



GENDER, WATER AND SANITATION

This Thematic Brief provides quick guidance on the most important issues relating to gender, water and sanitation

This Brief is addressed to staff from development cooperation agencies who are involved in water supply and sanitation (WSS) programmes.

Here they will find information on the most important gender issues at stake and how to address them, indicators that can be used to monitor whether a programme is integrating gender dimensions, examples of gender-sensitive development actions and references to further information and tools related to gender, water and sanitation.

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Gender issues in water and sanitation

Gender inequalities in water and sanitation

- In nearly all developing countries, women and girls are the main individuals responsible for collecting, transporting and managing water for domestic use (drinking, cleaning, etc.). Women may also have a role in maintaining public hygiene (for example ensuring latrines, water points and other communal areas are clean); encouraging awareness and uptake of sanitation projects (in households and wider communities); and caring for family members affected by waterborne diseases (Asian Development Bank, 2006; UN Habitat, 2006; IFAD, 2012).
- Men and boys are likely to have other roles and priorities in relation to water supply and sanitation, such as watering livestock and undertaking irrigated agriculture (African Development Bank, 2009).
- Women make up around two-thirds of the world's 1.2 billion poor people, most of whom live in water-scarce countries, lacking access to safe and reliable water sources, both for domestic and productive purposes (IFAD 2012)
- When water services are not easily accessible, women and girls spend a substantial amount of time in collecting and transporting water. On average, women in many developing countries are estimated to walk 6 km daily in order to collect water (UNFPA, 2002). Research from Eastern Uganda suggests that each year women spend around 660 hours annually fetching water for households (UNDP, 2006).
- The responsibility of collecting water may contribute to a situation of 'time poverty' for women and girls (World Bank, 2006), whereby their schedules are inflexible and diverted away from other productive pursuits, such as attending school, engaging in income-generating activities and producing crops. In turn, this can have knock-on effects on women's literacy rates and prospects in later life.
- When water and sanitation services are inadequate or inaccessible, there are other negative consequences for women and girls. In maintaining sanitation facilities and collecting drinking water, women and girls may be exposed to gender-based violence and health risks. In some urban areas, women and children must defecate in polythene bags ('flying toilets'), as pit latrines are too wide for them. Lack of access to sanitation facilities can also undermine the education of women. For instance, when primary schools lack suitable toilets, the attendance of girls can be lower during menstruation (WSP, 2010).
- Despite women's role in maintaining water supply within the household and community, they are often under-represented in related decision-making bodies, such as water user associations (WUAs) (IFAD, 2012). This undermines their ability to influence the nature and location of water and sanitation services, as well as the end uses of the water (e.g. whether for agricultural, communal, domestic purposes). Within bodies for *agricultural* water management, the low presence of women also limits their capacity to contribute their knowledge of crop production, local biodiversity, seeds and soil quality, etc.
- Although there is growing recognition of the role of women in agriculture – especially irrigated agriculture – many women farmers are at risk of poverty, food insecurity and marginalisation (IFAD 2012). Furthermore, rural women continue to



have limited access to productive resources, such as land, agricultural credit, fertilizer, credit etc. In 2003, the Food and Agriculture Organisation of the UN estimated that around 1% of total agricultural credit goes to women in Kenya, Malawi, Sierra Leone, Zambia and Zimbabwe, as financial bodies do not tend to consider women worthy of credit (FAO, 2003¹, cited in IFAD, 2012).

- **As more sectors compete to gain access to water (e.g. industry, agriculture, energy, environment), it becomes harder for poor people, especially rural women, to access water for domestic, productive and social purposes.** This is particularly true in water-scarce countries and regions (IFAD 2012).

Several structural and cultural factors can explain gender inequalities in water and sanitation

- **Socio-cultural norms and prejudices undermining women's ability to contribute their views:** Many factors may restrict women's ability to contribute their views on water and sanitation in decision-making bodies. These include lower literacy levels than men, lack of confidence in male-dominated environments, community and family resistance, and pressures on their time. For example, as part of an irrigation scheme in Chhattis Mauja (Nepal), a female leader of the women's wing of political party put herself forward to be a mukhtiyar (village irrigation leader). However, due to resistance from the village to the idea of a woman mukhtiyar, she resigned following five months in the position (Zwarteveen and Neupane 1996², cited in IFAD 2012).
- **Institutional barriers to women's participation in decision-making:** In some countries, such as Bhutan, the Lao People's Democratic Republic and Tanzania, new WUAs require members to have worked on the construction of irrigation systems or worked in operation and maintenance, which may work against women. In other cases, membership of water user associations (WUAs) is restricted to *registered* landowners. Across the world, relatively few women are land-owners, which undermines their ability to take part (IFAD 2012).
- **Legal barriers to land ownership:** Women's lack of access to water and other productive resources ties into their lack of access to formal land rights. Across the world, women make up a minority of agricultural holders (FAO, Gender and Land Rights Database). Using the land of husbands and (male) family members undermines women's independence and makes them vulnerable to changes in situation. Giving land rights to women can improve their water rights, as well as making them more 'credit-wealthy' for institutions providing agricultural credit.
- **Conservative nature of decision-making structures:** Since the rise of water user associations (WUAs) in the 1990s, water users have had more opportunities to influence the management and transparency of irrigation schemes. However, WUAs also operate within the system of prevailing social and political norms, which, in turn, may affect their decisions over the allocation of local water resources and lead to the exclusion and/or marginalisation of particular groups (e.g. women, the rural poor, ethnic minority people, etc.) (IFAD, 2012).

¹ FAO (Food and Agriculture Organization of the United Nations), 2003, 'Dry Taps: Gender and Poverty in Water Resources Management', Eva Rathgeber.

² Zwarteveen, M., and N. Neupane. 1996. "Free-Riders or Victims: Women's Non- Participation in Irrigation Management in Nepal's Chhattis Mauja Irrigation Scheme". Research Report 7, International Irrigation Management Institute, Colombo, Sri Lanka.



- **Gender stereotypes about the role of women and men:** (traditional) governance approaches, national policy-makers and development actors may marginalise the role of women within water supply and sanitation (WSS) programmes, failing to consider their role as farmers, systems operators, livelihood managers and potential leaders (IFAD, 2012). These stereotypes can affect key technology/training decisions. For instance, an irrigation scheme in Chemombe (Zimbabwe) set up diesel pumps for water extraction, but only men were trained, thus making women dependent on male pump operators (Berejena et al., 1999).
- **Lack of gender-sensitive programme design, partly due to under-representation of women in decision-making:** Many water supply programmes do not consider the multiple uses of water by women (for example, agriculture, health and sanitation, domestic responsibilities), instead focusing mainly on water for agricultural or livestock use (more typically men's concerns). For instance, an irrigation scheme in the Kana Plains (Kenya) prioritised the introduction of water points for cattle (put forward by men), but failed to establish communal areas for washing (suggested by women), due to poor representation of women in the WUA (FAO, 2003³, cited in IFAD, 2012).

How to address gender inequalities in water and sanitation

For water supply and sanitation (WSS) projects and programmes to reach their potential, gender disparities must be addressed and effectively reduced. WSS programmes need to be **gender-sensitive**, in the ways described below.

- Make use and create demand for **sex-disaggregated data**.
- **Ensure that women's needs and priorities are voiced, understood and addressed.** Development agencies should be sensitive to the social norms that affect – and can restrict – citizen engagement during community consultations and (ideally) should establish a clear participation strategy for women and men. In some cases, separate meetings for women and men should be held. It may also be worthwhile to set up water-sharing rules and grievance mechanisms, in order to avoid conflict between women and men over water rights (for example, over domestic use, livestock, etc.). In some cases, water user associations (WUAs), residents' committees and other user groups should consider the introduction of quotas for women and, if appropriate, lower entry fees and requirements for women.
- **Avoid the reinforcement of gender inequalities**, which may occur when programmes ignore the existing gender relations and power disparities between women and men. For instance, in many areas of sub-Saharan Africa, women and men work on different fields: a fact often not considered within irrigation programmes and projects. One project in Cameroon focused on introducing irrigated rice crops into a region where women normally produced sorghum (the staple crop). This failed to consider the position of women farmers and transferred land cultivated by women to men, undermining women's authority by removing resources from them and assuming that they would work on their husbands' land. The scheme broke down, because the women refused to offer their labour as expected (IFAD, 2012).

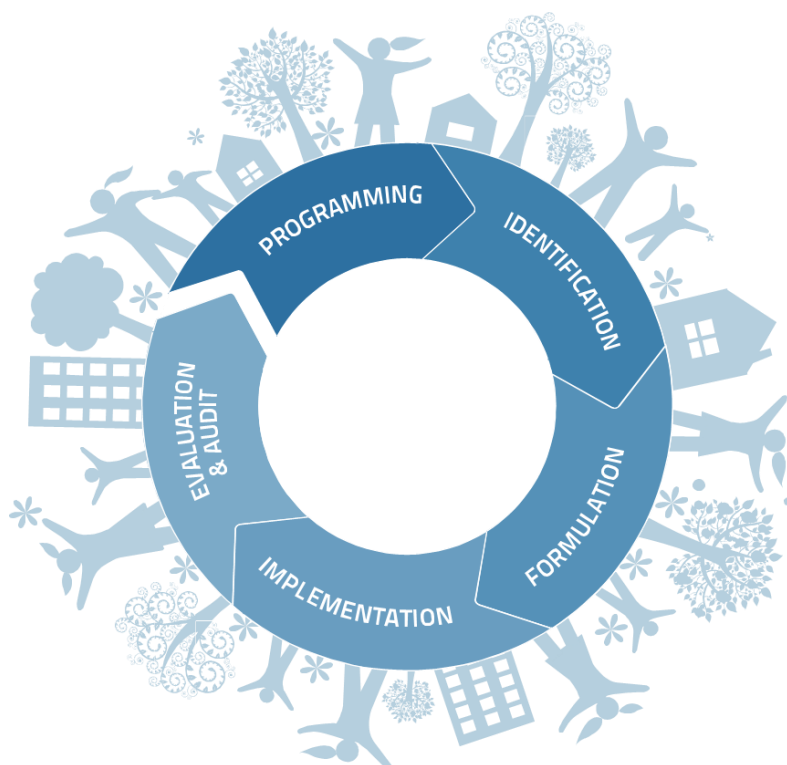
³ FAO (Food and Agriculture Organization of the United Nations), 2003, 'Dry Taps: Gender and Poverty in Water Resources Management', Eva Rathgeber.



- **Plan gender-specific actions**, to address problems relating more particularly to one or the other gender, either as separate initiatives or as part of larger programmes. For instance, as part of Water and Sanitation Program's hand washing project in Senegal, the team developed separate actions to target women and men. Women have a vital part to play in affecting the hygiene habits of the household and lowering the incidence of disease, meaning it is important spread awareness amongst them of the benefits of hand-washing to health. However, men typically act as the heads of the household, with responsibility for allocating funds to household expenses, including soap and cleaning space. As such, it was important to work also with men, to explain the value of hand-washing and the role they can play in supporting this (Koita, 2010).
- **Adopt longer term “transformative” perspectives**, supporting women's participation in decision-making and changing prevalent negative attitudes on women's leadership capacities and social roles.
- **Engage men**, creating awareness of gender disparities and proving the benefits of gender equality for communities. For instance, the provision of accessible and close water facilities has the potential to free up the substantial time that women and girls spend in collecting water. This time would enable them to focus on other activities, such as education, crop production, family health, and their own wellbeing and leisure. All of these outcomes are likely to enhance community wellbeing and development.
- **Focus on multiple uses of water**, based on community consultation. Such programmes support the use of water for *multiple purposes* (e.g. domestic, sanitation, agricultural, livestock) within the community, and may introduce many types of water supply infrastructure (e.g. not only irrigation systems but also wells and hand pumps). These programmes may be more expensive, but they may also have more success in bringing benefits to *both* women and men, and can involve a wider group of individuals in operating and maintaining them.
- **Consider complementary aspects to involve women**, such as land quotas, technical training, literacy training, access to financial services.
- **Work with local authorities, women's groups and the private sector** (especially in urban programmes) to understand why women might have difficulty in accessing sanitation facilities.



A roadmap for gender mainstreaming in water and sanitation development programmes



Gender equality considerations should be integrated throughout the whole cycle of development planning.

This Section proposes a roadmap for gender mainstreaming in the various phases of a programme – or project - lifecycle.

1. Analysis, programming and identification of country strategies

Programming and identification are strategic moments to promote water and sanitation programmes that serve to redress gender inequalities and increase access to sustainable facilities that will benefit of the whole community. The most essential steps are:

- To keep gender equality in the policy dialogue agenda;
- To carry out gender sensitive analysis for the diagnostic stage.

Dialogue and negotiations related to water and sanitation should:

- Be grounded in the shared objectives of the global agenda for water resource management, sustainable development, and the human rights framework, including gender equality, including: the Dublin Principles for Water Resource Management (1992); the Sustainable Development Goals (due to be approved in autumn 2015); the Millenium Development Goals (MDGs), particularly MDGs



1, 3 and 7⁴; the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW); and the Beijing Declaration and Platform for Action.

- Align with the country commitments (laws, policies, strategies) to promote gender equality, equal opportunities and sustainable management of water and sanitation. For example, Peru's Law of Equal Opportunities (2007) called for equal opportunities for women and men, which extended to the local government management of services, including water and sanitation. After local governments accepted the law, small town water suppliers put in place reforms to ensure equal treatment of women and men and encourage parity in management oversight boards (WSP, 2010).
- Analyse the different roles and take-off positions of women and men in the water supply and sanitation sector and use sex-disaggregated data in diagnostic studies. Gender country profiles or other sectoral studies should be used or commissioned.
- Systematically involve and support "gender stakeholders", from Government, donors and civil society, at all stages. This can include gender coordination groups, gender focal points in ministries, gender experts and representatives of rural women groups, cooperatives, water utility providers, water user associations (WUAs), unions and CSOs.
- Build on previous and current initiatives to promote gender equality in the sector or in contributing sectors, map existing needs and financing gaps, and avoid duplication of efforts.
- Assess whether the institutions who will be responsible for programme management and service delivery have resources and capacities to promote gender equality and plan for competence development initiatives, including at service delivery level.

2. Formulation and budgeting

- The results of gender analysis should be used to tailor the formulation of programmes and projects. The formulation phase is particularly important, as it affects all subsequent phases of the programme (implementation, monitoring and evaluation. This entails:
- Design objectives and activities to address gender gaps identified and include them in programme documents, plans, logical frameworks, financing agreements and budgets.
- Include and budget for initiatives to address specific needs and constraints faced by women or men, including long-term capacity building of women in leadership skills, technical skills relevant to water supply and sanitation (e.g. irrigation methods, standpipe managers, pump operators, etc.), literacy and numeracy skills (if necessary).
- Allocate resources for gender mainstreaming, capacity building and awareness raising at all levels and in ways that are adapted to the needs of different target groups (E.g. programme staff, women and men beneficiaries, staff from relevant

⁴ MDG1 is to eradicate extreme poverty and hunger; MDG 3 is to promote gender equality and empower women; MDG 7 is to ensure environmental sustainability, which includes the targets to "Halve, by 2015, the proportion of the population without sustainable access to safe drinking water and basic sanitation" and to "Achieve, by 2020, a significant improvement in the lives of at least 100 million slum dwellers".



local institutions, service delivery institutions, marginalised communities, indigenous women);

- Commit to pursue a strategy for continued gender mainstreaming in the programme (donor and country led processes). This may be formalized in an action plan which should then clearly assign responsibilities, resources and results to be achieved, as part of the broader programme's result chain.
- Establish formal mechanisms of consultation with gender stakeholders.
- Design and budget for participatory and gender-sensitive monitoring processes, particularly at service delivery level e.g. in assessments of new technologies introduced, including indicators to capture changes in power relations or in agricultural roles and productivity.
- Define performance monitoring frameworks and processes which can capture progress in gender-related objectives.
- In direct budget support initiatives, include gender indicators in financing agreements between donor and recipient countries (e.g. minimum representation for women within WUAs and executive bodies; target percentage of male/female beneficiaries of particular water and sanitation schemes, etc.).
- Respect equal opportunity principles in management arrangements and establish accountability structures for gender mainstreaming at programme level.

3. Implementation and monitoring

At this stage what is planned in relation to gender equality should be maintained, monitored and corrected as needed. The most important points to consider are:

- Continued coordination, dialogue and consultation on gender equality within working groups on water and sanitation; with institutional stakeholders (such as the gender units of the relevant ministries) as well as with a broader range of actors from civil society (e.g. rural women groups, cooperatives, WUAs, residents' committees, etc.);
- Effective monitoring of the progress of the various gender dimensions of the programme and sub-programmes, including at service delivery level, collecting opinions and experiences of women and men on water and sanitation;
- Composition of the field team, aiming for gender balance in the delivery of services (e.g. management of boreholes, latrines, standpipes, etc.⁵)
- Integration of gender in joint sector reviews and policy dialogues (particularly at the level of the SWAP committee);
- Monitoring if resources planned for gender equality are spent, and if not, why.

⁵ Note that the full team should receive training on maintaining and operating these systems, without discrimination on grounds of sex.



4. Evaluation

- Terms of Reference of (mid-term) evaluations should require gender expertise in the evaluation team and give account of the differential impacts of a programme on women and men, identify potential negative impacts on women or men and offer recommendations and lessons learned useful to further pursue gender equality in the sector.
- Evaluators and monitors should be able to use participatory evaluation techniques and sex-disaggregated beneficiary assessments of service delivery.
- Evaluations should also build on past gender evaluations of programmes in the sector.

GENDER TOOLS FOR THE DIFFERENT AID MODALITIES

An ample selection of analytical and planning tools useful at each phase of the development cooperation cycle, according to the different aid modalities, is available in the “Aid Modalities” Section of the EU Resource Package on Gender Mainstreaming in Development Cooperation.

The following Section offers a list of gender-analysis questions that can be used in Programmes related to water and sanitation.

Questions for gender analysis in water and sanitation⁶

Gender analysis helps acquire a different perspective on the complexity of a development context, and understand how to better address other forms of social inequalities. It looks at how economic and social structures at multiple levels can reinforce, or help overcome, gender inequalities and imbalances in power relations between women and men.

DIFFERENT LEVELS OF GENDER ANALYSIS

Macro analysis looks at national level law, policy and decision making, including trade and finance policies and national development plans. It helps identify how water and sanitation programmes can contribute to, or hamper, broader development strategies. It assesses whether legislation or policies related to water and sanitation contribute to gender inequalities, or to their elimination. It is particularly useful when programming or identifying development cooperation strategies, programmes and projects.

For example:

A gender analysis of the national water and sanitation strategy may reveal the shortcomings of planned consultation activities, if they fail to consider the composition and representativeness of the groups consulted in the community.

⁶ More on gender analysis is available in the EU Resource Package, Section “Building Blocks”.



DIFFERENT LEVELS OF GENDER ANALYSIS

Meso level analysis looks at markets, institutions, services, infrastructures which serve as a link between laws/policies and people, enabling them to benefit (or be excluded) from policy effects: communication and transportation systems, health services, education, decentralized public services (revenues, rural development, land registration), credit institutions, markets and extension systems.

This is particularly useful at programme formulation, as it also assesses the extent to which gender roles, relationships and cultural issues can influence the effectiveness of service delivery and other policy and programme implementation mechanisms.

For example:

A gender analysis of sanitation services might reveal the poor design of latrines for women and children, due to, for example, inappropriate size or lack of waste disposal facilities for sanitary products.

Micro level analysis studies people: women and men as individuals, and the **socio-economic differences** between households and communities. It considers women and men's roles, activities and power relations within the household and the community, and how these influence their respective capacities to participate and benefit from development programmes. It is particularly useful at formulation, implementation and monitoring levels.

For example:

A gender analysis may show that women and men may use water for different purposes (domestic use, industry, agriculture, livestock, etc.). If so, this is likely to affect their needs, priorities and vulnerabilities in relation to water supply.

Within rural water supply programmes, it is also important to consider the roles of women and men in relation to agricultural production. For instance, in some regions (e.g. countries in sub-Saharan Africa), women farmers take the lead in producing staple crops and food, whilst in others (e.g. in the Middle East) they may be more likely to contribute as unpaid family labourers on farms. These roles have a knock-on effect on the nature of women and men's use of water.

The following section proposes guiding questions for gender analysis in water and sanitation, at macro, meso and micro levels.

Macro level

Macro level. Policies and laws

- What gender equality commitments have been made by the government, for instance in the framework of the Beijing Platform for Action, CEDAW, the SDGs? Is there a law and/or a policy on gender equality in the country?
- Do national water and sanitation policies reflect these commitments through awareness of inequalities between men and women, and do they outline the



means to address them? For example, obstacles facing women and men in using water for various purposes, e.g. in the household, irrigation, and livestock?

- Are there gender policies and action plans in water and sanitation agencies? Do national water and sanitation programmes and sub-programmes align to and support these gender plans?
- Do current policies, laws and regulations address women's and men's needs separately? Do they have discriminatory provisions? Do they have measures for equal opportunities and women's rights (e.g. minimum requirements for gender balance within municipal committees)?
- Do national policies, laws and regulations on land ownership and property have discriminatory provisions towards women? If so, how do these affect the water rights of women and men?
- Is the social and health protection system inclusive of women (e.g. right to maternity care)? Are certain groups excluded (e.g. women in the informal economy)?

Macro level. How are decisions made in national-level institutions?

- Are there decision makers (in Government, Parliament) who are ready to champion gender equality and women's empowerment in water and sanitation?
- Are governmental institutions responsible for women's and gender issues, involved in decision-making at national policy and planning levels?
- Are there gender thematic groups that could be involved in sector level consultations?
- What roles does community consultation play within national decision-making processes? What is the role of groups with a specific stake in water and sanitation programmes (e.g. water user associations and groups, residents' committees, etc.)?
- Do national stakeholders (government, research bodies, civil society organisations) systematically integrate a gender analysis into their research and reviews on water and sanitation?
- Do staff members within relevant agencies have contractual responsibilities to mainstream gender into water and sanitation programmes? If so, what objectives and incentives are in place? Are objectives monitored within individual performance reviews?

Macro level. Data and information

- Are there policy documents or agreed gender assessments that information and statistics on the gender gaps and priorities in water and sanitation?
- Are sex-disaggregated data available on the target community (for example, users of current water and sanitation programmes)? Is there also sex-disaggregated data on qualitative aspects, e.g. satisfaction levels, complaints?
- Have similar programmes/projects been implemented in the country? Were gender-sensitive evaluations carried out? What are good examples of women's empowerment in the study area? Which attempts to achieve gender equality were failures (e.g. because they were taken over by men or had adverse effects on women)?



Macro level. Monitoring frameworks

- How is the country faring on gender equality targets established at international level?
- Has the government developed indicators that allow for monitoring progress in water and sanitation from a gender equality perspective? Which data exists to show the inputs, outputs and impacts of the programme/project for women and men?
- Has there been a gender analysis of government spending in this sector and in the sub-sectors? Does the government have a system to track the gender sensitivity of development programmes?
- Are resources in place to monitor gender-related impacts throughout the stages of WSS programmes?
- Is it possible to have a benefit incidence analysis by sex of beneficiaries? (method of computing the distribution of public expenditure across different demographic groups, such as women and men.)
- In sector budget support modality, can payments be linked to progress made on the gender objectives and gender indicators? Is part of the budget earmarked for specific gender equality objectives?

Meso level

Meso level . Service provision

- Who provides water supply and sanitation services (e.g. NGOs, business, local governments)?
- How accessible are the WSS services? For example, can individuals access them at all times of the day? Is there a fee, and is this the same for all users? Is the fee payable by individuals or by organisations (e.g. WUAs, municipal government)? Is credit available to pay the fee?
- Does water access require any technical knowledge, e.g. training in pump extraction? If so, what measures are in place to train community members?
- Is water available during the dry season? During 'water-scarce' times, who manages water use, and how?
- What are the sanitary/latrine arrangements for women and men?
- If financial mechanisms or facilities are in place, are they accessible for women as well as for men? (for example, agricultural credit)
- Are there plans to improve the outreach capacity of local-level service delivery institutions to poor communities and in particular to women (E.g. holding separate consultations for women)?
- Are workers' organisations or NGOs able to promote the rights of women working in water and sanitation?
- Is there a gender balance in programme and project implementation units? At which levels and in which areas? In particular, assess the gender balance amongst individuals managing the 'technical' aspects of the water and sanitation projects, e.g. pump operators and borehole managers.



- Do water agencies and other service providers have workplace policies for gender equality and mainstreaming? Is there institutional capacity and commitment to encouraging gender balance and equal opportunities internally (e.g. equal access to training, equal pay for equal work, etc.)?
- Do service providers demonstrate clear commitment to citizen engagement and feedback, e.g. hotlines, citizens' charters, feedback surveys, complaints desks?

Meso level. Decision making and consultation

- Do water user groups or associations exist? Do these advocate water use for multiple purposes, e.g. domestic use, hygiene, agriculture (including irrigation), livestock? What is the entry criteria for these bodies? How can these bodies be involved in water and sanitation programmes?
- If the programme envisages support to community-based organisations and cooperatives (e.g. WUAs, residents' committees), are women represented and at which levels? Which women (socio-economic status, family background, etc.)? Are women within these organisations able to express their views?
- Are gender equality institutions and structures at local level being involved?
- Are there provisions to promote equitable access in access mechanisms for productive resources, training, local markets, or employment (E.g. schemes that offer equal-sized plots to women and men in land reallocation schemes)?
- Are sector meetings in the community organised with a view to tackling cultural obstacles to women's participation (e.g. seating layout, time of meeting, common language, etc.)?

Meso level. Data collection and monitoring processes

- Which data can be collected throughout the programme to monitor the inputs, outputs and impacts for women and men? Who will be responsible for collecting this data, and how frequently? Will they be trained in participatory, gender-sensitive data collection techniques?
- How will consultation processes be organised at various levels? Will both women and men be involved in community level consultation processes? How are women's interests going to be represented? Is there a need to set up new fora?
- Are adequate resources allocated for participatory consultation, monitoring and sex-disaggregated beneficiary assessments of services?
- Are data collected at this level disaggregated by sex? What is the capacity of the national statistical office, and of enumerators, to collect sex-disaggregated data and produce gender-sensitive statistics?
- Which feedback mechanisms will be in place to collect complaints and issues facing citizens in accessing services? How can these be organised to ensure that both women and men can participate?



Micro level

Micro level. Gender division of tasks and labour

- What are women and men's 'traditional' activities?
- Who collects water, and how? How long does the task of collection take? Does it involve any safety or health risks (e.g. gender-based violence)?
- Are there gender differences in water use (for cooking, cleaning, farming, livestock, etc.)? Are there other factors affecting responsibilities in relation to water and sanitation (for example, age, ethnicity/caste, income level)?
- Who is responsible for household and community hygiene and sanitation? Who takes responsibility for maintaining sanitation facilities?
- Who takes care of family members affected by waterborne diseases?
- What is the impact of women's (and girls') unpaid work on their opportunity to engage in paid work (or education)?
- Are children involved in household work? Which different tasks are allocated to girls and boys?

Micro level. Gender relations: Access and control over resources

- What are the general economic and demographic conditions of the household? Of the community? What are men and women's main sources of income, and how do these compare to one another? For example, are women and men equally able to pay fees for WSS services (if applicable)?
- Which factors influence access to and control over resources (for example, age, sex, wealth, ethnicity, peri-urban versus rural locations, education level, networks and patronage)?
- Are there gender inequalities in access to and control over resources and benefits? For instance:
- At the household level, who takes decisions about resources and activities?
- At the community level, how are decisions made about resources and activities?
- If community-based organisations exist, (e.g. cooperative, traditional sociocultural organisation, religion-based etc.), are women members? Do they participate, and at which level? If not, why?
- What is the gender balance within groups with particular influence on water and sanitation decisions? Are women and men equally able to participate in these (e.g. inclusive entry criteria)? Do these groups prioritise water for particular purposes?
- Are there any conflicts over the allocation of water for different purposes? Which purposes are prioritised, and is it at the expense of any groups?
- Are sanitary arrangements suitable for women and men (e.g. are there waste disposal facilities for sanitary products)? Are there any cultural norms affecting the use of these (e.g. taboos in relation to the mixing of the sexes)?
- What are the main modes of transport, and are women and men in the community equally 'mobile'?



- How might gender relations affect the preferences of women and men in relation to number, type and site of water and sanitation services (e.g. pumps, wells, etc.); the physical layout of services (private, communal) and the financing arrangements (e.g. individual fees v. community funds)?

Micro level. Perceptions about gender equality

- What are women and men's perceptions on gender-based violence (domestic and at work) and harmful traditional practices?
- Are women aware of their rights? Are they able to voice them in the community or with service providers?
- Are men openly resistant to gender equality (e.g. equality in land ownership, women's participation in water user associations, etc.)? Are there groups of men who are more supportive/resistant than others? Who can influence them?
- If gender differences exist in water use, how do men perceive the value and validity of women's water uses?

Gender sensitive indicators for the water and sanitation sector

Gender sensitive indicators aim at 'creating awareness of the different impacts of a development intervention on men and women, taking into consideration their socio-economic and cultural differences.' (FAO, n.d. – Gender sensitive indicators for Natural Resources Management). Gender sensitive indicators reveal valuable information to identify the specific problems faced by women and men; to assess the extent of gender inequalities in access to and use of resources and services in water and sanitation, and provide the basis for evidence-based policy-making processes (FAO, n.d.).

The table below provides some examples of gender sensitive indicators.

Area/Sub-sector	Indicator
Policies and laws	Existence of gender-specific objectives within national and regional water and sanitation policies Existence of gender mainstreaming strategies of agencies in the water and sanitation sector
Gender roles and norms in relation to water and sanitation	Average time spent on water collection per day, by sex Income level of women-headed households Toilet ratios per girl and per boy in primary schools
Accessibility and quality of water and sanitation services	Percentage of income spent by women and men in accessing water and sanitation services, by geographical region Frequency of violence against women and girls in accessing water points
Delivery of WSS programmes	Percentage of women and men involved in initiating, implementing, using, maintaining and managing water and sanitation services



Area/Sub-sector	Indicator
Programme impacts	Percentage increase in income for women and men from productive uses of water Evidence of change in school attendance or achievement by girls due to time saved collecting water Number of women and men trained in scheme management
Decision-making	Number of water and sanitation associations; sex breakdown of members Ratio of contributions in decision-making meetings by women and men Percentage of decisions adopted from women's contributions in water and sanitation committee meetings
Behaviour change	Percentage of households hand washing with soap, and sex of head of household Percentage of households investing in sanitation facilities, and sex of head of household

Source: Based loosely on Asian Development Bank, 2013; WSP, 2010; African Development, 2009. For a comprehensive set of gender-sensitive indicators on gender equality in water and sanitation projects and programmes, see Asian Development Bank, 2013, pp. 85-90.

Examples of gender-sensitive projects in water and sanitation

Several development and cooperation programmes have successfully addressed the issue of gender inequalities in water and sanitation. Some examples are provided in the table below, and additional documents gathering good practices are listed in the following page.

Programme/project	Challenges	Gender Strategy	Source
Rural Water Supply and Sanitation Project, Philippines	<ul style="list-style-type: none"> Low representation of women on water and sanitation projects during the implementation phases 	<p>Development of clear implementation guidelines for subprojects, which included:</p> <ul style="list-style-type: none"> Involvement of NGOs in monitoring and evaluation, including women's NGOs Training of women to join Barangay waterworks and sanitation associations (BWSAs) (a form of paid employment) Women hired to carry out the monitoring and evaluation of WSS facilities 	<p>Asian Development Bank, 2006</p> <p>http://www.adb.org/publications/gender-checklist-water-supply-and-sanitation</p>
Aquaculture Development Project (1998-2006), Bangladesh	<ul style="list-style-type: none"> Unequal access of women to productive resources (e.g. fishing ponds) 	<p>The project provided loans and training to women so that they could buy inputs for fishing production and undertake long-term lease of ponds from (male) owners. Due to this capacity and capital, women established an ownership right over the <i>fish</i> in the leased ponds, giving them more private income and economic independence</p>	<p>IFAD, 2012</p> <p>www.ifad.org/gender/thematic/water/gender_water.pdf</p>
Community Empowerment Programme (CEP), Uganda	<ul style="list-style-type: none"> Menstrual hygiene as a 'taboo' in primary schools in Uganda Lack of sanitary facilities for girls. For example, in 2011, no single school had washrooms for adolescent girls in Bundibugyo; only 20% of schools had facilities for hand-washing High dropout rates of girls 	<p>The CEP covered five districts of Uganda (Arua, Lira, Kyenjojo, Kasese and Bundibugyo). The programme partnered with local organisations and School Management Committees (SMCs) to create school sanitation infrastructure development plans, which include the construction of appropriate facilities for girls. The programme offered training on menstrual hygiene for service providers in all five districts, including on how to make low-cost Reusable Menstrual Pads (RUMPS). In addition, Local Capacity Builders (LCBs) have a role in transferring this knowledge to parents and teachers (especially female teachers).</p>	<p>Uganda Water and Sanitation NGO Network (UWASNET) (2012)</p> <p>www.mwe.go.ug/index.php?option=com_docman&task=doc_download&gid=262&Itemid=223</p>

Programme/project	Challenges	Gender Strategy	Source
Monitoring and evaluation framework in the Water, Sanitation and Hygiene (WASH) System, Ethiopia	<ul style="list-style-type: none"> Need to assess positive and negative impacts of water and sanitation programmes on different groups, including women and men 	<p>Ethiopia has set up a new system for monitoring and evaluation of WASH programmes, which includes gender-sensitive indicators such as:</p> <ul style="list-style-type: none"> Percentage of women trained in scheme management (inputs); Percentage of women beneficiaries from WSS interventions; Number of female and male toilet areas in schools (outputs); Percentage of women involved in scheme management (impacts) 	<p>WSP, 2010</p> <p>https://www.wsp.org/sites/wsp.org/files/publications/WSP-gender-water-sanitation.pdf</p>
Gender Mainstreaming Strategy of UN Habitat's Water for Asian Cities (WAC) programme in India	<ul style="list-style-type: none"> In slums and informal settlements in much of Asia, women and girls are largely responsible for collecting, transporting, and managing water in the home. Women and girls are often the individuals worst affected by weak or inadequate water and sanitation services 	<p>The WAC programme developed a detailed Strategy and Action Plan for Gender Mainstreaming (GM) in India, rooted in the international development goals, such as the MDGs. There is a specific gender unit and, within the municipal partner organisations, gender focal points. Amongst other things, the Action Plan foresees the involvement of women's groups in water demand management (ensuring they are part of water audit and budgeting teams), separate and private sanitary areas for men and women, and GM workshops for staff in city water and sanitation services</p>	<p>UN-HABITAT, 2006, Mainstreaming Gender. Water and Sanitation. Strategy and Action Plan</p> <p>http://esa.un.org/iys/docs/san_lib_docs/Mainstreaming%20Gender.pdf</p>
Citizen Report Card (CRC) in Kenya	<ul style="list-style-type: none"> Lack of accountability of water providers in major towns 	<p>A Citizen Report Card (CRC) was developed to collect public feedback in three large towns, and complaints data was <u>sex-disaggregated</u>. The feedback revealed that women were the main water collectors within urban areas and faced particular issues when accessing water from kiosks (heckling, long queues, loss of time). As a result, the Nairobi water company introduced more kiosks, storage tanks in informal settlements, and agreed to a monitoring role for civil society organisations.</p>	<p>WSP, 2010</p> <p>https://www.wsp.org/sites/wsp.org/files/publications/WSP-gender-water-sanitation.pdf</p>



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