baglung, Parbat and Myagdi)</p> <p>SAHAMATI is affiliated with Social Welfare Council (SWC), NGO Federation of Nepal, Federation of Democratic NGO (FEDEN), Peaceful Schools International Canada, Resource Centre for Primary Health Care Nepal (RECPHEC), DP Net-Nepal, , DCCAM Network-Nawalparasi, Tobacco Control and Health Rights Network- Nepal, Coady Alumni, ARI Alumni and Gender and water Alliance-Nepal (GWA).</p>
Objectives/Goals	<ul style="list-style-type: none"> • Social mobilization and Community Development • Co operative financing • Youth development program • Livelihood and environment (water and Sanitation)
Activities related to Gender and WATSAN	<p>SAHAMATI has been implementing Gender Empowerment through Micro credit programs. Facilitating women group members to implement water and sanitation activities and access to drinking water in rural villages. In addition to water and sanitation activities, SAHAMATI also included climate change as one of the hazards for rural community as it raises the questions for their food security. The program emphasizes on the causes of decreased source of water and the proper use of water sources.</p>
Contact Details	<p>SAHAMATI Gairidhar-5 Nawalparasi Tel: 977-56-502277, 502090, 502373 Website: www.sahamati.org</p>

Name of the organisation	Society for Urban Poor (SOUP)
Brief History	Society for Urban Poor (SOUP) is an innovative Non Government, Non-profit making voluntary organization dedicated to improve the quality of life of the urban poor. The urban poor include that section of urban population who are not only economically poor but also in education, civic awareness, special skills, personal health, sanitation and environment. SOUP also addresses the issues of women who are highly disadvantaged in poor and low caste community. SOUP was established in 1992 by a team of active young members with good working experience in various NGO's and INGO's. It aims to reduce the present multi facial problems faced by urban poor by releasing their inherent potential to self determination.
Objectives/Goals	<p>Capacitate the community women for the development of collective effort to analyze the common problems and take initiatives for solutions through micro credit programme and group organization</p> <p>Support for skill development and capacity building for income generation.</p> <p>Group organization of children for the development of their educational, intellectual and personal capacity.</p> <p>Increase the access towards local authorities, NGOs and related agencies for catering the community problems towards solution.</p> <p>Sensitization in regards of environment, sanitation and health to lead a healthy line style.</p> <p>Capacity building of community based organization and institute</p>
Activities related to Gender and WATSAN	<p>Formation of men, women and child groups to organize them to collective work on solution of sanitation, health and hygiene of poor communities.</p> <p>And Improve health, education and sanitation of the urban poor communities.</p>
Contact Details	<p>Ms. Vidya Laxmi Shrestha</p> <p>Program Coordinator Society for Urban Poor (SOUP)</p> <p>Sanepa Sanchal – 2</p> <p>Lalitpur</p> <p>P.O.Box 7508</p> <p>Kathmandu</p> <p>Tel: 977-1-5545468</p> <p>E-mail: soup@ntc.net.np or soup1992@gmail.com</p>

Name of the institution	Sutra Centre For Development Education and Research
Brief History	SUTRA Centre for Development Education and Research is a not for profit organization registered with Nepal government at District Administration Office, Kathmandu (registration number 21/062/063) in 2005 and is affiliated to Social Welfare Council of the government of Nepal (affiliation number 18212). SUTRA Centre for Development Education and Research envisions a just and humane society. The centre strives to create a future society, where ignorance, inequality, ill health, illiteracy, poverty and powerlessness shall have been eradicated and equitable development takes place through achieving an equal access to education to all the members in the society. The Centre is one of the founding member of the Nepal School of Social Work.
Objectives/Goals	<ul style="list-style-type: none"> • To promote innovative, result and response oriented teaching methods and formulating teaching projects that would find effective utilization among early school to university students. • To conduct research and find possible solutions and alternatives to the existing social issues. • To affiliate with universities to conduct develop oriented education program • To function as a resource centre and to conduct trainings, lectures, workshops, seminars, surveys and publish on matters of social interest. • To actively participate in government and other agency's initiatives in relief activities.
Activities related to Gender and WATSAN	Sutra Centre conducts research and training programs on Gender and Social Work. Recently the centre has organized Gender Travel Exhibition to raise discussions on the gender issues in governance including water and sanitation. Sutra centre also organized and participated in Workshops on gender and water issues. It has conducted a study on Women Water Professionals for SaciWaters, India and was involved in conducting study on Gender Water Equity Gauge with SOPPECOM India.
Contact Details	Pranita Bhushan Udas Secretary 61, Dakshinmurthy Marg Mitra Park Kathmandu Tel : 00977-1-4486696/ 00977-9851004578 sutracentre@gmail.com

Name of the organisation	UN-HABITAT Water for Asian Cities Programme
Brief History	<p>The Water for Asian Cities (WAC) Programme is a collaborative initiative of the United Nations Human Settlements Programme (UN-HABITAT), the Asian Development Bank (ADB) and several governments of Asia. The WAC Programme was officially launched at the Third World Water Forum (WWF) on 18 March, 2003, and a memorandum of understanding (MoU) was signed between ADB and UN-HABITAT on the same day in Osaka, Japan. The WAC Programme supports the implementation of the water and sanitation-related millennium development goals (MGDs) in Asian cities, specifically promoting:</p> <ul style="list-style-type: none"> • pro-poor governance, • water demand management, • increased attention to environmental sanitation, and • income generation for the poor linked to water supply and sanitation. <p>Inter-linked priorities:</p> <ul style="list-style-type: none"> • Introducing demand responsive and demand management strategies to improve efficiency of water-use and empower those currently deprived of water and sanitation. • Scaling-up sanitation provisions across cities through innovative public-private-NGO partnerships, financing mechanisms and appropriate technical choices. • Creating pro-poor investments in urban water supply and sanitation with emphasis on serving the urban poor with piped water and formal sanitation facilities.
Objectives/Goals	<p>To support the cities in Asia and the Pacific region to meet the water and sanitation related MDGs by enhancing capacities at city, country and regional levels and creating an enabling environment for pro-poor investments to be channeled into the urban water and sanitation sector.</p> <ul style="list-style-type: none"> • Promote pro-poor urban governance to ensure the involvement of local authorities, communities, vulnerable groups, and integration of social inclusion and gender equity in water and sanitation service delivery. • Increased access to safe water supply services with special focus on urban poor. • Support to improve and increase sanitation coverage and hygiene promotion focusing on poor and the excluded communities and promotion of sustainable sanitation practices. • Support to adopt sustainable and environmentally friendly solid waste management systems. • Mainstreaming of gender, socially excluded, underprivileged communities and ethnic minorities. • Addressing Climate Change through capacity building and demonstration projects. • Enhance capacity for sustainable water and sanitation service delivery. • Assist in monitoring and localizing MDGs related to Water and Sanitation.

Name of the organisation	UN-HABITAT Water for Asian Cities Programme
Activities related to Gender and WATSAN	<ul style="list-style-type: none"> • Pro-poor urban water and sanitation governance; • Urban water demand management; • Integrated urban environmental sanitation; • Income generation for the urban poor through community-based water and sanitation services.
Contact Details	<p>Ms Sudha Shrestha Chief Technical Advisor Water for Asian Cities Programme UN-HABITAT UN-House Pulchowk GPO Box 107 Kathmandu Tel: 977-1-5536699 Fax: 5539877 E-mail: sudha.shrestha@unhabitat.org.np</p>

Name of the organisation	Urban Environment Management Society (UEMS)
Brief History	Urban Environment Management Society (UEMS) is a non-profit organization established in 2002. It is dedicated improve urban environment and health of the people. UEMS support urban population, especially economically marginalized, to increase their access to safe and adequate water, sanitation facilities and enable them to manage solid waste at household & community level.
Objectives/Goals	To Contribute towards the enhancement of an improved urban environment by working together with local communities and mobilizing the local resources as an organization striving to conserve traditional water sources, improve environmental sanitation and manage solid waste.
Activities related to Gender and WATSAN	<p>construction training on operation and maintenance of the sulav toilets (affordable latrines)</p> <p>UEMS in Coordination with Lalitpur Sub metropolitan City (LSMC), drinking water and sanitation division office, and WASH programme in Triyuga Municipality (Triyuga municipality, largest municipality of Nepal has sanitation coverage of 54.84 % and only 29.30% of it is well-managed and hygienic) and other related stakeholder organizations to incorporate drinking water purification and sanitation program in their programs. UEMS in last 7 years works with women groups creating awareness campaign on household water purification methods</p> <p>UEMS is also providing training to different community groups, volunteers, women groups and media persons.</p> <p>UEMS is also involved in facilitating water transfer process from a water surplus community to areas of urban poor where the activities will be carried out with poor women considering that Water and Sanitation issues are primary concerns of women in Nepalese context.</p>
Contact Details	<p>Mr. Dal Bahadur Singtan Executive Director Prayag Pokhari Lalitpur-6 Tel: 977-1-5551730 Website: www.uems.org.np</p>

Name of the organisation	WaterAid Nepal
Brief History	<p>WaterAid is an international charity dedicated to helping people escape from poverty and disease caused by living without safe water and sanitation. Water Aid works in Nepal to help establish sustainable water supplies and latrines and to influence government policy to serve the interests of vulnerable people.</p> <p>WaterAid has been operating in Nepal since 1986. It works through six partner organisations that implement service delivery projects on behalf of WaterAid. The country programme's main rural partner is the organisation Nepal Water for Health (NEWAH). WaterAid's urban partners are Lumanti, an organisation that is dedicated to supporting squatters and the urban poor through direct support and grassroots advocacy work, CIUD (Centre for Integrated Urban Development), a centre specialised in urban planning that works closely with municipalities, ENPHO (Environment and Public Health Organisation), specialised in technical aspects of water and environmental sanitation and the NGO Forum for Urban Water and Sanitation (NGOFUWS).</p>
Objectives/Goals	<ul style="list-style-type: none"> • Water • Sanitation and Hygiene • Advocacy
Activities related to Gender and WATSAN	<p>Water Aid in Nepal started to build an urban programme in the year 2000 when the second phase of the urban water reforms were getting underway. Creating Access to water for Women, advocacy for better gender integration in water and sanitation projects, securing enough water for family needs, time saving in fetching water and women livelihoods are the focus of water aid on gender issues. Water Aid has funded organization like ENPHO who has effectively mainstream gender in their work in places like Siddhipur etc.</p>
Contact Details	<p>Mr Ashutosh Tiwari WaterAid's Country Representative for Nepal Kupondole Lalitpur P.O. Box 20214 Kathmandu E-mail: wateraidnepal@wateraid.org</p>

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Mahilahrule dekhayeko bato: Prabidhik chhetrama sakriya gramin mahilahruko katha (path shown by women: story of village women actively involved in technical aspects)in Nepali, 15 minutes, supported by Fund Board, Butwal. **(in Nepali)**

Gender tools and methodologies available in Nepal

Organisation	Centre for Integrated Urban Development - CIUD
Geographical Location	Nepal
Gender tools/methodologies	<ul style="list-style-type: none"> • Mapping Urban poor (to further identify disadvantaged women) • Gender Assessment through RGA (reach Inclusive democracy) • Disable friendly Chair for Toilet • Menstrual Hygiene Awareness
Purpose	<p>UN-HABITAT’s Water for Asian Cities Programme in partnership with Centre for Integrated Urban Development has developed three methodologies viz. mapping the poor, gender assessment , and initial environmental examination; to carry out water and sanitation programs in peri-urban areas of Asian cities .</p> <p>The successful testing of the methodologies in Tigni and later in Siddhipur, the Kathmandu Valley peri-urban settlements, the technique is proposed for wider use.</p> <p>The disable friendly Chair for toilet is designed and developed to help the disable persons to use toilet facilities</p>
Brief description of Application of the above tools	<p>CIUD implemented water and sanitation programs in Tigni, one of the poor settlements in Madhyapur Thimi Municipality, Nepal and implemented Mapping Urban Poor activities. The challenge for Poverty mapping in Siddipur and Tingi is to concentrate on the need for the self management by the user committee. The approaches implemented by CIUD is helping other NGOs to increase the transparency and facilitating a huge potential for replication.</p> <p>CIUD implemented Menstrual Hygiene Management project with the support of water Aid involving female Community Health Volunteers (FCHVs) in WaSH social mobilisation in a project in Sindhuli. While WaSH related diseases remain the biggest cause of morbidity and mortality in Nepal, hygiene promotion at a local level is vital.</p>
abilities and skills needed for using these tools	Participatory research methodologies and gender assessment skills
Results achieved	<p>Documents and Knowledge generation from pilot sites. UN HABITAT has published separate volumes on methodologies for wider circulation:</p> <p>Volume I. Methodologies for mapping the poor, gender assessment and initial environmental examination;</p> <p>Volume II. Mapping the poor and gender assessment in Tigni;</p> <p>Volume III. Tigni Water and environmental sanitation improvement plan;</p> <p>Volume IV. Maps; and</p> <p>Volume V- Initial environmental examination of Tigni water and environmental sanitation improvement project</p>
Challenges	Identification of gender gaps

Organisation/ Individual	Nepal Water for Health - NEWAH
Geographical Location	Nepal
Gender tools/methodologies	Gender and Poverty Approach (GAP)
Purpose	To promote active participation of men and women in the project work.
Brief description of Application of the above tools	GAP includes training and workshop on gender and water to staff members who will then ensure mainstreaming gender at work. It includes establishment of Gender and Poverty Unit within an organization. Amendment of organisational policies and procedures to make it gender sensitive place to work and amendment in programs. GAP Approach includes differential maintenance fund collection, water tariffs, latrine subsidies and labour contribution.
abilities and skills needed for using these tools	In depth understanding about gender and open mind to use the tools.
Results achieved	Technical quality of water systems constructed was high. Users have better access to water irrespective of gender and class. Increase in number of women staff.
Challenges	<ul style="list-style-type: none"> • Time consuming • Resources required

Organisation	Rural Water Supply and Sanitation Fund Board
Geographical Location	Nepal
Gender tools/methodologies	<ul style="list-style-type: none"> - Concept of Self-esteem Associative Strengthen Resourcefulness Action Planning Responsibilities (SARAR) participatory approach - Demand led participatory approach - Enhancement of the role of women in all aspects of the project
Purpose	To Increase community participation and decisions at all level of project cycle; Community cost sharing and to create greater transparency among all stakeholders;
Brief description of Application of the above tools	Rural Water Supply and Sanitation Fund Development Board (RWSSFDB) is promoting demand-driven community based approach in water supply and sanitation sector in Nepal by mobilizing non-governmental and private sector organizations in assisting communities to implement water supply and sanitation schemes. Fund board uses SARAR tools properly and effectively to implement its activities.
abilities and skills needed for using these tools	Transfer of skills, knowledge and technology to empower user communities
Results achieved	Able to achieve sustainability of the projects, Scale- efficiencies and larger coverage of water and sanitation services in Nepal
Challenges	Budget, time consuming and identification of NGO Partners to implement the activities using Fund Board approaches

Organisation	Society for Urban Poor (Soup)
Geographical Location	Old city Core areas of Katmandu and Lilitpur (Nepal)
Gender tools/methodologies	Management of Household waste using 3R: Reduce, Reuse and Recycle
Purpose	To address sanitation issues in the targeted communities
Brief description of Application of the above tools	<p>Soup initiated in 1992 conducted several household waste management trainings in the communities with an objective to improve overall health and environment of communities living in core areas of Kathmandu and Lalitpur. In these communities women are entrusted with the sanitation and waste management. SOUP believes that through training women it can also reach men and make them partners in sanitation programs</p> <p>Society of Urban Poor (SOUP) Project site Teku in Kathmandu uses community interaction methods on sanitation to facilitate a poor migrant community of rag pickers.</p> <p>SOUP provides scholarships to urban poor community children and also encourages women's groups to save money to improve their economic condition. This community does not have proper sanitation facilities.</p>
abilities and skills needed for using these tools	Household profiles, men and women gender role analysis, sanitation technologies, awareness and training skills
Results achieved	Improved Communities health and sanitation levels and practices . 70 percent household waste managed as compost in the project target communities. 30 percent household waste management by using 3R process (Reduce, Reuse, and ReCycle) leading to reduced waste at household level
Challenges	Bringing men in to this sector and make them participate Most of the time women only are participating, lack of budgets

Organisations/ Individual	SUTRA Centre for Development education and Research
Geographical Location	South Asia
Gender tools/methodologies	GWA Travelling Exhibit on Gender and Water
Purpose	Awareness raising/education
Brief description of Application of the above tools	Consists of posters (4ft X3ft) each of them highlight issues of gender and adaptation, governance, sanitation, drinking water and livelihood and country poster based on gender and water issues of Nepal. Display the posters and organise activities around it during opening and display like: seminar, essay contest, childrens drawing contest, etc.
abilities and skills needed for using these tools	Be able to organize exhibition and logistic arrangements including identifying the right locations for the exhibition and initiating the discussion from the visitors
Results achieved	Increase awareness among the audience
Challenges	Depends on how effectively the exhibition will be organized
Additional References	Travel exhibits are available at SUTRA Centre , Kathmandu Nepal Tel- 00977-1-2030346 Email- sutracentre@gmail.com

Organisation/ Individual	Urban Environment Management Society - UEMS
Geographical Location	Nepal and South Asia
Gender tools/methodologies	Street theatre with a message about water and sanitation focusing on household water purification methods Implementing Point of Use (POU) program in LSMC as “Partnership for Safe Water”
Purpose	To ensure Community based bottled water distribution system at Dhalko To design user friendly technologies
Brief description of Application of the above tools	Urban Environment Management Society (UEMS) is a non-profit organization established in 2002. It is dedicated to improve urban environment and health of the people. During performances of street theatre messages highlight women’s role , house hold purification methods which are well received by the community members UEMS also acts as a liaison between water rich community and water poor community by transferring water using water tankers. Women lead committees are formed in the urban poor communities to ensure poor friendly water pricing
abilities and skills needed for using these tools	Communication Skills
Results achieved	Created awareness in 10 selected locations (Chyasal, Chushikha, Dupat, Sundhara, Mangalbazaar, Guitole, Gwarko, Ga:bahal, Jawalakhel and Patan Dokha) using street drama and awareness activities . Also active women participation in WASH programs
Challenges	Communicating with different types of audience and beneficiaries

Case Study: Water bottling system and social organization to access safe drinking water to the poor of urban areas

Written By: Pranita Bhushan Udas

Geographical location

Kathmandu valley, Nepal.

Challenge

Soaring water demand and low availability of clean drinking water is an ever-growing challenge in the newly urbanized areas. Access to clean water can only be possible with improved technology and optimum use of the resource by urban dwellers and through vibrant social organizations that address the issues of marginalized sections of a society. However, organizing the poorest of the poor to facilitate their access to clean water is not an easy task. Livelihood activities and income generation activities are often priority over community activities, which make people, especially marginalized poor men and women unable to participate in community led water and sanitation programmes. They are often left out of such activities and information about NGOs carrying out these programmes is very often out of their reach. The poor and ill informed, marginalized men and women often are sidelined. Rich and powerful groups in the community often dominate access and benefits of community led water supply, and sanitation program.

Realizing this challenge, Ms. Guheshwori Tuladhar from Urban Environment Management Society prepared an action plan as part of the “Gender Mainstreaming Workshops for Enhancing Awareness and Understanding on the Inclusion of Gender Issues in Water and Sanitation at country and regional levels in Asia” to form inclusive water users’ organization in Koteshwor with a hypothesis that users’ organization represented by needy people could decide for the poor when a project includes a component of the water market.

Programme and project

Urban Environment Management Society (UEMS), established in 2002 has implemented a project titled Water Bottling for the Urban Poor within Water for Asian Cities program of UN-HABITAT. UEMS has implemented the program successfully in Chyasal and has planned to apply the lessons learnt in another emerging urban hub called Koteshwor. The Ward Number 35 of Koteshwor, a crowded habitation with 1200 households and 6000 inhabitants in Kathmandu faced severe problems of water scarcity. Hardly any house has connection to drinking water supply network of Kathmandu Upatyaka Khanepani limited (KUKL). The drinking water sources are groundwater pumps and wells, which are not safe. UEMs planned to carry out bottling of surplus water from Siddhipur drinking water supply system. Siddhipur in Lalitpur district is located about 6km far from Koteshwor, Kathmandu district. The water is distributed to the consumers at Koteshwor by transporting the clean water in water tanks. The cost incurred in transportation of water from Siddhipur to Koteshwor is an important factor in pricing of the water. The component of water marketing in this project made the organization concerned about the possible risk of marginalization of poor. Without an inclusive water management committee, decisions might affect the absolute poor negatively. The project thus planned to form an inclusive users’ committee that can make decisions on water pricing, distribution and allocation.

UEMs made an effort to facilitate formation for an inclusive committee. The fact that, women of the household are responsible to manage water, they faced the most problems. Thus, women

users' committee ultimately facilitates addressing women's need; this principle guided the entire process. UEMs staff contacted the ward office, the health post and approached personnel like the network of women health volunteers of the already existing structure to share the ideas on solving water problem of the community. Number of meetings took place at first separately with different individual stakeholders and in-groups later on. The community members went for exposure visits to the area, namely Chyasal where UEMS had implemented successful programs.

Outcomes

The outcome of the project is the formation of Water Users Association (WUA) committee consisting of poor women. It consists of 15 members of which 13 are women and 2 are men. The president, secretary and the treasurer are female members. The committee expressed interest to work on sanitation issues and imparted training to 30 women on sanitation issues. The committee has decided the price per bottle to meet the transportation cost depending upon the individual's capability to pay.

Key factors for success

- a. The formation of women led committee is a key reason for being able to define water price that could meet the need of poor women and marginalized community.
- b. The process of involving already existing health volunteers' network in the formation of the committee led increase number of women members in the water users' committee.

Main obstacles

Even though women health volunteers facilitated formation of the users' committee, assembling them together was the major hurdle. They were often busy and getting them together at one time, at a fixed hour was time consuming. Some of the stakeholders expressed dissatisfaction with involvement of women health volunteers to form the committee. The point to be noted here is that the domination of men in the committees was challenged successfully by the fact that the women health volunteers finally became a part of the committee. The women committee members expressed their interest to work on water and sanitation issues. Justifying the women's participation and convincing stereotypical men in the community became easier once the women proved their interest to work on water and sanitation issues.

Lessons learned

Identification of all stakeholders to discuss users' need and building alliances with already existing network is an important step to form an inclusive users' committee.

Pro-poor and women oriented decisions can take place if they are included in decision-making forums.

Further information

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uems@wlink.com.np

Case Study: Involving men to invest in WATSAN structure

Written By: Pranita Bhushan Udas and Amita Kaushik

Geographical location

Pokhara, Nepal

Challenges

Gender constitutes the basic social relationship, roles and responsibilities between men and women. In Nepali society women are responsible for most of the WATSAN activities of a household, whereas access and control over economic resources of the household remains with men as they act as a head of a household. Programs that aim to increase awareness on WATSAN and hygiene education often involve only women considering the important role women play in such activities. However, women often face difficulties in convincing their male partners to invest in WATSAN structures, as they do not have direct access or control over economic resources. Kopila Nepali, who was sanitation volunteer and at present is working as front desk staff of Lekhanath Small Town Drinking Water Supply Users' Organisation prepared an action plan to address that issue at the "Gender Mainstreaming Workshop for Enhancing Awareness and Understanding on the Inclusion of Gender Issues in Water and Sanitation at country and regional levels in Asia".

Programme and project

Lekhanath water supply system is community managed water supply program. A committee represented by nine members, of whom two are women, is the governing board of the organisation. The Department of Water Supply and Sewerage implemented the project since 2001 and the communities overtook full management since 2008. It provides drinking water to 7017 households. The project has sanitation component together with water supply. The water users' organisation aimed to declare Lekhanath municipality as open defecation free (ODF) zone by 2010. Yet about 700 users did not have toilets in 2009. Ms. Nepali prepared an action plan to involve men and conduct gender awareness programs wherever possible in her existing work plan to achieve organisational goal of ODF declaration.

In a follow-up meeting of sanitation volunteers, who are all women, she invited the *Tol Sudhar Samitee (TSS)* i.e. the local committee representing a street, responsible for wellbeing of the area. As TSS members are mostly men, she strategically invited them to ensure men's involvement. During the meeting, she discussed issues of constructing toilets and explained the gender dimension of sanitation work and investment. In addition, she had group discussions with women volunteers on the issues of gender, health and hygiene on the day of community cleaning, which is conducted once in a month. Since the cleaning day ended with discussions, women expressed their reluctance to come another day for the cleaning activities, as they were busy with household chores. Strategically, she asked them to ask male members of the family to join cleaning the next day. Accordingly, male members joined cleaning activities the next day, in which Ms. Nepali explained the need to invest and construct toilets. She explained the harmful and dangerous effects of open defecation on the health of the community. She related it to possible expenditure one has to make when a family member falls sick - such as visiting doctors, buying medicines and the problem women and children face with without a proper place for defecation, etc. This discussion encouraged men to invest in toilet construction.

Outcomes

Fifty new families constructed toilets after an effort was made to involve men. A village woman even expressed, 'Many times I told my husband to construct a toilet. He did not listen to me. It seems your discussion finally convinced him. Thank you.'

Key factors for success

- Involvement of men in programs and plans of WATSAN activities.
- As men have control over economic resources of a household, men need to be convinced to invest in toilets and tap construction.
- Explaining the opportunity cost and relative advantage of investing on WATSAN technology convinced the men to invest, as they are not directly involved in day to day WATSAN activities of the household.
- Involving and making men aware of WATSAN issues and structure could lead to adoption of WATSAN technology.

Main obstacles

Though Ms Nepali succeeded in increasing the number of toilets by convincing the male members, her basic idea to change the strategy of the committee and involve men and women equally in the entire committee to feel committed towards issues of sanitation being addressed could not be achieved. The idea did not get priority in the work plan of the organisation as the committee members expressed disagreement with the achievement. They were more interested in solving problems of water supply than sanitation. However, the officer in charge, an engineer was positive about the achievement, but does not have time to prepare a proposal to work on the social component of the program.

Lessons learned

Involvement of both men and women is an important specially to make family decisions on investment on water structures. However, disagreement from male committee members show the reflection of dominant thinking that sanitation becomes secondary to drinking water in overall WATSAN issues.

Contact Information:

Kopila Nepali
Lekhanath Small Town Drinking Water Supply Users' Organisation
Pokhara, Tel No 9846243489

Introduction Vietnam

The key-issues in gender mainstreaming in water and sanitation in Vietnam, identified in the first national workshop (see chapter on gender and WATSAN) were:

- Poor women and men have no access to clean water and sanitation because they cannot afford it
- Some women and ethnic minorities lack awareness of the importance of sanitation and solid waste management for their health

This shows that in Vietnam the focus was on gender in water and sanitation at field level. Table 1 gives an overview of the key-issues that were addressed during the programme, which actions were planned and which actions were implemented.



Water well

Table 1: Overview of gender mainstreaming activities in the programme in Vietnam

Key-issue	Planned action	Implemented actions
Identified key-issues		
Poor women and men have no access to clean water and sanitation because they cannot afford it		<ul style="list-style-type: none"> • 520 out of 1741 households have been provided with access to clean water • Supported 722 households in latrines construction of which 212 were poor households, and 510 semi-poor households • Transmission pipe lines were laid • Constructed main drinking water pipe lines for 85 households of Gio Hai Ward of which 11 were poor households, and 75 semi-poor households) • Support of 1518 households (Khe Sanh and Lao Bao) for drinking water supply, of which 70% are children and women. • Constructed 40 sanitation units in the school and hospital • 70% of the households have been able to reduce water related diseases and so have improved their health
Some women and ethnic minorities lack awareness of the importance of sanitation and solid waste management for their health	Provide training on importance of clean water and sanitation to target group	<ul style="list-style-type: none"> • Organised 12 public awareness workshops in water and sanitation for a total of 613 participants from poor households • Organised 6 training courses on construction and use of latrines

Key-issue	Planned action	Implemented actions
Other Key issues		
A general lack of awareness of gender aspects of water and sanitation	Training of Trainers on gender in water supply and sanitation	
	Training on gender, water and sanitation aimed at leaders of local and district authorities	<ul style="list-style-type: none"> • Training for leaders at ward level and at household level • Training course on gender mainstreaming in water supply and sanitation for 30 participants including the leader of the local authorities, the chief and deputy chief of the wards of the project sites • Training course on gender mainstreaming in water supply and sanitation • Training course on gender mainstreaming in water supply and sanitation for officers of Lao Bao and Khe Sanh Towns
	Gender awareness campaign aimed at field level	<ul style="list-style-type: none"> • People have improved awareness about clean water and sanitation and gender
Gender is not included in the programme design		<ul style="list-style-type: none"> • Strong support from UN-HABITAT • Strong support from top of local authorities • Had strong support from internal and external organizations • Good coordination between different sectors • Good coordination between sectoral/relevant agencies • Worked together with Ward People's Committees to promote the project and list the (semi-)poor households • The Project Management Unit (PMU) worked together with local authorities of Lao Bao and Khe Sanh Towns, as well as Women's Union and other agencies • Active participation from local people

Even though the lack of access to water and sanitation by poor people was identified as a key-issue, no activities were planned to address this issue. Instead many activities were planned for raising awareness on gender and WATSAN. It is interesting to see that even though no activities were planned, a lot of actual construction of WATSAN facilities for the poor did take place. An explanation might be that in Vietnam there is a broad understanding of the need to provide poor people with sanitation and drinking water facilities, and that many activities are planned to close

this gap already. Another explanation might be that the participants in the workshop came from a water utility and therefore the construction of drinking water and sanitation facilities is one of the core activities of the company anyway. The specific attention for servicing poor households could be a result of the programme as it reinforced the attention for this specific group.



Access to water and sanitation, Cua Viet

Even though at national level awareness raising on gender and WATSAN was not perceived as a key-issue, a training and awareness raising activities were planned targeting both leaders as well as the local population. These activities have been executed very successfully and might have contributed to the result of more sanitation and drinking water facilities for poor people. It is also striking to notice that in a lot of cooperation took place with local authorities and other agencies and that strong support was given by donors, local authorities and from within the own organisation. This has provided an enabling environment for implementing the activities and could be an explanation for their success.

When gathering information for this resource e-book the following was observed:

- Some experts were reluctant to be mentioned in this resource book, so some very knowledgeable experts are not included in the overview of experts
- Not much information on gender and WATSAN is available in Vietnamese
- Even though there are many organisations and institutions working on gender and WATSAN not much tools or methodologies have been found that are specific for Vietnam

Gender and WATSAN experts in Vietnam

Name	HANG, Luong Thi Thu
Sex	Female
Organisation/ individual	Sustainable Development Institute for the North (SDIN), Vietnam Academy of Social Sciences
Expertise and skills	<p>Researcher/trainer</p> <p>PhD in Social Anthropology, Gender and Social support specialist</p> <p>Participation in implementation of many social components of projects funded by both Government and donors like ADB, WB, AFD, Care International, etc. Positions were: gender expert; social expert in PIM; water supply, land management in the Northern provinces namely Son La, Phu Tho, Dien Bien and Central provinces namely Thanh Hoa, Quang Binh, Quang Tri, Thua Thien Hue, Quang Ngai and Binh Dinh; and Southern provinces namely Can Tho.</p> <p>Trainer in training courses on gender and making plans for livelihood for household and community, gender and PIM, etc.</p>
Contact Details	<p>Address: 10th floor, No. 01, Lieu Giai, Ba Dinh, Hanoi, Vietnam</p> <p>Tel: +84 (0)4 62730467</p> <p>Mobile Phone: +84 (0)912082967</p> <p>E-mail: hangnhxh@gmail.com</p>

Name	HIEN, Le Thi My
Sex	Female
Organisation/ individual	Social Department, HoChiminh city Open University
Expertise and skills	<p>Trainer</p> <p>Conduct training on Gender Analysis, methodology and tools for students of Ho Chi Minh university.</p>
Contact Details	<p>Address: 572/4 Le Quang Dinh, Go Vap district, Ho Chi Minh city</p> <p>Mobile Phone: +84 (0)908639887</p> <p>E-mail: hien.lm@ou.edu.vn</p>

Name	HIEN, Pham Thu
Sex	Female
Organisation/ individual	National Academy for Politic -Administration
Expertise and skills	<p>Researcher/ practitioner</p> <p>Acting as a social consultant and gender expert in community development projects.</p>
Contact Details	<p>Address: 135 Nguyen Phong Sac, Cau Giay, Hanoi, Vietnam</p> <p>Mobile Phone: +84 (0)912241308</p> <p>E-mail: dienhien@hn.vnn.vn</p>

Name	KIM, Duong Bach
Sex	Female
Organisation/ individual	Individual Consultant
Expertise and skills	Trainer/ researcher Social consultant and gender expert in community development projects. Training on gender equity and gender mainstreaming for local communities especially for ethnics in mountainous areas.
Contact Details	Address: No.2, Lane 45, Nguyen Hong str., Dong Da district, Hanoi Mobile Phone: +84 (0)947076419 E-mail: kimbachduong@yahoo.com

Name	LY, Vu Phuong
Sex	Female
Organisation/ individual	UNDP
Expertise and skills	Researcher Acting as gender expert in Gender Mainstreaming in Urban Environmental Management projects: Lesson learned from Southeast Asia Urban Environmental Management Applications (SEA-UEMA) project.
Contact Details	Address: No. 29, Lane 8, Vong Thi, Tay Ho, Hanoi Tel: +84 (0)4 37535364 Mobile Phone: +84 (0)989290445 E-mail: vuphuongly@gmail.com

Name	TAI, Nguyen Thi Kim
Gender	Female
Organisation/ individual(affiliations)	Nong Lam University, Ho Chi Minh city
Expertise and skills	Trainer/researcher Providing lecturers on gender mainstreaming in forest management for students and local communities. Conducting research on gender and forest management as well as water management.
Contact Details	Address: Linh Trung ward, Thu Duc district, Ho Chi Minh city Tele: +84 (0) 838963352 Mobile Phone: +84 (0) 983394113 E-mail: tkimtai@hotmail.com

Institutes and NGOs on Gender and WATSAN in Vietnam

Name of the institution	Asian Development Bank, Vietnam Resident Mission (ADB)
Brief History	Start of Activities in Vietnam from 1995
Objectives/Goals	Sustainable access to safe drinking water and improved sanitation for approximately 200 million people, and a significant contribution to meeting the water MDGs through targeted project components for the unserved rural and urban poor.
Activities related to Gender and WATSAN	ADB always considers Gender mainstreaming in its projects/programme. In WATSAN sector, ADB published a handbook on Gender guidelines in Water Supply and Sanitation.
Contact Details	Mr. Nhat Hoang Do Project Implementation Officer Unit 701 - 706 Sun Red River Building 23 Phan Chu Trinh Street Hanoi Email: dohoang@adb.org Website: www.adb.org/VRM/default.asp

Name of the organisation	Agence Française de Développement (French Development Agency) (AFD)
Brief History	Start of Activities in Vietnam from 1994, but more recently in WatSan
Objectives/Goals	Assistance to Water and Sanitation is part of French Aid priorities for Vietnam for 2006-2010.
Activities related to Gender and WATSAN	Third Provincial Towns Water Supply and Sanitation Project : Rach Gia, Tay Ninh, Thu Dau Mot, Phan Rang towns and 3 towns in Phu Yen Province. Central Region Urban Environment Improvement Project: Thanh Hoa, Ha Tinh, Dong Ha, Lang Co, Tam Ky and Quang Ngai towns. Gender was mainstreamed in implementing these projects.
Contact Details	Mr. Edouard Danjoy Director 48A Tran Phu Ba Dinh Hanoi Email: afdhanoi@groupe-afd.org Website: www.afd.fr , www.ambafrance-vn.org

Name of the institution	Asian Institute of Technology in Vietnam (AIT-VN)
Brief History	Asian Institute of Technology in Vietnam (AIT-VN) was established in 1993 under the MoA between The Vietnam Ministry of Education and Training and the AIT. AIT-VN takes pride in being the first International Institution in Vietnam and the first centre of AIT out of its headquarters in Thailand.
Objectives/Goals	The pioneer mission of AIT-VN is to become an International Institution that aims at providing Vietnam and regional countries with high quality education and training, consultancy and research in sciences, education, engineering and management. Also, AIT-VN develops research in those fields to meet internationally educational requirements and the real context in Vietnam and the region.
Activities related to Gender and WATSAN	AIT-VN provides short courses in Gender, Rural Development, Environmental Management, Development Projects, Business Management, Solid Waste Management, Water and Sanitation Planning, and Project Formulation and Proposal Writing.
Contact Details	Mr. Le Ngoc Cau Associate Head of Environment and Development Section Building B3 University of Transport and Communications Lang Thuong Dong Da Dist. Hanoi Email: lncau@aitcv.ac.vn Website: www.aitcv.ac.vn

Name of the organisation	Australian Agency for International Development (AusAid)
Brief History	Start of Activities in Vietnam from 1996
Objectives/Goals	Working within Vietnam's systems to improve achievement of National Target Program (NTP) objectives and capacity to implement NTP. To support the project provinces to increase Rural Water Supply and Sanitation coverage in line with Rural Water Supply and Sanitation Strategy
Activities related to Gender and WATSAN	Cuu Long Delta Water Supply and Sanitation Project provide Water Supply and Sanitation access for 400,000 rural households. Gender was mainstreamed in implementing this project.
Contact Details	Mr. Nguyen Van Thuan Senior Program Officer 8 Dao Tan Ba Dinh Hanoi Email: van-thuan.nguyen@dfat.gov.au Website: http://www.ausaid.gov.au/vietnam/default_vn.cfm

Name of the organisation	Bremen Overseas Research and Development Association (BORDA)
Brief History	Start of Activities in Vietnam: 2001
Objectives/Goals	Poverty alleviation through demand-oriented dissemination of environment-friendly technologies Facilitating Basic Needs Services
Activities related to Gender and WATSAN	Publication: <ul style="list-style-type: none"> - Water for Life - Various brochures on Water and Sanitation BORDA's development-aid activities are geared towards disadvantaged target groups, particularly women and children, in urban and rural regions
Contact Details	Lutz Rainer Meyer Regional Director La Thanh Hotel J Block 218 Doi Can Hanoi Email: meyer@borda.org.vn Website: http://www.borda-sea.org/

Name of the organisation	Care International in Vietnam
Brief History	CARE worked in Vietnam from 1945 to 1975 in the areas of health, vocational training and emergency relief. CARE returned in 1989, working on both long-term development and emergency relief and rehabilitation.
Objectives/Goals	Water and sanitation: CARE is providing water and sanitation facilities to schools, as well as community and in school education about health and hygiene practices.
Activities related to Gender and WATSAN	CARE participate in implementing National Target Program, National Rural Water Supply and Sanitation Strategy. Care developed Gender mainstreaming framework for its own use.
Contact Details	Adam Taylor Assistant to Country Director/Programs 66 Xuan Dieu Street Hanoi Email: ataylor@care.org.vn Website: http://www.careinternational.org.uk/where-we-work/vietnam

Name of the institution	Centre for Environmental Engineering of Towns and Industrial Areas (CEETIA), and Division of Water Supply and Sanitation, Faculty of Environmental Engineering (DWWS), Hanoi University of Civil Engineering
Brief History	CEETIA was founded on 12 June, 1989 by the Ministry of Education and Training No. 668/QD. License for Scientific-Technological operation No. 038, dated 25 March, 1993 granted by the Ministry of Science, Technology and Environment.
Objectives/Goals	The core business of CEETIA is applied research in the field of environmental technology and engineering.
Activities related to Gender and WATSAN	Assisted with needs assessment and development of HRD Program, including a gender approach, for Water and Sanitation management systems in Small Towns in the North of Vietnam. Small Towns Water and Sanitation Program – FINNIDA (Finland), Ministry of Construction
Contact Details	Professor DrSc. Pham Ngoc Dang Director or Associate Professor DrSc. Nguyen Viet Anh Deputy Head Water and Environment Dept. 55 Giai Phong Rd. Hanoi Email: vietanhctn@yahoo.com, vietanhctn@gmail.com Website: www.epe.edu.vn

Name of the institution	Center for Rural Water Supply and Environmental Sanitation (CERWASS), Ministry of Agriculture and Rural Development
Brief History	In the early years of the 1980s, to respond to the International Drinking Water Supply and Sanitation Decade launched by the United Nations (1981-1990), Vietnamese Government established the National Committee for Clean Water Supply and Environmental Sanitation which operates as a consultant for the Water Supply and Sanitation Strategy in early 1982. Also in that year, the United Nations Children’s Fund (UNICEF) started providing aid to Vietnam’s Rural Living Water Program for the first fiscal period (1982 - 1986). The Ministry of Labor, Invalids and Social Affairs (the direct managing agency was the National Living Water Program, which was later renamed as the Managing Board for Rural Living Water Program – the precursor of National Centre for Rural Water Supply and Sanitation (NCERWASS)) was responsible for implementing the Program at the central level. Provincial Rural Living Water Programs under Departments of Labor, Invalids and Social Affairs were assigned to execute the Program in localities. In the first two years, the Program was firstly implemented in three provinces in the Mekong River Delta and was expanded to six provinces in 1984 and to 53 cities and provinces in 1993 throughout the country (64 provinces nowadays).
Objectives/Goals	Takes the lead in preparing and submitting to the Minister of MARD various projects, policies, five-year plans and annual work plans on RWSS and manages the implementation after approval Provides professional and technical guidelines on RWSS. Organizes and implements international RWSS projects assigned by MARD
Activities related to Gender and WATSAN	Publication: Men and Women in Rural Water Supply and Sanitation in Vietnam, CERWASS protected and improved the health of the rural population, specifically women and children.
Contact Details:	Mr. Le Thieu Son Director 73 Nguyen Hong Dong Da Hanoi Email: cerwass@fpt.vn Website: www.cerwass.org.vn

Name of the institution	Centre for Health Education (CHE), Ministry of Health
Brief History:	Start of Activities in Vietnam from 1980
Objectives/Goals	Training and developing IEC materials on water and sanitation
Activities related to Gender and WATSAN	Conducted research on practices regarding water and sanitation of mothers with children under 5 years of age.
Contact Details:	Dr. Nguyen Quang Thuan Director 366 Doi Can Ba Dinh Hanoi Email: gds@hn.vnn.vn Website: www.t5g.org.vn

Name of the organisation	CHF-Partners in Rural Development
Brief History	Start of Activities in Vietnam: 1994
Objectives/Goals	Sustainable Livelihoods for Community Development in Quy Chau district, including Clean Water Systems at village level.
Activities related to Gender and WATSAN	Community Based Natural Resources Management Project Community Development In Quy Chau District: 35 villages in Quy Chau district in addition to food security concerns, income generating activities, and small scale village infrastructure. CHF focuses on inclusion of disadvantaged and vulnerable people in its projects.
Contact Details	Mike Lord Technical Coordinator Room 201 Block B1 Van Phuc Compound Kim Ma Hanoi Email: mlord@chf-partners.ca Website: www.chf-partners.ca

Name of the organisation	Childfund Vietnam Program for Improvement of water and sanitation in the communes of two provinces of Hoa Binh and Bac Kan
Brief History	Start of Activities in Vietnam: 2001
Objectives/Goals	Contribute to improve community health environment through improvements of safe water and sanitation facilities, practices and management capacity in the communes.
Activities related to Gender and WATSAN	Construct water and sanitation facilities at schools, health centers and commune People's Committee premises, including a gender approach. Financial support for household latrine construction in the villages.
Contact Details	Tran Thi Kieu Hanh Water & Sanitation Program Manager 10th Floor 59 Quang Trung Street Hanoi Email: hanhttk@childfund.org.vn ; tran_kieuhanh@yahoo.com Website: www.childfund.org.vn

Name of the organisation	Counterpart International (CPI)
Brief History:	Start of Activities in Vietnam: 2004
Objectives/Goals	"For the Health of Mothers and Children Project", conducted a baseline survey in target communes on community health practices and issues related to environmental and individual sanitation.
Activities related to Gender and WATSAN	Sanitation activity is a small part of larger grant that focuses on agricultural production and food security. In a bid to help improve household water for target communities, the project in coordination with the provincial Centre for Disease Prevention conducted a survey to assess and analyze household water quality in several communes. Survey findings are expected to help find appropriate solutions and interventions so that local people would have adequate clean household waters for their daily life. The project has not mainstreamed gender yet, though the survey findings might show some interesting gender differences.
Contact Details:	5, Alley 40, Xuan Dieu Street Hanoi Email: cpiinfo@cpi.org.vn

Name of the organisation	East Meets West Foundation (EMW)
Brief History	Start of Activities in Vietnam: 1995
Objectives/Goals	To improve quality of life for families in targeted provinces, districts, communes and villages, primarily through the provision of improved water (and potentially for environmental sanitation) services to directly improve community and family health.
Activities related to Gender and WATSAN	Village Clean Drinking Water Systems taking gender issues into account.
Contact Details	Mark Conroy Country Director 32 Pasteur Street Danang Email: mark@eastmeetswest.org.vn Website: www.eastmeetswest.org

Name of the organisation	Luxembourg Agency for Development Cooperation
Brief History	Start of Activities in Vietnam: 1996
Objectives/Goals	Integrated Development in the Nam Dinh Province: The project aims at improving the overall quality of services related to water distribution and access to clean water in Nam Dinh province.
Activities related to Gender and WATSAN	Luxembourg Development has future plans to support project Cao Bang, Bac Can to install 500 cubic meter water storage tanks and to assist on constructing dug wells. Other activities in community development including a gender approach.
Contact Details	Geert De Bruycker Regional Manager Unit 504-2 Metropole Centre 56 Ly Thai To Hanoi Email: ldhanoi@fpt.vn Website: www.lux-development.lu

Name of the organisation	Norwegian Mission Alliance (NMA)
Brief History	Start of Activities in Vietnam: 2002
Objectives/Goals	Improving living conditions of poor rural population; Increasing access to clean water and reducing water related diseases among the rural poor. Promotion of school sanitation and sanitation behaviours.
Activities related to Gender and WATSAN	Community development (CD) projects, taking into account the different gender issues.
Contact Details	Nguyen Thi Hai Senior Project Coordinator 26 Ngô Văn Năm District 1 HCMC Email: nghai@nmav.org; nmav@nmav.org Website:

Name of the organisation	Oxfam Great Britain (Oxfam GB)
Brief History	Start of Activities in Vietnam: 1986
Objectives/Goals	Provide safe drinking water and improved public health practices among the drought and typhoon affected women, men and children of Ninh Thuan and Nam Dinh provinces.
Activities related to Gender and WATSAN	Provide Hygiene Kits to women during emergency response and following SPHERE standards for managing Watsan and public promotion.
Contact Details	Provash Chandra Mondal Humanitarian Programme Coordinator 16 Mai Hac De Hanoi Email: pmondal@oxfam.org.uk

Name of the organisation	Oxfam Hong Kong in Vietnam and Laos
Brief History	Start of Activities in Vietnam: 1998
Objectives/Goals	An increased number of poor people, especially women and girls of ethnic minorities, will suffer less from waterborne illnesses through better quality drinking water supply and sanitation.
Activities related to Gender and WATSAN	<p>Community Development Programme</p> <p>The water and sanitation component of this program aims to:</p> <ol style="list-style-type: none"> 1) provide training on sanitation and hygiene for villagers, especially women and girls in order to promote hygienic practices (using toilet, washing hands before meals, etc); 2) enable people to practice their knowledge on sanitation derived from training through providing the gravity flow systems of clean water, wells and public bathrooms for households in project areas. A new model of low cost latrine will be trialed under an action-research proposal being developed with IDE and experimented (in an area yet to be chosen, but potentially in Huong Hiep commune) either in Nghe An, Ha Tinh or Quang Tri).
Contact Details	<p>John Marsh Representative Floor 5 16 Mai Hac De Hanoi Email: johnm@ohk.org.vn Website: www.oxfam.org.hk</p>

Name of the organisation	Plan in Vietnam
Brief History	Start of Activities in Vietnam: 1994
Objectives/Goals	Children can realise and exercise their right to live in a healthy environment, with access to sustainable quality and quantity of water and sanitation services, and practice good hygiene behaviour.
Activities related to Gender and WATSAN	<p>Water and Environmental Sanitation (WES) Program</p> <p>Water and environmental sanitation (WES) forms an integral part of four other Plan Vietnam programs: Child-Centred Community Health, Quality Basic Education, Early Childhood Care & Development, and Sustainable Livelihoods. Using a child-centred community development approach, poor communes and villages are helped to identify and prioritize key issues affecting children and to make and implement plans for addressing these issues. Typical examples of WES projects include: support to commune health stations, pre-schools, primary schools and secondary schools to construct and maintain child-friendly toilets, hand-washing facilities, drinking water and waste disposal systems; and support to poor households for improving their domestic water, sanitation and hygiene situation. Good personal and environmental hygiene behaviour is promoted through activities at schools, village health clubs, agricultural extension clubs, children’s and youth groups. Also, support is provided for capacity-building for project partners and other key stakeholders for the effective development of WES services. Gender is mainstreamed in all above mentioned activities.</p>
Contact Details	<p>John Collett Water and Sanitation Advisor Plan in Vietnam 10th Floor Capital Building 72 Tran Hung Dao Hanoi Email: john.collett@plan-international.org</p>

Name of the organisation	Sustainable Rural Development (SRD) Program on Safe Water and Communal Health for the Development in Dinh Lap and Tan Lang
Brief History	Start of Activities in Vietnam: 1999
Objectives/Goals	Supplying safe water to households as well as sanitation education to avoid diseases caused by water sources. Providing health knowledge and methods to keep water and the environment safe. Preventing diseases related to polluted water sources.
Activities related to Gender and WATSAN	Setting up clinics in villages, supporting skills improvement, providing the necessary equipment to meet the demand for clean environment management and safe water and overall prevention of diseases due to water pollution. SRD mainstreams gender in all its activities.
Contact Details	Nguyen Van Phuc Program Adviser 6, Alley 1, Le Van Huu Street Ha Ba Trung District Hanoi Email: phuc@srd.org.vn Website: http://www.srd.org.vn/

Name of the organisation	UN HABITAT Vietnam, UN-HABITAT's Water and Sanitation programme
Brief History	Start of Activities in Vietnam: 1997
Objectives/Goals	The highest priority for UN-HABITAT's <i>Water and Sanitation programme</i> is improving access to safe water and helping provide adequate sanitation to millions of low-income urban dwellers and measuring that impact.
Activities related to Gender and WATSAN	Mekong Water and Sanitation Program (MEK WATSAN) is an initiative of UN HABITAT to cooperative with Mekong countries to address Water and Sanitation issues in Mekong region. Two cities of Quang Tri province, Vietnam where selected to participate in implementing MEK WATSAN program are Dong Ha city and Lao Bao town. This program focus on developing sanitation management tools for poor people, providing basic sanitation services, policy support and capacity building. The objectives are to demonstrate how to mobilize local community participating and contributing basic sanitation services to meet their needs; raise awareness of local community in water and sanitation; build capacity for Water Supply Company and local community through project implementation. In this programme UN-Habitat worked together with GWA to mainstream gender throughout the project.
Contact Details	Ms. Pham Thi Thu Huong at Telephone: +84913363674 Email: huong.pham@unhabitatvietnam.org / t_huong274@yahoo.com Website: http://www.unhabitat.org/

Name of the organisation	UNICEF Vietnam, Water, Environment, and Sanitation (WES) Programme, Vietnam
Brief History	Start of Activities in Vietnam: 1975
Objectives/Goals	The UNICEF WES Programme aims to achieve universal access to rural water supply and to reduce morbidity due to water-borne diseases by improving sanitation coverage and hygiene practices, particularly in the poorest rural and ethnic minority areas, as an integral part of strategies on child survival and malnutrition and maternal mortality. Programme interventions aimed primarily at the family/community level will promote low-cost, environmentally friendly technologies to ensure the proper use and maintenance of water supply and sanitation facilities.
Activities related to Gender and WATSAN	Publication: - Community Participation in the Implementation of UNICEF Assisted Water Supply Project, Study Report, March 2006. - Community Based Primary Environmental Care, Training Material and Job Aid, 2005 UNICEF pays attention to gender in its projects and programmes
Contact Details	Chander Badloe Chief Water, Environment & Sanitation 81A Tran Quoc Toan Hoan Kiem Hanoi Email: cbadloe@unicef.org Website: www.unicef.org/vietnam

Name of the institution	Water Resources Management and Rural Water Supply Department, Water Resources Directorate, Ministry of Agriculture and Rural Development
Brief History	Start of Activities in Vietnam from 1993
Objectives/Goals	Water Resources Management and Rural Water Supply Department performs the function of the state management of the water resources profession in Vietnam. The WRD has also been able to assist in creating a legal framework for water and sanitation, promote the use of appropriate technology, and secure significant financial support from the international donor community.
Activities related to Gender and WATSAN	Publication: National Rural Water Supply and Sanitation Strategy up to 2020 Information-Education-Communication (ICE) activities through people's committees, women's associations, and the young people's unions
Contact Details	Mr. Do Van Thanh, Director A6B Building No.2 Ngoc Ha Ba Dinh Hanoi Email: ThanhDV@wrd.gov.vn Website: www.wrd.gov.vn

Name of the institution	World Bank Vietnam, World Bank Water Supply and Sanitation Program
Brief History	Start of Activities in Vietnam: 1993
Objectives/Goals	<ul style="list-style-type: none"> - Extending Water and Sanitation service to the urban poor; - Improving operator performance; - Increase rural access to sustainable water and sanitation; - Better managing the water resource base.
Activities related to Gender and WATSAN	Highlight project activities 2006-2010 period: The World Bank Vietnam will continue to manage its long-term water and sanitation projects in Vietnam in coming years. Among the Water Supply Company community, it will promote treating the water end-user as a valuable customer to enhance revenue and packaging connection fees to be paid in instalments so that they are affordable. The World Bank also has a rural financial programme geared to women.
Contact Details	Mr. Simon Lucas Infrastructure Specialist 63 Ly Thai To Street Hanoi Email: slucas@worldbank.org Website: www.worldbank.org.vn

Name of the organisation	World Health Organization in Vietnam (WHO) Program on Accelerating effective water sanitation and hygiene management for health, with primary emphasis on the Asian Region
Brief History:	Start of Activities in Vietnam: 2005
Objectives/Goals	The objectives of the project are to strengthen countries' capacities, develop guidance on good practice and normative guidelines, support water, sanitation and hygiene programmes in specific settings, and disseminate information
Activities related to Gender and WATSAN	Improving the awareness of community and establishing information network on water and sanitation. WHO always mainstreams gender into their activities.
Contact Details:	Dr. Antonio Montresor Public Health Specialist 63 Tran Hung Dao Street, Hanoi Email: montresora@vtn.wpro.who.int

Name of the organisation	World Vision Vietnam
Brief History:	Start of Activities in Vietnam: 1960-1975, 1990-Present
Objectives/Goals	<p>Area Development Programs: To provide improved water supply and sanitation to children and needy people in the program area</p> <p>Sanitation and Kindergarten Improvement Project: Objective 1 - To provide improved water supply and sanitation to 3,600 children in Hoa Vang and Tra My Districts Objective 2 – To improve the facilities and Early Childhood Methodology (ECM) for up to 2,100 children in Hoa Vang and Tra My Districts Objective 3 – To effectively and professionally manage the project to optimize the benefit to target beneficiaries</p> <p>An Giang Water & Sanitation Improvement Project: Outcome 1 - Improved institutional capacity to sustain improvements in community managed Water & Sanitation services Outcome 2: Reduced incidence of water borne diseases in 3 target communes by June 2008</p>
Activities related to Gender and WATSAN	<p>Area Development Programs: Improved health of children and needy people in the program area. World Vision serves all people regardless of religion, race, ethnicity or gender.</p> <p>Sanitation and Kindergarten Improvement Project: Improved health and education of up to 4,881 children less than 5 years in Hoa Vang and Tra My Districts, Central Vietnam.</p> <p>An Giang Water & Sanitation Improvement project: The project is funded by World Vision Australia, aiming to improving the health of the target beneficiaries through increased access, availability, and utilization of clean water and sanitation in 3 communes in Chau Thanh district by the end of June 2008</p>
Contact Details:	<p>Greg Kearns National Director of Programs 4th Floor HEAC Building 14-16 Ham Long Street Hanoi Email: greg_kearns@wvi.org</p>

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www.afd.fr

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www.aitcv.ac.vn

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www.chf-partners.ca

Care International
www.careinternational.org.uk/where-we-work/vietnam

Embassy of France
www.ambafrance-vn.org

Luxembourg Agency for Development Cooperation:
www.lux-development.lu

Ministry of Education and Training
www.moet.gov.vn

National Center for Health Education and Communications:
www.t5g.org.vn

National Centre for Rural Water Supply and Environmental Sanitation
www.cerwass.org.vn

Rural Water Supply and Sanitation Partnership
www.rwssp.org.vn

UN HABITAT
<http://www.unhabitat.org/>

Quang Tri Water Utility Company
<http://capnuocquangtri.com.vn/>

SEA-UEMA project
www.sea-uema.ait.ac.th/index.php

UNICEF
www.unicef.org/vietnam

Water Resources Directorate
www.wrd.gov.vn

World Bank
www.worldbank.org.vn

Gender tools and methodologies available in Vietnam

Organisation/ Individual	Center for Rural Water Supply and Environmental Sanitation (CERWASS), Ministry of Agriculture and Rural Development
Geographical Location	Nam Dinh and Ha Tinh provinces
Gender Tools/Methodologies	Gender analysis in local situations by visiting four communes in two provinces namely Nam Dinh and Ha Tinh using questionnaires.
Purpose	To identify the most common gender issues related to Rural Water Supply and Sanitation
Brief description of application of the tools	Practicing gender analysis in water supply and sanitation in four communes in two provinces namely Nam Dinh and Ha Tinh. The questionnaires focus on the roles of men and women in water supply and sanitation. Who is doing what; what are the main obstacles and difficulties of men and women in water supply and sanitation motivation, what is the decision making process.
abilities and skills needed for using these tools	Background on water supply and sanitation; knowledge on gender; facilitation skills; working group skills; participation skills; communication skills.
Results achieved	<ul style="list-style-type: none"> • Overview of men and women responsibilities in water supply and sanitation. • Raising awareness of the important of water supply and sanitation for men and women. • Participation of men and women in decision making for improved water supply and sanitation.
Challenges	Social norms, religion and cultural traditions
Link to Project pages	http://www.cerwass.org.vn/English/PDF/RWSSgender_discussion_note_DRAFT3.pdf

Organisation/ Individual	Quang Tri Water Utility Company
Geographical Location	Quang Tri province
Gender	<ul style="list-style-type: none"> • Gender analysis
Tools/Methodologies	<ul style="list-style-type: none"> • Participation tool;
Purpose	<ul style="list-style-type: none"> • Increase women’s participation in water supply and sanitation; • Raise awareness of local people on gender mainstreaming in water supply and sanitation and its effectivity.
Brief description of application of the tools	Identify the participation of men and women in project activities such as workshop, communication, leaflets, demonstration, etc.
abilities and skills needed for using these tools	Background on water supply and sanitation; knowledge on gender; facilitation skills; working group skills; participation skills; communication and development skills.
Results achieved	<ul style="list-style-type: none"> • Local awareness on gender mainstreaming in water and sanitation was raised. • The communication activities performed more effectively when women led. • Environment was improved
Challenges	Local authority support
Website and contact	http://capnuocquangtri.com.vn Ms. Le Thi Hoa Ly Email: lehoalyqt@yahoo.com.vn Tel: 84948842456

Organisation/ Individual	Vu Phuong Ly
Geographical Location	Bac Ninh province
Gender Tools/Methodologies	Gender roles analysis in water and sanitation management in Man Xa town, Thuan Thanh district, Bac Ninh province through discussion, workshop and questionnaires. Gender sensitive analysis.
Purpose	<ul style="list-style-type: none"> • Identify the roles of men and women in water supply and sanitation. • Identify the division of labour in water supply and sanitation management; • Advocate the importance of women participation in sanitation management.
Brief description of application of the tools	<p>Man Xa is a metal handcraft village. The limited financial condition and poor infrastructure for operation of almost all enterprises polluted the local environment seriously on a daily basis.</p> <p>A project was implemented to deal with the environment problem in this area, and gender issues were considered during project cycle.</p> <ul style="list-style-type: none"> • The roles of men and women were analysed in the actual situation to find out who will be the best practitioner in sanitation management. • These tools were used in meetings, discussions, and workshops.
abilities and skills needed for using these tools	Background on water supply and sanitation; knowledge on gender; facilitation skills; working group skills; participation skills; communication and development skills.
Results achieved	<p>The project demonstrated that the participation of women improved significantly the results of project.</p> <p>After the project, the local perception about women (that they should be the ones that sweep, clean, waste collection, etc.) was changed.</p>
Challenges	Social preconception
Link to Project pages	http://www.sea-uema.ait.ac.th/gender/material/casestudy_vnversion.pdf

Case study: Gender mainstreaming in MEK-WATSAN project in Quang Tri province

Geographical location

Quang tri province is located in the Central part of Vietnam. The area is prone to natural disasters and extreme weather events occur annually.

Challenge

The challenges face with respect to gender and water and sanitation in Quang Tri are:

- (i) women and children are vulnerable to water-born and water-related diseases caused by unsafe sanitation;
- (ii) not enough clean water for domestic use;
- (iii) dirty latrines or lack of knowledge on how to use them and a lack of solid waste management.

Programme and project

Under Water and Sanitation programme for the Mekong region (MEK-WATSAN), UN-HABITAT supported Mekong countries to reach the MDGs, by supporting the implementation of projects that increase access to safe water through the extension of Water Supply and to Improved Sanitation Services in Peri-Urban and Urban Areas. The objectives of project are to improve the quality of life for poor people who are vulnerable to water-born and water-related diseases caused by unsafe sanitation in peri-urban and urban areas.

The project activities include community mobilisation, awareness raising and capacity building. It aims for the provision of safe piped water for 7,590 beneficiaries and community-based provision of improved sanitation facilities for 8,800 beneficiaries.

Within the scope of the project, four districts of Quang Tri province were selected for support; namely Dong Ha, Quang Tri, Lao Bao and Cua Viet with the total budget is of 2.72 million USD for 195,650 beneficiaries. Gender mainstreaming activities were conducted during the project implementation period.

The Women's Union were assigned as focal points in implementing gender mainstreaming activities in the project at different levels. In coordination with the project unit and local people committees, the local Women Unions conducted the following activities:

- Promoting participation of local women in the kick-off workshop and in meetings at community level. Equal participation of men and women was a requirement of the project.
- Organising training courses on communication, and raising awareness of local people about clean water supply and sanitation;
- Disseminating gender knowledge for people at grass-root level;
- Training on technical construction, use and operation and maintenance of latrines at village level;
- Building a communication network for gender and water and sanitation at community level.

Outcomes

The main outcomes of project are:

- Two “Training of Trainer” courses on awareness raising in gender mainstreaming in water and sanitation were organised. Sixty participants attended, mainly from project partner organisations;
- 49 public media stations on Clean Water and Sanitation were established in line with the number of communes/wards in project areas. 2,363 participants attended, of which 66.3 percent were women;
- 49 training courses on engineering skills, use, operation and maintenance of latrines were organized, in which 2,450 participants attended, of which 65 percent were women.

Key factors for success

- Women unions were selected as focal points in project implementation. They were motivated to enhance their abilities in project implementation and had an active attitude. As they were trained on gender and water and sanitation issues in a training programme by UN-HABITAT and GWA, their knowledge improved and enabled them to work more effectively.
- The women were very dedicated and worked hard. They went directly to the villages and hamlets to discuss and mobilise local people to participate in water and sanitation activities.
- At local level, water and sanitation is generally considered as women’s work. Therefore, when the women and men were empowered by advocacy, they better understood their tasks and responsibilities. Because of that they participated more actively.
- The participants from local organizations who participated in project implementation work mainly as volunteers for community development. In this the women’s union is the only available network from province to commune levels. Therefore, the communication activities were very important and made implementation of the project easier.
- Local authorities were trained on gender mainstreaming in water and sanitation. This improved their understanding of the issues and because of that they often collaborated with the Women’s Union in communication activities. This lead to both men and women to participate actively at grass-root level.
- After almost two-year awareness-raising and mobilisation, the number of households who registered for building a latrine have increased because they understand the importance of clean water supply and sanitation.

Main obstacles

- Since women were assigned in charge of the mobilisation and latrine building activities, also the participants in gender mainstreaming training courses were mainly women. Also at local level the tasks related to water and sanitation are considered as the responsibility of women. Therefore, the participation of men in training courses and awareness raising activities was limited.
- One of the requirements of the project was that men and women would participate equally in a ration of 1 to 1. However, the records of meetings showed that the more important the meetings the less women participated. The highest number of women participated in the community meetings. Furthermore when it came to practical work in water and sanitation activities, such as waste collection and cleaning of village roads, it were mainly women that were involved, being 74% of those doing the work.

- Only a small number of the project beneficiaries participated in the training courses that were organised. To raise awareness and change behavior of people in water and sanitation is a long process and has to be continued throughout the whole project period. Therefore the work still is not finished and needs more time especially to reach ethnic groups.

Lessons learned

- Local authority plays an important role in the success of project.
- Men and women should participate equally in all the different project activities.
- Activities should be planned to raise awareness on water and sanitation of people at grass-root level and the topic should be included in the school curriculum.

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Case study: Mobilising local community participation in water supply and sanitation management in Dong Ha city, Quang Tri province

Geographical location: Dong Ha city, Quang Tri Province, Vietnam

Challenges

Dong Ha was faced with poor water supply and sanitation services and low capacity of local authorities and communities. Poverty incidence is 6.87%, of which the biggest part of the population is concentrated in peri-urban areas. It is estimated that approximately 71% of households are provided with adequate water from the piped water distribution of Dong Ha City. The remainder of the households have to collect water for domestic use from dug wells, rainwater harvesting or carrying from other sources.

About 70% of households use sanitary latrines. The remaining 30% dig holes or defecate indiscriminately in deserted places.

The major challenge in providing services to this 30% of the population are that:

- Poverty incidence is high compared to services and budget provided.
- Poor people mainly live in small hamlets in peri-urban areas. Therefore, expanding the water supply systems is costly.

Programme and Project

The project on “Providing community sanitation services for poor households in Dong Ha city” aims to:

- (i) support 1,681 poor households (equivalent 8,500 people) in connecting to clean water supply systems;
- (ii) establish a revolving fund for 12,000 beneficiaries of other poor households to access clean water;
- (iii) improve sanitation conditions for about 1,800 poor households (equivalent 9,000 people) through a revolving fund for building latrines.

The project duration was 36 months from July 14th 2008 to July 14th 2011.

Parallel with other project activities such as investigation, survey, design and construction of water supply systems and latrines for poor households, a communication and awareness raising campaign on water supply and sanitation was conducted in four wards of Dong Ha city; namely Dong Luong, Dong Thanh, ward No.3 and ward No.4.

The Women’s Union of Dong Ha city was assigned as manager of the revolving fund operation and conducted the following activities:

- Organisation of a kick-off workshop in Dong Ha city with the participation of the People’s Committee including the Chairman, leaders of professional departments of Dong Ha city, the Women’s Union and land officials of the four wards;
- Organisation of workshops to raise awareness on clean water supply and sanitation and plan to implement project activities at four wards with the participation of a large number of local people;
- Organisation of a Training of Trainers course for women representative in the four wards of Dong Ha city on communication skills and gender aspects in water supply and sanitation;

- Conduction of a communication and awareness raising campaign to mobilise local people to participate in water and sanitation activities such as waste collection, culture contests, school communication, leaflets, demonstration, etc.

Outcomes

- After 3 years of project implementation, the percentage of the city population that is supplied with clean water has increased to 94%. Of poor households, 80% have access to clean water supply through two different funding sources, being the connection to the water supply system with support directly from the project (1,172 poor households) or; through support of the revolving fund.
- About 66% of poor households have been provided sanitary latrines through the project on Urban Environment Improvement and the revolving fund of MEK-WATSAN project.
- The living conditions of local people, especially the poor, have improved and awareness was raised through Information-Education-Communication activities.
- Capacity of staff of Quang Tri Water Supply and Construction One Member Limited Company (QTWASUCO) has been built in water supply services, leading to improvement of the service level.

Key factors for success

- Mobilisation activities were implemented by the Women's Union, which set up a network from city/district level to ward/commune level. Therefore, the implementation of Information-Education-Communication activities turned out to be easier and more effective.
- The women were very motivated and worked hard. They empathised with poor people and therefore had easier access to poor households and could understand their problems better.
- As the mobilisation activities were combined with cultural activities, people were more interested to participate and it turned out to be more time-efficient.

Main obstacles

- The financial capacity of poor people remains low. Even though financial support was provided partly, they could not contribute sufficient to build their own water supply and sanitation system. At the same time QTWASUCO does not have enough budget to expand the main piped –water supply system.

Lessons learned

- The involvement of women in community development activities in general and communication activities in particular has made the project more successful. Because of their dedication, their hard work and empathy with poor families they have been able to reach and involve more people, making the project more efficient and effective.

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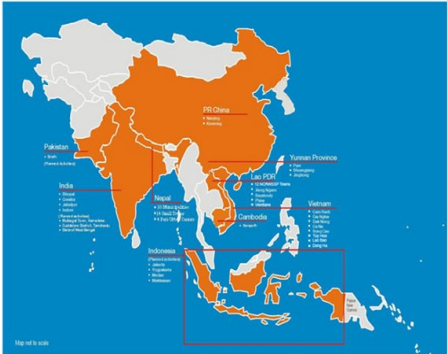
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UN-HABITAT

UN-HABITAT is the United Nations agency for human settlements and it is mandated to promote socially and environmentally sustainable towns and cities with the goal of providing adequate shelter for all. UN-HABITAT's work is directly related to the United Nations Millennium Declaration, particularly the goals of member states to improve the lives of at least 100 million slum dwellers by the year 2020, as well as to reduce by half the proportion of people without sustainable access to safe drinking water and basic sanitation by 2015 (Targets 11 and 10 respectively, MDG #7). The Water and Sanitation Trust Fund was established in 2003 in recognition of the need for a programmatic approach to address the challenge of inadequate access for the poor to water supply and basic sanitation.

The Trust Fund recognized the core competencies of UN-HABITAT as being its convening power and consequent ability to mobilize political will and forge partnerships at all levels; its knowledge base leading to excellence in normative work and its ability to develop and implement pilot and demonstration projects which have a catalytic impact on the sector. Building on the complementary priority areas as follows:

- a. Creating an enabling Pro-Poor investment through regional programmes;
- b. Monitoring Progress towards the Millennium Development Goals;
- c. Development of Norms, Standards and Management Tool kits;
- d. Strategic Support to Initiatives with wider policy implications



The Water for Asian Cities (WAC) Programme is a collaborative initiative between the United Nations Human Settlements Programme (UN-HABITAT), the Asian Development Bank (ADB) and the Governments of Asia. The WAC Programme was officially launched at the Third World Water Forum (WWF) on 18 March 2003 and a Memorandum of Understanding (MoU) was signed between ADB and UN-HABITAT on the same day in Osaka, Japan. The Programme is ongoing in Bangladesh, Bhutan, Cambodia, India, Indonesia, Lao PDR, Nepal, Pakistan, PR China and Vietnam.

MEK-WATSAN was initiated at the request of the Governments of the Mekong Region - Kingdom of Cambodia, the People's Republic of China (Yunnan province), the Lao People's Democratic Republic, and the Socialist Republic of Vietnam. Similar to the Water for Asian Cities Programme, the overall objective of MEKWATSAN is to support the participating countries achieve the water and sanitation MDG targets in the rapidly growing economic corridors. There has been an increasing demand from the cities and countries where the programme is operational for greater assistance from UN-HABITAT in supporting the development of investment proposals, innovative approaches,



Source: UNEP - Greater Mekong Sub region Atlas of the Environment

mechanisms and tools. Currently the programme is on-going in 30 small towns.

As Gender Mainstreaming is one of the major component of these programmes, this resource book has been developed to enhance awareness about gender mainstreaming in water and sanitation sector in Asia and Mekong region. This resource book aims to facilitate the Water and Sanitation sector of these countries provide guidance in mainstreaming gender in the sector with uniform understanding and common vision.

The Gender and Water Alliance

The Gender and Water Alliance was created at the Second World Water Forum in the Hague (March, 2000) to mainstream gender in water management worldwide and to promote equitable access to safe and adequate water. It is a global network of organisations and individuals working in the water sector and in gender mainstreaming, working towards incorporation of gender considerations in water policies and practices at all levels.

The mission of GWA is to promote women's and men's equitable access to and management of safe and adequate water, for domestic supply, sanitation, food security and environmental sustainability. The provision of sustainable water and sanitation services that incorporate an integrated water resources management approach requires a special emphasis and focus on gender, social justice and human rights. GWA believes that equitable access to and control over water is a basic right for all, as well as a critical factor in promoting poverty eradication and sustainability.

The members of the GWA are its greatest asset, as GWA strives to reach its goals through its membership. From its modest beginnings, the GWA has grown to a membership of more than 2100 members in over 120 countries at the end of 2011. More than 80 per cent of its members come from countries in Africa, Asia, Latin America and the Middle East. About 40 per cent of its members are men, and 60 per cent are women.

The members have a wide range of capacities and expertise across all water sectors and represent different stakeholder groups including government, grassroots organisations, NGOs, universities and research institutes, international agencies and individual consultants. GWA asks its members to mainstream gender in water management in their own organisations and at national level in their countries, as well as invites them to execute the activities of the strategic plan of GWA. Therefore GWA strives for a worldwide representation in its membership of both men and women, individuals and organisations.

GWA is registered as an Association under Dutch law and is managed by an independent Steering Committee that is elected by the membership every three years. The Secretariat of the GWA is located in Dieren, the Netherlands.

For more information on the Gender and Water Alliance or for joining as a member, please refer to the website www.genderandwater.org or the documents included in this e-book.