



GENDER MAINSTREAMING IN WATER AND SANITATION IN AFRICA

**Report of the Expert Group Meeting held in Mombasa Kenya
13 - 17 June 2005**



UN-HABITAT

UNITED NATIONS HUMAN SETTLEMENTS PROGRAMME

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foreword



Women and men experience the urban environment differently because of their different gender roles and responsibilities as determined by society. In the developing world where the rate of urbanisation often outstrips the capacity to provide basic services, the burden of inadequate water and sanitation services is borne more by women and girls than by men and boys. Women and girls travel long distances, spend more time, and carry heavy weights while fetching water. They suffer indignity as a result of inadequate sanitation, and they face numerous security risks associated with the location of sanitation facilities. Women perform 80 percent of water related-work and are the caregivers for the sick and infirm, including those suffering from waterborne diseases caused by lack of safe drinking water and inadequate sanitation. Despite this, women are less likely to participate in related decision-making, with the result that the planning and provision of basic infrastructure and services often overlook their needs, and are consequently less effective.

The particular needs of men and women in access to water and sanitation should not be simply construed as special interest needs. They are mainstream issues, the understanding and appreciation of which have real and broad implications for the implementation of successful, and sustainable solutions. Gender mainstreaming and women's empowerment is thus imperative for enhancing the provision of adequate water and sanitation in poor urban communities, and a pre-requisite for the achievement of the Millennium Development Goals (MDGs).

UN-HABITAT's Water for African Cities (WAC) Programme, in its second phase aims to contribute to the attainment of targets 10 and 11 of the MDGs on water and sanitation through demonstrable delivery on the ground in poor communities to ensure an overall improvement in the living conditions of poor slum dwellers, a majority of whom are women.

The Gender Mainstreaming Strategy Initiative (GMSI) which has been formulated recommends a methodology for systematically mainstreaming a gender approach in programme delivery. The initiative, informed by Rapid Gender Assessment conducted in 17 African cities, led by our partners, the Gender and Water Alliance. The process involved key water, sanitation and gender professionals from 17 African cities to design city sensitive methodologies and approaches in addressing gender gaps that have been identified in the assessments. The resulting Gender Mainstreaming Action Plans are formulated based on the realities at city level and these are being incorporated as part and parcel of WAC II country programmes.

I am particularly delighted that this highly important component of UN-HABITAT's mandate is moving from conceptualization to actualization through strategy designs and action plans that form an integral part of overall country strategies. I am optimistic that our efforts and the resources invested shall be justified by the results of the mid-term evaluation of this programme.

I acknowledge with thanks the continuous support of all our partners and look forward to greater collaboration to ensure a sustained action for gender mainstreaming in water and sanitation services delivery in Africa.

A handwritten signature in black ink, which appears to read 'Anna Kajumulo Tibaijuka'.

Anna Kajumulo Tibaijuka
Executive Director
UN-HABITAT

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acknowledgements

The Expert Group Meeting (EGM) held in Mombasa from 13-17 July, and at which the Gender Mainstreaming Strategy (GMS) was designed, brought together local actors and practitioners in the water and sanitation sector from 17 African cities in which the WAC Programme is on-going. The strategy was built on the results of a Participatory Rapid Gender Assessment (RGA) carried out in partnership with the Gender Water Alliance (GWA) earlier in the year. The GWA Facilitators (GWAFs) who led the process in each city are commended for their work which provided concrete baseline information from the field and largely enriched the EGM.

Special thanks go to Maria Arce, the Executive Secretary of the GWA, and Prabha Khosla the Project Manager, for their vision and untiring support for the RGA process, which has inspired the formulation of the GMSI in a relatively short time.

The conceptual framework and the packaging of the EGM was provided by Mary Liao of McPherson and Associates as the lead consultant. Ms Liao designed and led the Expert Group Meeting and is the principal author of this report.

The EGM would not have been a success without the dedicated participation of city teams from Addis Ababa, Dire Dawa and Harar in Ethiopia; Jos, Nigeria; Lusaka, Zambia; Kampala, Uganda; Kigali, Rwanda; Nairobi, Kenya; Accra, Ghana; Bamako, Mali; Dakar, Senegal; Abidjan, Cote d'Ivoire; Ouagadougou, Burkina Faso; Douala and Yaounde in Cameroon; and Dar-es-Salaam, Tanzania. These teams worked together in their cities to compile their RGA reports and in Mombasa, they worked long hours to translate these into strategies and action plans. Special thanks go to the WAC City Managers who supported this process in their cities, and especially those that went the extra mile to attend the EGM.

The GMSI which started in January 2005 and built up to the EGM in June was continuously supported by Lars Reutersward, the Director of the Global Division of UN-HABITAT. Mr Kalyan Ray, Senior Adviser, Office of the Executive Director, provided overall guidance and supervision. Mr Daniel Adom the Chief Technical Adviser for the WAC II Programme assisted with strategic contextual details and Eric Moukoro, the Regional Technical Adviser for West and Central Africa assisted with much technical and language support for French speaking cities. Julie Perkins handled the organization of the different meetings required during the process. Jenipher Mudibo, and Lydia Ngutu, provided secretarial support. The administrative staff of the Branch was very helpful with logistical support.

The programme was led and coordinated by Mariam Yunusa, the Senior Programme Manager.

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executive summary

Over 50 urban water and sanitation experts from 17 cities across Africa came together in Mombasa, Kenya from 13-17 June 2005 for an Expert Group Meeting (EGM) on gender mainstreaming. The event was a foundational element in the second phase of the Water for African Cities (WAC) Programme, and a critical step in the implementation of an overall Gender Mainstreaming Strategy Initiative (GMSI), designed to ensure the mainstreaming of gender within the WAC Programme. The ultimate objective of the initiative is to facilitate the "genderisation" of water and sanitation utilities through the development of gender sensitive norms and standards to enable the poorest urban families to benefit from improved access to safe water and dignified sanitation facilities.

The EGM builds on the findings of Rapid Gender Assessments (RGA) conducted earlier in the year. Through an innovative, participatory approach, Gender and Water Alliance (GWA) facilitators in each city led multi-stakeholder teams, comprised of representatives of key water and sanitation agencies, in the assessment of the urban water and sanitation situation from a gender-sensitive perspective. By bringing to light the differences in the ways in which men and women experience water and sanitation issues in cities, the RGA raised awareness among local actors, practitioners and operators of the need for gender mainstreaming in water and sanitation service delivery, and pointed the way towards collective action. The EGM provided a forum to present the findings of the RGA and to discuss how to move forward with this experience and knowledge, in the development of concrete plans for gender mainstreaming within the WAC II programme in each city.

The meeting brought together key individuals from WAC cities including WAC Programme City Managers, as well as representatives of water and sanitation utilities and municipal authorities. Additionally, gender specialists, from both central government ministries responsible for "women's affairs" and gender, and the municipal authorities provided much needed substantive input and support to the GWA facilitators. The objective was to ensure the involvement of a critical mass of decision makers and gender experts from each city in the development of concrete Gender Mainstreaming Strategy Frameworks and Action Plans. These include, preparatory activities, next steps for implementation, time frames, deliverables, indicators of progress and success, and potential enabling and constraining factors.

The next critical step was for each of the cities to take ownership of, and endorse these documents with the widest possible range of stakeholders in their respective cities, and then to incorporate them into their broader WAC II work plans and Results Based Management (RBM) frameworks. Only through this approach can concrete implementation and results be achieved. It is thus envisioned that national WAC II gender mainstreaming consultations will be held in each of the cities. The consultation will encompass:

- The significance of gender mainstreaming to the achievement of the Millennium Development Goals (MDGs)
- Overview of WAC II and the Gender Mainstreaming Strategy Initiative activities
- Overview and presentation of the Rapid Gender Assessments
- Overview of the comprehensive Gender Mainstreaming Strategy Frameworks
- Presentation of the Gender Mainstreaming Strategy Frameworks and Action Plans

- Endorsement of Gender Mainstreaming Strategy Frameworks and Action Plans
- Integration of the Gender Mainstreaming Strategy Frameworks and Action Plans into the WAC II Programme
- Development of Gender Mainstreaming Indicators
- Development of Risk Mitigation Strategies
- Coordination with donors and other national stakeholders

Participants in each city would include key decision-makers in the implementation of the WAC II Programme, representatives of water and sanitation utilities and municipal authorities, members of water and sanitation community development and gender departments, central government ministries responsible for water and sanitation, and for gender, Non-governmental Organisations (NGOs) and Community Based Organisations (CBOs), women's groups, and the donor community.

A key outcome of the GMSI will be a "stand alone" Gender Mainstreaming Strategy Framework and Action Plan document for each city. This will provide an overview of the WAC Programme, the Gender Mainstreaming Strategy Initiative, and the Rapid Gender Assessment, followed by baseline data detailing the "city profile" – demographics, socio-economic trends, an overview of the state of urban water resources, the water and sanitation situation, and the institutional and policy frameworks in place to govern water resource management. The gender analysis developed in the RGA will provide the gender lens of the city's water resources environment – political, institutional, and physical. Recommendations on strategies and activities for integrating gender into each of the six key thematic priorities of the WAC II Programme will also be provided.

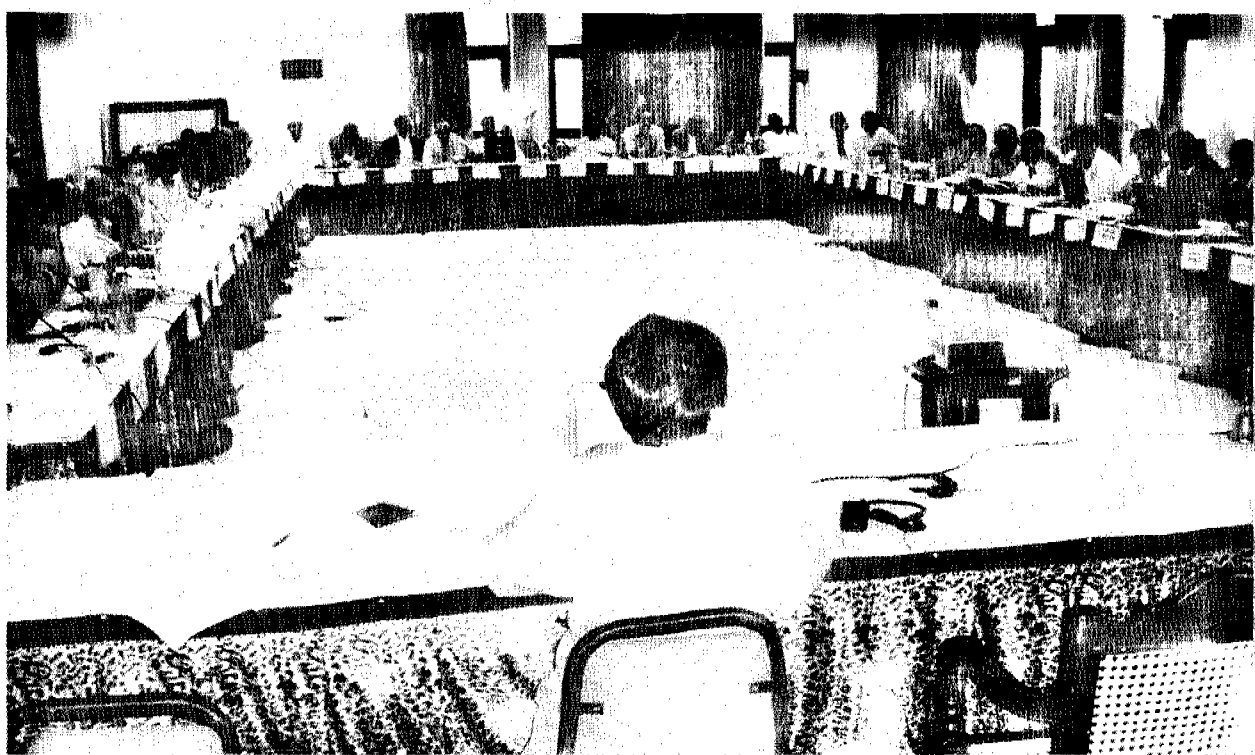
After adequate time to allow concrete implementation of gender mainstreaming activities, a "mid-term" evaluation will be conducted to review progress made, and document best practices and lessons learned. Armed with the knowledge and experiences from the cities, a high level gender mainstreaming policy consultation will seek to influence policy frameworks and water sector reforms, including Poverty Reduction Strategy Papers (PRSP) and national water and sanitation policy documents. A dialogue with national gender institutions to enhance linkages between institutional and policy frameworks responsible for water and sanitation delivery on the one hand, and gender and women's affairs on the other, will be a key focus of the consultation. When political leaders and decision makers assemble at this forum, they will come armed with the results of the potential benefits of commitment to the poorest women and men in their respective cities established at the EGM.

The cities involved in the EGM were Addis Ababa, Dire Dawa and Harar in Ethiopia; Jos, Nigeria; Lusaka, Zambia; Kampala, Uganda; Kigali, Rwanda; Nairobi, Kenya; Accra, Ghana; Bamako, Mali; Dakar, Senegal; Abidjan, Cote d'Ivoire; Ouagadougou, Burkina Faso; Douala and Yaounde in Cameroon; and Dar-es-Salaam, Tanzania. Maputo, Mozambique was unrepresented.

Representatives of WAC II donors and partners, the Canadian International Development Agency (CIDA) who participated in the events throughout the week, were enthused by the process which they commended for its progressive hands-on, participatory nature.

In his closing remarks, Dr. Lars Reutersward, Director of the Global Division, UN-HABITAT reminded the participants that only through addressing women and men's different needs and roles, can we, as an international community, hope to reduce poverty and meet the MDGs for the attainment of life and dignity for all. It is critical that in

endeavouring to meet targets 10 and 11 of the MDGs, we understand the need to address gender equity within emerging water and sanitation policy issues, with focused attention on an integrated approach to water resource management. At the household level, the use of water is sensitive to the gender roles in the house and it is at this level that the individual burden of access to and use of water is most felt. The economic considerations of water provision reflected in tariff structures and payment of rates also presume conditions that are often not conducive to women who are not economically strong enough to leverage access. The politics and policies of water resource management also alienate and marginalise women as they are the least represented in the decision-making process where issues of cross-border agreements, catchment areas and management of aquifers, wetlands and basins are discussed and determined. Women at all levels and in different categories need to be integrated into all dimensions of water and sanitation provision for their needs to be met on a sustainable basis, as is required for the attainment of target 10 of the MDGs.



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acronyms

AfDB	African Development Bank
AP	Action Plans
CBO's	Community Based Organisations
CEFOC	le Centre de Formation Continue
CIDA	Canadian International Development Agency
DFID	Department for International Development
ECOSOC	United Nations Economic and Social Council
EGM	Expert Group Meeting
GMS	Gender Mainstreaming Strategy
GMSI	Gender Mainstreaming Strategy Initiative
GMSF	Gender Mainstreaming Strategy Frameworks
GTZ	German Technical Corporation
GWAfs	Gender and Water Alliance facilitators
GWA	Gender and Water Alliance
HPMs	UN-HABITAT Programme Managers
MDGs	Millennium Development Goals
MoU	Memorandum of Understanding
NEPAD	New Partnership for Africa's Development
NETWAS	Network for Water and Sanitation
NGOs	Non-Governmental Organisations
NORAD	Norwegian Agency for Development Cooperation
PRSP	Poverty Reduction Strategy Papers
RBM	Results Based Management
RGA	Rapid Gender Assessments
SIDA	Sweden International Development Agency
UNESCO IHE	United Nations Educational, Scientific and Cultural Organisation Institute for Water Education
WAC	Water for African Cities
WATSAN	Water and Sanitation
WSIB	Water, Sanitation and Infrastructure Branch
WSSD	World Summit on Sustainable Development
WSTF	Water and Sanitation Trust Fund

introduction

The Gender Mainstreaming EGM, held from 13-17 June 2005 at the Severin Sea Lodge, Mombasa, Kenya, marked a critical step in the overall gender mainstreaming process of the UN-HABITAT Water for African Cities (WAC) Programme.

The EGM provided a participatory forum for the exchange of information and expertise and a review of the results of a rapid assesment of the state of gender mainstreaming in the urban water and sanitation sector. It was grounded in the realities of poor women and men in cities across the African continent.

The objectives of the EGM were to:

1. Bring together water and sanitation specialists from 17 African cities to discuss and plan, in a participatory forum, how to mainstream gender into the WAC II Programme and related African Development Bank (AfDB) projects activities.
2. Sensitise water and sanitation specialists working in the WAC II Programme, and related AfDB projects, to gender mainstreaming concepts and approaches.
3. Present the results of the rapid gender assessments process and selected city reports in order to highlight the gender needs in phase II of WAC and related AfDB projects, with a view to identifying the gaps and weak links in service delivery, especially to the poorest urban communities.
4. Work on the rapid gender assessment reports to be published as "stand alone" documents, for use in WAC II city projects and related AfDB projects.
5. Develop a Gender Mainstreaming Strategy Framework.
6. Translate the draft Gender Mainstreaming Strategy into city level Strategy Frameworks and Action Plans with related deliverables and indicators for the Water for African Cities Phase II country/city projects and related AfDB projects.
7. Determine the next steps and areas where support is needed to ensure concrete implementation of Gender Mainstreaming Action Plans at the city level.

This report will provide background information on the WAC Programme, the Gender Mainstreaming Strategy Initiative, and the Rapid Gender Assessment process, all of which form the substanttive basis of the Expert Group Meeting.

The report will also cover the structure and agenda of the EGM, participation from the WAC cities, and the results of the EGM, including outcomes of the working group sessions and the closing sessions.

background

Water for African Cities

Since 1999, UN-HABITAT, through the Water for African Cities (WAC) Programme, has assisted African countries in improving the management of water and sanitation in their cities. The primary objectives of the WAC Programme are to:

1. Improve efficiency and equity in water supply and use in cities, both in the productive and domestic sectors, through appropriate water conservation and demand management strategies, and measures within existing legislative frameworks;
2. Improve the knowledge base in participating cities of the impact of urbanisation of fresh water sources and aquatic ecosystems;
3. Raise public awareness of urban water resource management and related environmental issues;
4. Promote value-based water education in formal and non-formal schools and communities, aimed at creating a new water ethic amongst water consumers, users and providers.

The WAC Programme places emphasis on creating an enabling environment for effective water resource management, participatory approaches through community mobilization, and increased involvement of beneficiaries and active participants, particularly women, as users and providers of water and sanitation services, institutional capacity building, and collaboration with civil society and the private sector.

The second phase of the programme aims to build on the successes achieved in the first phase by promoting pro-poor governance in the delivery of water and sanitation, strengthening the role of the informal private sector in service delivery, urban catchment management, water demand management, water education in schools and communities, and awareness-raising and information exchange, while ensuring follow-up investment to achieve improved access for the poorest segments of city populations to water and sanitation services. The WAC II Programme focuses on supporting the attainment of the MDG targets on water and sanitation through improved delivery to poor communities in cities, thereby ensuring better living conditions for poor slum dwellers, the majority of whom are women.



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Abidjan, Cote d'Ivoire	Jos, Nigeria
Accra, Ghana	Kampala, Uganda
Addis Ababa, Ethiopia	Kigali, Rwanda
Bamako, Mali	Lusaka, Zambia
Dakar, Senegal	Maputo, Mozambique
Dar-es-Salaam, Tanzania	Nairobi, Kenya
Dire Dawa, Ethiopia	Ouagadougou, Burkina Faso
Douala, Cameroon	Yaounde, Cameroon
Harar, Ethiopia	

Participating cities in WAC II

The Gender Mainstreaming Strategy Initiative

The UN-HABITAT WAC II Programme is collaborating with the African Development Bank (AfDB) to facilitate pro-poor follow up investments. Both organizations are committed to supporting the achievement of the goals of the New Partnership for Africa's Development (NEPAD), a people – centred framework for speeding up the sustainable development of Africa and the eradication of poverty.

In order to ensure the systematic mainstreaming of gender in the WAC Programme, UN-HABITAT, in partnership with the Gender Water Alliance is supporting the implementation of the Gender Mainstreaming Strategy Initiative. This initiative fulfills the commitment to gender equality in the Habitat Agenda, as well as the implementation of ECOSOC resolution 1997/2 on "gender mainstreaming in all UN entities and programmes". The UN-HABITAT Governing Council resolution 19/16 on "women's roles and rights in human settlements development and slum-upgrading" of 9 May 2003 also upholds the development of strong strategies for the attainment of gender equity.

Begun in January 2005, the GMSI recommends a process for developing a methodology for mainstreaming a gender approach into WAC II Programme delivery. This involves specific actions at various levels, including policy dialogue, institutional capacity building, and practical project implementation using gender analytical tools.

The main objectives of the GMSI are to:

1. Develop a gender mainstreaming strategy and operational action plans for WAC II, with strategic linkages to the overall UN-HABITAT Water and Sanitation Program.
2. Facilitate the "genderisation" of water and sanitation delivery through the development of gender sensitive norms and standards, by supporting enhanced participation by women in water and sanitation utilities and decision making.
3. Inform and influence national policies and sector reforms with a view to making them more gender sensitive.



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The GMSI comprises of eight underlying principles and ten key components:

Principle 1:

The Gender Mainstreaming Strategy will be based on a participatory research approach, based on the understanding that participation is the key to learning, awareness raising, and garnering political commitment.

Principle 2:

The Strategy will utilize and invest in local expertise and resources, based on the understanding that local experts have a much deeper understanding of local realities and the context surrounding program initiatives than external experts, and that they will remain in the geographic location. Thus they represent a potential sustainable resource.

Principle 3:

Location specific context, knowledge, and situations will be used as the basis of analysis to inform and influence national policy and sector wide reforms, in order to ensure they are pro-poor and gender sensitive.

Principle 4:

Strengthening of existing networks to support local capacity building, both in terms of knowledge expansion, and by forging partnerships that foster multi-sectoral approaches.

Principle 5:

Innovative, creative, and useful learning and communication material will be produced to support awareness raising and capacity building efforts.

Principle 6:

Capacity building will be integrated into the strategy to ensure sustainable long term results.

Principle 7:

The exchange of information, methodological approaches, and situational analysis is vital to the design and implementation of a feasible and sustainable Gender Mainstreaming Strategy and city-level Action Plans.

Principle 8:

Follow-up support is essential to the implementation of concrete actions. The strategy will not only produce plans which can be presented as evidence of gender mainstreaming, but will also foster concrete action at local levels to ensure the achievement of the three objectives of gender mainstreaming.

The GMSI consists of the following components:

i. Rapid Gender Assessment

The objective of the Rapid Gender Assessment (RGA) was to use a pro-poor and gender lens to identify, gather, and analyze baseline data relevant to the WAC II programmatic and thematic foci. A participatory and rapid gender assessment methodological framework was developed by the Gender and Water Alliance (GWA) to ensure that quality baseline information, and situational analysis informs both the substantive and methodological interventions envisioned within the Gender Mainstreaming Strategy.

The Gender Assessment was based on the six thematic priorities identified for the UN-HABITAT Water and Sanitation Trust Fund. These are:

- Pro-poor Water Governance and Follow-up Investments
- Sanitation for the Urban Poor
- Urban Catchment Management
- Water Demand Management
- Water Education in Schools and Communities
- Advocacy, Awareness-raising, and Information Exchange

Through a participatory process, the Gender Assessment included an initial baseline survey of the institutional and socio-economic context of the initiative. The assessment also focused on the relevant water and sanitation utilities in the WAC II cities as well as provided a picture of poor women's lives and priorities in unserved or under-served neighborhoods of the city.

The Rapid Gender Assessments took place over a period of seven to eight weeks - from the 3rd week of March to the 2nd week of May 2005. The Gender Water Alliance guided the RGA in each WAC city. While the primary objective of the RGA was to collect baseline data to develop the Gender Mainstreaming Strategy Framework, the participatory process followed in the RGA also provided an opportunity for learning and training in gender and poverty awareness and the intersection of these in the water and sanitation sectors.



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ii. Ongoing Partnership with Gender Water Alliance

Following initial co-operation between UN-HABITAT and the Gender and Water Alliance (GWA) in 2002 that resulted in the development of a basic strategic document, this new phase of co-operation has been marked by the development of a cooperation agreement that clearly defines the involvement of GWA and its members in the development and implementation of this programme. The cooperation agreement will define areas of implementation by GWA in the WAC II Programme and the Lake Victoria Water and Sanitation Initiative.

The basis for the development of this partnership agreement is the need to emphasize and strengthen local capacities and ownership as established in the principles of this document. Since 2000, the GWA information, advocacy and capacity building activities have evolved from international to more specific national and local levels to ensure that gender mainstreaming is effectively implemented. Consequently, more relevant knowledge, expertise and methodologies have been developed which can be adapted to the needs of this initiative.

iii. Ongoing Collaboration with the African Development Bank and other Partners

UN-HABITAT very shortly sign a Memorandum of Understanding with the African Development Bank (AfDB) for collaboration in the implementation of the WAC II Programme and the overall UN-HABITAT Water and Sanitation Programme. Under the MoU, UN-HABITAT will provide the requisite expertise, particularly in developing pro-poor, gender sensitive governance frameworks, while the AfDB will provide follow-up investments needed to expand water supply and sanitation coverage. The GMSI offers an ideal opportunity for the operationalisation of the agreement between UN-HABITAT and the AfDB.



Collaboration with other relevant partners of the UN-HABITAT Water and Sanitation Trust Fund, specifically in the implementation of the WAC II program will also be enhanced. Key partners will not only be informed of developments in Programme implementation, however, where appropriate, they will be invited to participate in the activities. UN-HABITAT has outsourced a number of capacity building projects for the WAC Programme to institutions such as United Nations Educational, Scientific and Cultural Organisation, Institute for Water Education (UNESCO IHE-Delft), The Network for Water and Sanitation (NETWAS), and Le Centre de Formation en Continue (CEFOC). The Gender Mainstreaming Strategy Initiative will collaborate actively with these institutions.

iv. Education and Learning Tools

An integral component of the GMSI will be the production of methodological tools that can be used for capacity building activities. Local resources will use this tool to be trained in gender analysis techniques. The knowledge and experience of these local resources will also be integrated into the design and structure of the gender assessment, ensuring a two-way flow of information and a better end product encompassing the expertise of many experienced gender specialists working at all levels of society and government in Africa. The GMSI will package the gender assessment into a training tool, including case studies of its application in this Initiative.

The GMSI is also facilitating the production of a visual learning tool. Filming of women's voices demonstrating their situations, analyzing their challenges and providing local solutions can be an effective means of both empowering women to participate in water and sanitation challenges. The visual tool will also serve to educate politicians, government officials, municipal authorities and water and sanitation utilities as to the potential role of women in urban water and sanitation management, and the impact that a systematic gender sensitive urban water and sanitation management approach can have in achieving the MDGs. The video will detail the analytical

structure and agenda

The EGM encompassed formal presentations to provide city level experiences and knowledge, discussions to mediate a meaningful exchange of information, and working groups to facilitate the development of gender mainstreaming strategy frameworks and action plans. An outline of the EGM agenda follows. A detailed agenda is provided in Appendix 1.

Day 1: Monday June 13th 2005

Welcome and opening

The Significance of Gender Mainstreaming to the WAC programme.
Objectives, Participants, Review of Agenda
Gender Sensitivity Exercise



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Day 2: Tuesday June 14th 2005

Introduction and Overview of the Rapid Gender Assessment
RGA Presentations (Nairobi, Kampala, Kigali, Bamako)
RGA Review
RGA Evaluation
RGA Reports: The Final Product (city level working groups) –



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Day 3: Wednesday June 15th 2005

Moving from Vision to Reality: (working groups)
Constructing the Gender Mainstreaming Strategy Framework
Developing City Gender Mainstreaming Strategy Frameworks
and Action Plans

Day 4: Thursday June 16th 2005

Moving from Vision to Reality: (working groups)
Constructing the Gender Mainstreaming Strategy Framework
Developing City Gender Mainstreaming Strategy Frameworks
and Action Plans



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Day 5: Friday June 17th 2005

Presentation of selected City Gender Mainstreaming Strategy
Frameworks and Action Plans
Next Steps: Implementing the Gender Mainstreaming Action Plans
Support Needed to Move Forward
Closing

participants

Over 50 representatives of 17 WAC programme cities participated in the EGM. The underlying logic in the selection of participants was to facilitate the coming together of a critical mass of decision makers and gender expertise to develop Gender Mainstreaming Strategy Frameworks and Action Plans for each city. WAC programme City Managers, as well as representatives from Water and Sanitation utilities and/or municipal authorities were invited. Additionally, gender specialists, either from ministries responsible for "women's affairs" and gender or from the municipal authorities provided much needed substantive input and support to the Gender and Water Alliance facilitators.

A conceptual breakdown of representation follows:

Representatives	Position	Number
Demonstration City	City Manager as different from the representative from the utility and/or	2 per city x 17 = 34
	Water and sanitation utility and/or	
	City councilor and/or	
	Gender specialist/focal point in central ministry or municipal authority.	
Gender Water Alliance	Facilitators	17
UN-HABITAT Water and Sanitation Program partners	AfDB, GWP, World Bank	Up to 7
Donor community	(CIDA, Netherlands Aid, Dutch Aid, NORAD, SIDA, DFID, GTZ)	Up to 7
UN-HABITAT		Up to 7
GWA Secretariat	Executive Secretary Project Manager	2
Total		51 active participants Total up to 74

A detailed list of participants is provided as Appendix 2.

opening statements

Welcome and Opening of the Expert Group Meeting

By Mariam Yunusa, Senior Programme Officer, UN-HABITAT

Good afternoon every one. My name is Mariam Yunusa, Senior Programme Officer for the Water for African Cities programme, and the Manager of the Gender Mainstreaming component. On behalf of the Executive Director, UN-HABITAT and Chief, Water Supply Infrastructure Branch (WSIB), I am privileged to welcome you all to Mombasa, Kenya and to this beautiful Severin Sea Lodge.

This is a long awaited meeting because we are eager to get to work on the challenging subject of mainstreaming gender in the delivery of basic services, especially water and sanitation services. This process for us started sometime back in January when we held a training workshop for the rapid gender assessment in Nairobi. I will like to commend those of you who have been involved with the process since then. I particularly congratulate the City Managers who supported the Gender and Water Alliance facilitators who were posted to their city, and have demonstrated this support by their physical presence here today. Your participation in this meeting along with very senior government officials of your respective governments both in the WATSAN sector and women's development assures us that we have a rich diversity of experiences and expertise which will certainly benefit the final outcome of our work. Congratulations again and thank you.

Dear colleagues and partners, you will observe that we have no high level political presence here with us today. As an Expert Group Meeting, we chose to keep the focus on the core technical issues and to have the political and ceremonial aspects minimized. The meeting is therefore intended to be a very hands-on exercise, with a lot of work to be accomplished in the next 5 days. Whatever we construct here will lay the foundation for sustainable gender mainstreaming in the WAC programme. The Mayor of Mombasa however sends his warm welcome, and wishes us a pleasant stay in his city.

Before I conclude my remarks, I wish to recognize our distinguished donors who have facilitated this process and continue to support this programme. We have the representatives of CIDA with us here today. I would also like to acknowledge the presence of my colleague Lucia Kiwala, Chief of our Gender Unit in UN-HABITAT.

She is responsible for gender mainstreaming in UN-HABITAT programmes, of which this activity is a part. I also recognize Dan Adom, my colleague and Chief Technical Officer of the WAC programme who will speak to us in a moment on the significance of gender mainstreaming for the success of the WAC programme and for the attainment of the MDGs.

Last but not least, it is always a pleasure to acknowledge our partnership with the Gender and Water Alliance whose Executive Secretary and Project Manager, Maria Arce and Prabha Khosla are both here. We also have with us our lead consultant for the whole process, Mary Liao. You are all very welcome and i wish us a fruitful week ahead.



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The Significance of Gender Mainstreaming to the WAC Programme

By Daniel Adom, Chief Technical Advisor for WAC Programme, UN-HABITAT

In 1999, the Water for African Cities programme was established to support African cities to manage water resources and improve access to water and sanitation for the city population, poor people in particular. After a first phase, a review was conducted which affirmed the overall goal and objectives of the WAC programme. However, it was noted that in this first phase, although some attempt was made to mainstream gender in programme activities, it was not sufficiently extensive. In this second phase, resources were provided to ensure that gender is mainstreamed throughout the programme.

In 2003, the Water and Sanitation Trust Fund (WSTF) was established to enhance effectiveness of funds to further facilitate aid to the WAC cities. The WSTF allows UN-HABITAT to facilitate partnerships with a wide range of stakeholders and investors to ensure follow up investment to WAC. The WSTF also emphasized the need to enhance gender mainstreaming.

The importance of gender mainstreaming has clearly been recognized by the MDG Task Force report on water and sanitation. Gender is a clear focus in this report because to meet the goals of the MDGs there must be an equal emphasis on women as men, and on the critical significance of gender roles in development.

The six WAC thematic priorities all have important gender mainstreaming entry points. The Rapid Gender Assessments, conducted by the Gender and Water Alliance facilitators and yourselves provided a sound basis for understanding what these entry points may be, and how we can, in the WAC programme, construct concrete strategies to mainstream gender in every WAC activity. We realize that without gender mainstreaming, the WAC programme cannot succeed. Therefore, this Expert Group Meeting is critical. I sincerely hope that the Action Plans you develop here will be clearly and strongly endorsed by WAC City Managers. To fellow engineers here, I urge you to really open your minds to this soft side of water resources and waste management. You will be responsible in your cities for ensuring that the WAC programme is successfully implemented.

I thank you.

Opening Remarks from Canadian International Development Agency (CIDA)

By Belinda Chesire, CIDA, Nairobi

Mariam Yunusa, Chair and Senior Programme Manager, Daniel Adom, Technical Adviser, UN-HABITAT; Representatives of Government and NGO's together with City Managers from 17 countries across the African Continent; Ladies and Gentlemen; good afternoon.

Firstly, we wish to thank everyone and in particular, UN-HABITAT for working tirelessly to bring us together to this auspicious occasion of the Expert Group Meeting on Gender Mainstreaming in the Water for African Cities Programme (WAC II), to discuss pertinent issues in this beautiful seaside town of Mombasa. Indeed, the choice of Mombasa is symbolic, as you will see that there is "water, water, water everywhere – and not a drop to drink."

During the first meeting of the UN-HABITAT Water & Sanitation Trust fund Review Board meeting held in Nairobi on 7-8 December 2004, Gender Mainstreaming was recognised as one of the normative activities of the programme in order to achieve the MDG's and the ideals of NEPAD. Indeed, special emphasis is laid on MDG target 3 where gender mainstreaming aims at promoting equality and women's empowerment.



I would now like to give a brief background to Canada's involvement in the Water and Sanitation Programme. The Canada Fund for Africa was created in response to the NEPAD and the G8 Africa Action Plan. At the 2002 G8 Summit in Kananaskis, Canada, our government provided a clear focus on Africa by establishing the \$500 million Canada Fund for Africa, which is a 5 year Fund supporting various initiatives which include investments in water and sanitation.

In the water and sanitation sector, Canada is providing \$50 million to four initiatives focused on water governance and the MDG target to improve access to safe water and sanitation services.

- Global Water Partnership (\$10M) to develop 5 Integrated Water Resource Management Plans and integrate water in PRSPs
- African Water Facility (\$20M) to create an enabling environment for investments in water and sanitation and support innovative pilot initiatives.
- The African Development Bank Water Partnership (\$5M) to build the Bank's capacity in the water sector; and
- UN-HABITAT's Water and Sanitation Trust Fund (\$15M), which is the subject of this meeting, with a focus on the poor and slum areas, to encourage follow-up investments, to support water demand management, sanitation & hygiene education and the monitoring of MDG target 10 in the cities. In this respect, the Memorandum of Understanding for the WAC II Programme was signed in Nairobi in October 2003.

In the implementation of all its programmes, Canada has played a leadership role in the pursuit of gender equality internationally, and is pleased to continue to promote this role to engenderise policies at all levels, starting with the engagement of local communities.

CIDA is indeed happy that UN-HABITAT has organised this workshop as we have been encouraging them to place more focus on gender mainstreaming; this gathering shows that gender issues are not being taken lightly.

In order to achieve our collective objectives for the programme, we further encourage UN-HABITAT to further engage its collaboration with organisations such as the Gender Water Alliance and the African Development Bank.

CIDA will be keenly following the proceedings relating to the Rapid Gender Assessment (RGA), which was carried out by UN-HABITAT, to assess the appropriateness of the methodology. Indeed, we will be keen to ensure that the lessons learned are disseminated to all relevant actors on the field. In this respect, CIDA expects that this programme will be managed on the principles of the Results Based Management mechanism to implement its programmes for the sustainable development of the components in the Gender Mainstreaming Strategy.

I will now extend the opportunity to my colleague and CIDA Gender Specialist, Milcah Ongayo who will address the floor. Thank you.



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Remarks by Milcah Ongayo, CIDA, Nairobi

The concept of gender and women's empowerment has, over the last few years, become increasingly recognized as central for sustainable development. In spite of this, the concept has not been fully supported nor has it been systematically integrated in many development organizations and programs. A lot of people including development experts still wonder why resources should be used for gender mainstreaming when there are other high priorities such as poverty eradication to focus on. In some organizations, gender and women's issues are mentioned only to please donors. A gender strategy may be developed and safely stored away to show it whenever there is an external evaluation. In other cases, gender mainstreaming is used as "a strategy to make gender disappear". One will hear comments like, "we are mainstreaming gender so of course you don't see it".

CIDA supports development interventions and processes that can contribute to equitable and sustainable development. This must include explicit attention to gender equality. In this regard, we are very happy to be part of this process in which the UN-HABITAT is leading a participatory approach to explicitly mainstream gender in water and sanitation. CIDA recognizes that results of development cannot be achieved and sustained without explicit attention to the different needs and interests of women and men. This view was also expressed by Mwalimu Julius Nyerere, the former president of Tanzania when he said, "one does not walk very fast or very far on one leg, how can we expect to develop our nations with only half the population", (1975).

We have learnt that the UN-HABITAT, together with the Water Gender Alliance have supported a highly participatory process to carry out a Rapid Gender Assessment in all the seventeen cities in the program. The gender assessment has been carried out at different levels, at the level of target groups, at the institutional level and at the policy level. We consider this a very important step towards mainstreaming gender in a systematic and effective way. The analysis at all these levels not only provides valuable information for planning and implementation of the program but also sensitises those involved to the realities and extent of gender inequalities in the target areas. The participatory approach enhances capacity building and ownership of both the process and the results.



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Gender mainstreaming should never be perceived as "making gender disappear". On the contrary, it recognizes and takes into account the gender differences and inequalities and incorporates explicit strategies for addressing these differences.

This expert group meeting provides an important forum to share the results of the assessment in different cities and based on this assessment, develop a gender strategy for the program. This expert workshop is yet another step in this participatory process to learn, share experiences and enlist ideas of the development experts from the different countries participating in the program.

Experience has shown that there are successful projects and programs that take place at community level and end there. The success stories never get to be told. We are happy that UN-HABITAT is documenting the experiences of this program and in particular, the process of gender mainstreaming. We are also happy that there are plans to organise a consultative meeting with policy makers to inform them of the experiences and lessons learned from this program.

We want to encourage you to continue this process of engaging with stakeholders, strengthening capacity, building partnerships and influencing policy; to remain result-focused and develop monitoring strategies and indicators that enable you and your partners to see results for gender mainstreaming.

We hope that this meeting will come up with clear steps on how to proceed and what support is required including training of implementing partners. CIDA will continue to support this process and will be looking out for results for gender equality and experiences and lessons that may be used in other similar interventions.

We wish you a fruitful and enjoyable workshop.



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working sessions

Gender 101

An introductory session on gender mainstreaming concepts was conducted both as an ice breaker and as a means of ensuring all participants understood basic concepts of gender mainstreaming. The participants were divided into two groups – one French speaking and one English speaking. Patrice Effebi and Daouda Niang, GWA facilitators from Abidjan and Dakar respectively facilitated the French speaking group and Lucia Kiwala, Gender Unit, UN-HABITAT, and Rosemary Olive Mbone Enie, GWA facilitator, Doula, facilitated the English speaking group.

The Gender 101 sessions provided lively and participatory discussion on concepts of gender, and what gender mainstreaming entails. Detailed presentations are provided in Appendix 3.

Rapid Gender Assessment Report Presentations

Four RGA Report presentations were made:

1. Nairobi – Pauline Ng’etaa Ikumi
2. Kigali – Jeanne Bushayija
3. Kampala – Balinda Alfred
4. Bamako – Kadidiatou Diallo

In general, comments were appreciative of the work that had been undertaken in the Rapid Gender Assessments. A phenomenal amount of baseline data has been collected in a very short period of time, under many budgetary, logistical and institutional constraints. Further it was highlighted that coordination and cooperation with UN-HABITAT Programme Managers (HPMs) and WAC City Managers was at times challenging, further adding to the difficulties encountered.



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GWA facilitators (GWAFs) were encouraged to improve on the gender assessment of the institutional arrangements in place to manage WATSAN facilities and services in each city, and to incorporate more of the raw data from the gender assessment of the under-served, low-income areas into the overall gender analysis of the six WAC thematic priorities.

RGA Final Product – Gender Mainstreaming Strategy Frameworks (for each city)

One of the key products or outputs of the Gender Mainstreaming Strategy Initiative is the Rapid Gender Assessment Reports, documenting the process and findings of the Rapid Gender Assessments conducted in each of the 17 WAC cities. A decision was made to facilitate the development of these RGA Reports into stand-alone Gender Mainstreaming Strategy Frameworks for each of the cities. These documents would encompass background information on the WAC programme, the Gender Mainstreaming Strategy Initiative and the Rapid Gender Assessment. It would then provide a city profile, inclusive of city demographics, socio-economic profile, WATSAN situation and WATSAN policy and institutional frameworks and WAC II implementation plans. This would provide a gender assessment of the institutional and policy frameworks, followed by a gender analysis of the six thematic priorities of the WAC programme. The Gender Mainstreaming Strategy Frameworks and Action Plans to be developed at the EGM would additionally be encompassed in this document. The idea was to have

a stand alone document available in the cities which constructs and then deconstructs, for each city, the Gender Mainstreaming Strategy Initiative. A detailed outline of the stand alone report is provided in Appendix 4.

The key principle involved in developing the RGA Reports into stand alone Gender Mainstreaming Strategy Frameworks was to encourage and promote the ownership of gender mainstreaming processes within the individual cities. It was emphasized that the RGA Reports, and the valuable information produced in the process, should not be considered the property of the GWaf, but of the cities. Individual city groups were asked to review the Rapid Gender Assessment Reports and decide what information was missing in the reports. The city groups then were then asked to develop a work plan to ensure these gaps in information would be remedied to ensure an accurate and comprehensive final product. A template was provided to guide this working session (Appendix 5).

Constructing the Gender Mainstreaming Strategy Framework

Based on gender analysis of the six thematic priorities encompassed in the RGA Reports, a list of potential gender mainstreaming strategies for each of the thematic priorities was developed. This "wish list" of potential gender interventions was presented to the participants. The participants were then asked to revise - add to, confirm, or change - these potential gender mainstreaming strategies, based on their experiences and knowledge of their own context. The GWaf's were critical resource persons in this process. It was emphasized that this list of potential strategies may or may not be possible within the specific context of the WAC programme but that any and all potential strategies should be included to ensure that any and all potential strategies could be considered for the next stage, which would be to develop city specific lists of potential strategies.

The participants divided into 6 working groups - 3 English speaking and 3 French speaking. The results of the group work were then inputted into the existing list. The final product is presented in the table below.

WAC II Thematic Priority	Number	Potential Gender Mainstreaming Strategy	Type of Strategy
Pro-Poor Governance and Follow-up Investment	PP 1	Facilitate pro-poor governance mechanisms and policy (community based management "models"), including inclusion of women and the low income bracket, in decision making structures/processes, and development of alternate community financing systems (micro credit, rotating funds etc)	Institutional development Policy facilitation Capacity building Micro-financing Community development Monitoring and evaluation
	PP 2	Promote participation of women in decision making roles in community management of WATSAN services	Community development and empowerment Capacity building
	PP 3	Capacity building of WAT SAN personnel at all levels, in pro-poor, gender responsive community management and planning approaches	Capacity building Institutional development Monitoring and evaluation
	PP4	Integrate income generation activities in to WAC programme through collaboration with NGOs, CBOs and poor community members and develop long term strategies for including ways of decreasing water tariffs for poor people, especially women and female headed households and sustainable income generation through the WATSAN sector. The strategy should include access to water points, management of WATSAN services, and affordable pro-poor tariffs.	Community development Institutional development Capacity building Micro-financing Monitoring and evaluation Partnership
	PP 4	Facilitate pro-poor, gender sensitive demonstration/pilot WATSAN infrastructural projects in low income areas, including ways of regulating water tariffs for poor people, especially women and female headed households	Innovative technology Infrastructure (investment) Institutional development Community development Capacity building Regulatory development
	PP6	Incorporate pro poor and gender responsive approaches in to ongoing water reform processes	Policy making Monitoring and evaluation Institutional development
	PP 7	Promoting women as small scale managers and providers of WATSAN services	Micro-financing Empowerment programmes Capacity building

WAC II Thematic Priority	Number	Potential Gender Mainstreaming Strategy	Type of Strategy
	PP 8	Establishment of Gender Working Units in WATSAN with an emphasis on training and resources and capacity	Institutional development
	PP 9	Promote follow up investment of pro-poor, gender sensitive approach in water supply provision	Investment
	PP 10	Research impact of reform of WATSAN utilities on women and poor	Institutional development Policy facilitation Financing mechanisms
Sanitation for the Urban Poor	S 1	Construct separate and appropriate latrines with hand washing facilities for boys and girls in schools.	Implementation Infrastructure (investment)
	S 2	Prioritize and facilitate pro-poor, gender sensitive urban sanitation policy making and institutional arrangements so as to increase sanitation coverage	Policy making Institutional development
	S 3	Promote budget allocation for sanitation	Gender budgeting
	S 4	Increase the number and quality of sanitation facilities and services for the urban poor, including women	Infrastructure (investment)
	S 5	Research, develop, promote and implement gender responsive pro-poor appropriate technologies for sanitation, including drainage and waste management facilities.	Research and development Institutional Infrastructure Demonstrations
	S 6	Identification of roles and responsibility to increase sanitation coverage	Institutional development
	S 7	Promote hygiene practices	Participatory development Community development
	S 8	Facilitate measures to equip the poor with gender sensitive sanitation facilities while at the same time providing them with efficient sanitation services	Forge partnerships Participatory development Capacity building Community mobilisation
Urban Catchment Management	UC 1	Educate community members, with a particular focus on gender and the low income bracket, of urban catchment/environmental pollution issues particular to each city	Capacity building Education Community mobilisation
	UC 2	Focus on gender needs and requirements in interactions between urban development and environmental sustainability, including water quality and quantity perspectives and socio-economic development and ecological integrity aspects	Participatory measures Capacity building
	UC 3	Mainstream pro-poor and gender responsive approaches in existing river basin/watershed related legislation	Policy facilitation
	UC 4	Integrate gender perspective in capacity building programmes aimed at Integrated Urban Water Resources Management	Capacity Building Institutional Community mobilization/involvement
Water Demand Management	WDM 1	Develop pro-poor, gender responsive water demand management strategies	Capacity building Institutional development Policy facilitation
	WDM 2	Research, development and promote appropriate and affordable technologies that are pro-poor and gender responsive	Research Appropriate technology Infrastructure Investment
	WDM 3	Introduce staged interventions to introduce gender sensitive demand responsive and demand management strategies that further improve efficiency and equity in water supply and water use	Institutional Investment Micro financing Awareness Capacity building
	WDM4 /WE 1	Emphasize water scarcity issues and strategies in Value Based Water Education programmes, and the differential impacts on women and men and the poor.	Education Awareness raising
Water Education in schools and communities	WE 2	Integrate gender perspective in water education curriculum in order to raise awareness of women's burden and need for boy's and men's involvement in all aspects of water management and environmental sanitation	Education Awareness raising Capacity building

WAC II Thematic Priority	Number	Potential Gender Mainstreaming Strategy	Type of Strategy
	WE 2	Promote the equitable sharing of tasks related to WATSAN between girls and boys	Education Awareness raising
	WE 3	Promoting girls and women in sciences, engineering and technology	Education Institutional development Capacity building
	WE 4	Establish special messages for men within the education (and awareness raising) programme	Education Awareness raising
Advocacy, awareness raising and information sharing	AD 1	Sensitise and educate policy and decision makers of the WATSAN conditions in low income, under serviced areas of urban centers in Africa, including gender situation	Capacity building Education
	AD 2	Survey and coordinate all awareness raising, advocacy and information sharing activities through the establishment of a coordination framework	Program management
	AD 3	Create a WAC programme network	Program management Institutional
	AD 4	Generate the interest of women in the WATSAN sector	Education and awareness raising
	AD 2	Mainstream gender issues into all awareness raising, advocacy and information exchange programmes	Education and awareness raising
Program Management, Knowledge Management and Monitoring Tools	CC 1	Facilitate the generation of gender-disaggregated data for WATSAN sector and build capacity at city level to facilitate this activity.	Program management Capacity building Institutional development
	CC 2	Develop poverty and gender sensitive indicators to integrate into WAC II Monitoring and Evaluation systems and build capacity at city level to facilitate this activity.	Program management Capacity building Institutional development
	CC 3	Promote the gender mainstreaming of WATSAN institutions, including at senior decision making positions, through affirmative action programmes	Institutional development
	CC 4	Advocate and implement training of policy formulators, water boards, water commissions, and water and sanitation utilities in the gender approach	Capacity building Institutional development Education and awareness raising
	CC 5	Improve capacity of cities to document local experiences incorporating gender and pro-poor perspective	Knowledge management Capacity building
	CC 6	Regulate gender responsive budgeting in WATSAN budgets, including WAC II budgets	Financing Institutional development

Developing Gender Mainstreaming Strategy Action Plans

Following the development of the overall potential gender mainstreaming strategies, cities were asked to develop a list of city level potential gender mainstreaming strategies –Gender Mainstreaming Strategy Framework, and a city level Gender Mainstreaming Action Plan, both specific to the WAC programme developed for their city. A full day was given to this task.

The time frame was not sufficient for many of the cities, however it was emphasized that this process would have to continue in each city both in terms of articulating specific gender mainstreaming strategies and activities, but also in terms of endorsing the Action Plans within each of the city structures and processes. The EGM provided critical experiences for the participants to develop a draft form of the Strategy Frameworks and Action Plans with support from UN-HABITAT and GWAFs. It certainly provided an opportunity for many senior managers from other government agencies to appreciate the challenges of the sector and the critical need for co-ordination at municipal level.

It was clear that additional support to develop the Strategy Frameworks and Action Plans would be needed for a number of cities. A suggestion was made to develop an annotated table with instructions and examples to help guide the cities in this activity. This shall be provided to the cities.

The templates used to develop and format the Gender Mainstreaming Strategy Frameworks and Action Plans are provided in Appendix 6.

In summary, the following process was utilized:

1. Review of the WAC II Implementation Plans or Conceptual Outline for specific cities
2. Review of the Gender Rapid Assessment Report for specific cities
3. Inputting of the WAC II implementation priorities for each city in the first Gender Mainstreaming Strategy Framework template (Gender Mainstreaming Strategy Framework, Priority Themes and Activities 2005-2007) into the first column – WAC II Implementation components/activities
4. Review of the overall Potential Gender Mainstreaming Strategies developed in the previous working group session
5. Selection of appropriate potential gender mainstreaming strategies for each city, taken from overall list of potential gender mainstreaming strategies, the RGA Report, and from the experiences and knowledge of the city working groups. The strategies were inputted into the next column – Potential Key Gender Mainstreaming Strategies
6. Categorization of the potential gender mainstreaming strategies into types of strategies – i.e. capacity building, policy formulation, infrastructural development, institutional development, community mobilization, etc. It was emphasized that this categorization was important to ensure that a balance between all levels of interventions, community, institutional and policy, were considered in the selection of gender mainstreaming activities
7. The potential gender mainstreaming strategies selected for each city were then developed into specific gender mainstreaming activities for each thematic priority, and inputted into the second template – Gender Mainstreaming Strategy Action Plans 2005-2007
8. For each activity, steps for implementation, responsibility for implementation, resources - financial and human, time frame, deliverables or outputs, possible indicators for measuring mainstreaming of gender, and enabling and constraining factors were elaborated
9. A risk mitigation strategy template was also provided. However there was insufficient time to develop this strategy
10. It was emphasized that the overall time frame for the Strategy Framework and Action Plan coincided with the WAC II programme – 2005 to 2007.



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Five draft city Gender Mainstreaming Strategy Frameworks and Action Plans were presented at the EGM to give a general sense of the process. These included:

1. Dakar Mme Mbaye Fatoumata Kone, Ministry of Water
2. Addis Ababa Mrs. Azeb Asnake, Engineer and Head of Research and Water Demand Management Section, Addis Ababa Water and Sewerage Authority
3. Ouagadougou OUEDRAOGO Jean Paul Ingénieur de Genie Sanitaire, Directeur de l'Hydraulique Urbaine et Semi-Urbaine, City Manager du Programme Water for African Cities
4. Accra Freda Maame Bartels Mensah, Ministry of Women and Children's Affairs
5. Lusaka Mrs. Margaret Ng'oma, Department of Infrastructure and Support Services, Ministry of Local Government and Housing.

The full presentations are in Appendix 7.

These presentations provided a valuable opportunity to critique the selected drafts, and also offer needed adjustments to both the process and the content. Other WAC cities benefited from this critique and make adjustments to their own Strategy Frameworks and Action Plans. The critique raised a number of issues. There is a need to emphasize how far we have moved – from RGA baseline data, to a concrete structure of how to mainstream gender in the WAC programme, including potential strategies and activities. The implementation of these strategies and activities will ensure that the WAC programme is more pro-poor and gender sensitive, and ultimately, it will impact on how WATSAN utilities construct, deliver and maintain WATSAN facilities and services.

However, a number of enhancements can be made to the five city Action Plans, and by extension, to the other city Action Plans.

First, some Action Plans focused on the WAC II activities as the main activities of the Action Plan rather than specifically on selected gender mainstreaming activities. It is important that these activities are differentiated and that the relationship between these activities is clear. The focus of the Action plan should be the gender mainstreaming activity, not the WAC II activity. In other words, how can the WAC II activity be gender mainstreamed so that it is more pro-poor and gender sensitive? The relationship between the WAC II activity and the gender mainstreaming activity is built through the first template where the structure for the Gender Mainstreaming Strategy Framework is developed. In this template, one inputs the WAC II activities in the first column. Then you select potential strategies to mainstream gender into those WAC II activities and input these into the second column. After determining what category of strategy these are, you move onto the second template. In the first column you determine what kinds of activities are needed to translate selected gender mainstreaming strategies for each WAC II activity, into gender mainstreaming activities.



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Second, in determining which gender mainstreaming strategy is selected for each city, there is need to be analytical and selective. The analysis should be based on the following questions:

1. Is the gender mainstreaming strategy/activity aligned – matched up – to the thematic priorities identified in the WAC II Plan of Implementation? Since there is a limited budget, there is need to be selective of the strategies and activities that will be the most strategic in terms of achieving WAC and gender objectives.
2. However, if there is a gender mainstreaming activity that does not match specified WAC II activities, but is a critical activity for the city situation, that this activity is included in the Action Plan. This is particularly important for WAC I cities which have clearly developed WAC II Implementation Plans with allocated budgets. Because these Plans did not go through a vigorous gender mainstreaming analysis the activities identified for implementation may need to be broadened to include gender mainstreaming activities outside of its scope.
3. Is the activity reasonable in terms of budget and resources available?
4. Is there a balance between type of strategy/activity – policy, advocacy, education, capacity building, infrastructural development. Efforts should be made to achieve a balance between these types of strategies at policy, institutional and community levels; between concrete work at the grassroots level and influencing policy frameworks. Additionally, capacity building should be a crosscutting activity within each of the thematic priorities.



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Third, in selecting the indicators for gender mainstreaming, it is important that these indicators measure how well progress has been made on the integration of gender into the WAC programme, and not the progress of the WAC activity overall. Many of the indicators were extremely ambitious and did in fact measure the WAC activity rather than how well the activity has been gender mainstreamed. Additionally, ensure that the selected indicators are realistic.

It was clear from the presentations that there is an urgent need for community mobilization strategies in the cities. The delivery of WATSAN services has been too top down and we must develop city and community specific pro-poor governance mechanisms to ensure WATSAN coverage is increased. Equally clear is the need for innovative technologies, particularly in sanitation and waste management. There is also a need to institute regulatory bodies to lower the cost of water for poor people, particularly women and female headed households.

closing

Video Presentation

A short video of an interview with Rossetta Simelane Masibambane, Department of Water Affairs, Republic of South Africa was presented. The clip is part of an ongoing video production highlighting the objectives of the Gender Mainstreaming Strategy Initiative. It has three main components:

1. Overview of WATSAN conditions in the documented cities, African cities and cities in the developing world in general. As introduced by Peter Murimi, the producer of the video, these conditions will be shown through a "Day in the Life" of a particular family or individual, highlighting the consequences of not having access to safe WATSAN services. The particular case of women and girls, or the differential impact on women and girls, men and boys, should be highlighted. The overall goals of the MDGs and WSSD targets should be linked in this section.
 2. Case studies or examples of interventions to alleviate lack of access to water and sanitation services and resulting improvements to people's lives, including time, health, dignity, ability to go to school, health, livelihood, etc. Again the differential impact on women and girls, men and boys, should be highlighted. These case studies or examples should be based on the thematic priorities of the WAC programme.
 3. Documentation of the means by which the WAC programme is trying to intervene and improve access to WATSAN services. This component of the video can highlight initiatives to establish and support community institutions within the urban areas that can and have facilitated the provision and maintenance of WATSAN services, either independently or vis-à-vis local authorities.
- Mrs. Rossetta Simelane provided for the EGM the experiences of South Africa and in so doing encapsulated all that had been discussed and committed to at the EGM.

Next Steps

By Mariam Yunusa, Senior Programme Manager, WSIB, UN-HABITAT

Dr. Lars Reutersward, out partners, city managers, colleagues;

We have done a lot of work at this EGM this week.

Together you, WATSAN specialists from across the African continent, have discussed and planned how to mainstream gender into WAC II programme and related AfDB projects activities.

Together you have developed an innovative and participatory approach, grounded in the real needs and realities of poor women and men in African cities to mainstream gender into the WAC programme.

You have worked together to pave the way for the production of a very important and strategic document, that can be used within each of your cities. This Gender Mainstreaming Strategy Framework contains not only valuable situational analysis of the gender situation in each of your cities with respect to WATSAN sector, but a concrete work plan, inclusive of activities, time frame, deliverables or outputs, and indicators of progress and success.

UN-HABITAT is delighted to have assisted you in this process so far and wishes to suggest the following pointers for the way forward. Where do we all go from here to make sure this process we have worked on together remains committed to the goals of gender mainstreaming?



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1. The first step will be to go back to your cities, and finalise and endorse the Strategy Frameworks and Action Plans that have been developed here. This process needs to be owned by the City Managers and mainstreamed within the overall WAC work plans. In this regard an immediate mission brief to all your superiors with emphasis on the next steps is clearly needed. As found feasible, but in our opinion highly necessary, you may convince your superiors to organise an internal briefing session to all key officers in the sector to inform them of this initiative.
2. The second step will be to develop and endorse the WAC Gender Mainstreaming Framework document as an important stand alone product. This process too is the responsibility of the City Manager. City Managers, you may need some help to get this document in place. I urge you to look to the GWAfs as a potential source of help. We have seen how committed they have been to this process and the goals of gender mainstreaming. If you work together I know the product you arrive at will be of good quality.
3. The third step will be to integrate the Gender Mainstreaming Action Plans into your overall WAC II RBMs and work plans, so that gender mainstreaming becomes part and parcel of your everyday work and responsibilities with WAC. In this regard, let me attempt to categorize your situations: for countries that already have a WAC program document (Cameroon, Burkina Faso, Mali, Ethiopia, Uganda, Senegal), it will be required to integrate this work plan into the proposal retrospectively. For those countries which only have a conceptual outline for the WAC programme, (Kenya, Ghana, Rwanda, Tanzania, Mozambique, Ivory Coast, Nigeria, Zambia) your GMSF will be one of the critical documents for the WAC Programme formulation. In any case, the GMSI as a stand alone product should be an active programme document in all cities here present.
4. The fourth step will be, over the next 2 years, to facilitate the implementation of the gender mainstreaming activities in your cities and ensure that concrete results are achieved. Sometime next year, about 6-9 months from now, we shall hold a Gender Mainstreaming Policy Consultation where we shall seek to influence policy frameworks and water sector reforms. This high level consultation will be largely shaped by your experiences in the field and the performance of the GMSI which you have constructed. We assure you that when your political leaders assemble at this meeting, they will come armed with the benefit and results of your hard work and commitment to the people, including poor women and men in your cities. Training needs, policy gaps, and other deficiencies as identified by you, will all be articulated and fed into the various reform processes, as indeed into proposals for the TCB for WAC II. I believe a burning question underlying all of this is budget – where are the funds going to come from?

The immediate answer to this is, if you consider gender mainstreaming is as important as we say it is, then it should form a key component of your budgets. UN-HABITAT may assist with modest seed funding to assist you with capacity and advocacy, but the big investments will come from your national and/or municipal budgets. We shall always seek to leverage big investments through partnerships with infrastructure development agencies like AfDB and the World Bank, but the major part of this initiative lies with YOU and your countries bilateral relations.

5. From UN-HABITAT, we shall monitor the process at mid-term, and we look forward to harvesting some positive examples and best case studies, which we can develop as best practices for enrichment of global knowledge in gender mainstreaming.
6. In closing, I would like to remind all of us, that mainstreaming is the key principle which we have worked with this week, and the goal we seek to achieve. Gender must be integrated into the everyday work

of WATSAN utilities if we are to meet the MDGs. Gender Mainstreaming is therefore not an additional load, but an imperative and a key strategy for sustainability.

Engineer Hossana John Dajan General Manager, CEO, Plateau State Water Board, Jos, Nigeria

On behalf of the President of Nigeria, I greet you all. Congratulations on the success of this meeting. When I first received the introduction letter for the GWAf send to us in Jos, I said to myself "what has gender got to with water supply?" but after the past few days of listening and discussing with my colleagues and the exposure and guidance by UN-HABITAT, I now know better. I have opened my interest to gender mainstreaming because of this workshop. I know now that gender mainstreaming is key to the reduction of poverty. Women in Nigeria wake up at 2 am in the morning to collect water. Imagine the problems she faces and those of her family. I would like best practices from our cities to be documented so that lessons learned can be globalized. I now know that WATSAN is not just engineering.

We need to forge ahead with the work we have accomplished in this workshop. I would like to urge the UN-HABITAT to help us.

We need to encourage partnerships to achieve the MDGs and to reduce poverty. When we meet next, I hope that we will be able to say that we have gotten rid of poverty.

Thank you.

Maria Arce, Executive Secretary, Gender and Water Alliance

When dealing with gender mainstreaming, it is critical that we go beyond paper targets. This Gender mainstreaming Strategy Initiative is doing just that. GWA is proud to be part of this process, in mobilizing resources and capacities on the ground in all of your cities. I believe you now appreciate why we had to push you as hard as we did.

The decision to engage in this partnership with GWA was a real risk for UN-HABITAT. We were an unknown quantity and quality to the UN. This partnership has encountered many challenges and involved many creative dynamics, and we wish to thank the team at the WSIB for their confidence in us.

The important thing is that we are all committed to that goal which is the people. This initiative is moving ahead with social transformation. It is not just report writing.

Thank you in advance for your efforts.



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Remarks from CIDA

By Belinda Chesire, Programme Officer, CIDA

Director, UN-HABITAT Global Division; Senior Programme Managers, UN-HABITAT; Representatives of Government and NGO's; City Managers; Ladies and Gentlemen; Good Afternoon.

I take the opportunity to once again thank UN-HABITAT for organising this EGM Meeting on Gender Mainstreaming; I also thank the management of Severin Sea Lodge and all participants.

After 5 days of serious work, we have all had the opportunity to interact with each other, to network and to share experiences from one country to another. The workshop has been participatory, inclusive and very democratic. The mix of plenary plus working group sessions has enabled each participant to leave this place more enriched by this experience. The format of the meeting with an introduction to Gender 101 has enabled those with no background in gender mainstreaming methodology more knowledgeable than before. Indeed the meeting has brought together a critical mass of key people from 17 cities who will contribute to the realisation of our objectives.

What is the big picture? I would like to draw your attention to a story I read in yesterday's Standard newspaper (16th June 2005) in which two sisters were raped in one of the slums in Nairobi when they left to fetch water at 2 a.m. in the night. The husband of one of the sisters did not go out to fetch water and he was unharmed, oblivious of the dangers lurking outside. I do not wish to elaborate here the implications of this sad news item but it does indicate the reasons we are gathered here to ensure that Gender Mainstreaming considerations are effected in our policy making decisions.

From the 5 day deliberations that have taken place here, what have we heard? What have we learned?

- That some countries are ahead of others with regard to the water sector reforms taking place in their countries and that there are still gaps to address;
- Ultimately, you have concluded that you share the same problems of poverty and in particular a low level of awareness with regard to gender mainstreaming in your various countries;
- As a result of this low level of awareness with regard to gender equity issues, most of the action plans have laid a major emphasis on capacity building. However, while this is important, we should think of capacity building as being more than just training. We should see it as a culture that should be developed within your public and private sector institutions as well as in your communities. It is a learning process that cannot be resolved by a one day workshop for example.



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CIDA, being a result oriented organisation is pleased to see that at the end of the meeting, all cities have finalised or are in the process of finalising their action plans based on the Gender Rapid Assessment reports. These action plans are in most cases budgeted for, human resources, implementation partners and time lines have been identified.

On return to your cities, we encourage you to "tidy up" the log frames after consultation with various stakeholders in order to identify very clear priorities on the way forward. It is more important to have a few key performance indicators rather than trying to do too much. The Log Frames should be realistic and linked with existing initiatives. Where applicable, cities should build on the achievements of WAC I. The indicators should be quantitative and qualitative as well, as described in the video we have just seen.

In conclusion, I wish to emphasize that the difficult part has just began – that of implementing the Action Plans. The ripple effects of these plans can be immense and we all have agreed that the right momentum and impetus has been created at this meeting. I would now like to leave you with a few questions to ponder:

- How can the cities influence and integrate with national policy plans?
- How can the cities in their action plans create linkages and synergies with existing initiatives? We have spoken about the need for fund raising and UN-HABITAT has been clear with regard to the limited financial support it will be able to provide. I thus urge you to be innovative in this task that is why synergies with overall national frameworks (national budgets, PRSP's) will be important.
- Finally, how can cities tap into existing Gender related Consultative Group Forums in order to highlight water and sanitation issues?

Again as we mentioned on day 1, Canada is serious about gender mainstreaming in all its programmes and will be keen to review the progress achieved 6 to 9 months from now, and to assess the progress of these objectives in the second phase of the Water for African Cities Programme.

Thank you.



closing speech

By Lars Reutersward, Director, Global Division, UN-HABITAT

Managers of Water Utilities, Senior Government Officers, Experts in Gender, Representatives of CIDA, our donor partners, I am very delighted to be back with you again, and this time I see the number has increased substantially.

It is apparent, from the overview given by Mariam and from the remarks made by the City Managers, how dedicated and committed you - as individuals and gender specialists - are to the cause of improving the lives of women, men, girls and boys, poor people and communities. The work you have done in this workshop is nothing short of phenomenal. I can see you have progressed in this very short space of time to concrete Action Plans of how to go about mainstreaming gender in WAC II. The methodologies you have developed will provide detailed and valuable substantive information which will help UN-HABITAT in ensuring that both women and men, girls and boys, particularly the poorest of the poor, will participate, and benefit from the WAC programme. This workshop and your committed work is a critical step and I thank you for your efforts.

This initiative has the potential to be modeled, not just by the WAC programme for cities throughout Africa, but also cities throughout Asia and Latin America, as a best practice approach. It also has the potential to go beyond the WAC programme, to be utilized by WATSAN utilities as their own approach, no matter what programme, project, or donor.

It is important that you take this message of the importance of this initiative, the innovative approach that you have developed, and substantively, the critical need to mainstream gender in the ways in which WATSAN services are constructed, delivered and maintained to your political heads, and impress upon them, the need for their commitment to the process. While your work on the ground is critical, it needs a strong partnership with political will in order to ensure long term sustainability.

UN-HABITAT is very much aware that only through addressing women and men's different needs and roles, can we, as an international community, hope to achieve the MDGs and work to reduce poverty in this world, while we shall strive to leverage more global resources for the needs of poor people in African Cities, I would like to reiterate, in the spirit of NEPAD, that countries commit their local initiatives and resources to this cause because it would be more sustainable than dependence on donor funds.

I look forward to the Gender Mainstreaming Policy Consultation, where your political leaders will come together to discuss ways that this process has influenced the norms and standards of WATSAN utilities, water boards, and municipal authorities, and how this in turn must influence sector reforms and national policy frameworks such as the PRSP.

I thank you, City Managers and representatives of water boards, central ministries, gender experts from the Gender Water Alliance in working together with UN-HABITAT to make this goal a reality.



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appendices

Appendix 1:

Agenda for the Expert Group Meeting

DAY 1

Monday June 13th 2005

- Opening Session Mariam Yunusa - Chair
- 1:00 Welcome and Opening of Workshop – Mariam Yunusa
- 1:15 Introduction of Participants
- 1:45 The Significance of Gender Mainstreaming to the WAC Programme – Dan Adom
- 2:15 A statement by a representative of the members of the Advisory Board of the Trust Fund – CIDA
- 2:30 Workshop Agenda and Objectives – Mary Liao
- 3:00 Tea/Coffee Break
- 3:30 Workshop Logistics – Julie Perkins
- 4:15 Gender 101 – Daouda Niang, Patrice Effebi, and Lucia Kiwala, Rosemary Olive Mbone Enie
- 5:30 Close for the Day

DAY 2

Tuesday June 14th 2005

- Session 2 Madame Mbaye Fatoumata Kone – Ministry of Water, Senegal
- 9:00 Review of Gender 101
- 9:15 Overview of the Rapid Gender Assessment Presentations– Prabha Khosla
- 9:30 RGA Presentation 1: Nairobi - Pauline Ng'etaa Ikumi
- 10:00 Discussion
- 10:15 RGA Presentation 2: Kigali – Jeanne Bushayija
- 10:45 Discussion
- 11:15 Tea/Coffee Break
- 11:30 RGA Presentation 3: Kampala – Balinda Alfred
- 12:00 Discussion
- 12:30 Lunch
- Session 3 Mr. Peter Mangiti, City Manager, Nairobi
- 1:30 RGA Presentation 4: Bamako – Kadidiatou Diallo
- 2:00 Discussion
- 2:30 RGA Process: Discussion – Mariam Yunusa
- 3:00 Tea/Coffee Break
- 3:15 RGA Reports: *The Final Product* (city level working groups) –
Report Process Dan Adom
Report Outline Mary Liao
Report Gaps Prabha Khosla
- 5:30 Close for the Day



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DAY 3

Wednesday June 15th 2005

- Session 4 Mr. Jean Pierre Bidjocka, City Manager Cameroon
- 9:00 RGA Evaluation – Prabha Khosla
- 10:00 Constructing the Gender Mainstreaming Strategy Framework (Working Groups) – Mary Liao
- 10:30 Tea/Coffee Break
- 10:45 Constructing the Gender Mainstreaming Strategy Framework continued (Working Groups) – Mary Liao
- 12:45 City Level Gender Mainstreaming Frameworks and Action Plans: Introducing the Format – Mary Liao
- 1:00 Lunch
- 2:00 – 6:00pm Field Visit

DAY 4

Thursday June 16th 2005

- Session 5 Freda Maame Bartels Mensah - Ministry of Women and Children's Affairs, Ghana
- 9:00 GM Strategy Frameworks and Action Plans – City level Working Groups
- 10:45 Tea/Coffee Break
- 11:00 GM Strategy Frameworks and Action Plans – City level Working Groups (continued)
- 1:00 Lunch
- Session 6 Mrs. Azeb Asnake - Engineer and Head of Research and Water Demand Management Section, Addis Ababa Water and Sewerage Authority
- 2:00 GM Strategy Frameworks and Action Plans – City level Working Groups (continued)
- 3:30 Tea/Coffee Break
- 3:45 GM Strategy Frameworks and Action Plans – City level Working Groups (continued)
- 5:30 Close of Day
- Evening Mombasa by Night



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DAY 5

Friday June 17th 2005

Session 7 Mrs. Florida Mukarubuga - Association Amizero Profemme Association Member

9:00 Presentations of GM Strategy Frameworks and Action Plans

1. Dakar - Mme Mbaye Fatoumata Kone
Ministry of Water
2. Addis Ababa - Mrs. Azeb Asnake
Engineer and Head of Research and Water Demand Management
Section, Addis Ababa Water and Sewerage Authority
3. Ouagadougou - OUEDRAOGO Jean Paul
Ingénieur de Genie Sanitaire, Directeur de l'Hydraulique Urbaine et
Semi-Urbaine City Manager du Programme Water for African Cities
4. Bamako – Mr. Oumar Boulkassoum Traoré
Chief Advisor Hydraulique Urbaine Focal Point WAC II
5. Lusaka - Mrs. Margaret Ng'oma
Ministry of Local Government and Housing Department
of Infrastructure and Support Services

10:30 Tea/Coffee Break

10:45 Presentations of GM Strategy Frameworks and Action Plans (continued)

12:00 Review of GM Strategy Frameworks and Action Plans – Mary Liao

12:30 Overview of GM Strategy Frameworks and Action Plans – Lucia Kiwala

1:00 Lunch

Closing Session Prof. Mark Mujwahuzzi, CTA Tanzania, UN-HABITAT

Video Presentation on Gender Mainstreaming – Experiences from South Africa

Overview and next steps Mariam Yunusa, Senior Programme Officer, UN-HABITAT

Statements by: Engr. Tewolada Abdosh General Manager, Harar Water Supply and
Sanitation Authority, Ethiopia

Hilaire Doffou Director of Water Resources, Ministry of Water & Forests, Abidjan, Cote D'Ivoire.

Engr. Hassan John Dajan General Manager, CEO, Plateaux State Water Board, Jos, Nigeria

Maria Arce, Executive Secretary, Gender and Water Alliance

Belinda Chesire, CIDA Programme Officer

Closing Speech Lars Reutersward, Director of Global Division, UN-HABITAT

Vote of Thanks Daniel Adom, CTA, Water for African Cities Phase II, UN-HABITAT

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Appendix 3: Gender 101 Presentations

English Speaking Group - Facilitators:
Lucia Kiwala and Rosemary Enie.

90 MINS Workshop.

The objective was to allow each participant to;

- Explain the difference between sex and gender,
- Outline gender roles and responsibilities and
- Relate them to the water and sanitation sector.

The aim was to allow participants at the end of the workshop understand what gender mainstreaming is about and why it is necessary in the water and sanitation sectors in African Cities.

The session was made of;

- Introduction
- Brainstorming perceptions in water and sanitation as respect to Gender,
- Linking the concepts to the Water for African Cities –WAC
- Group Discussions/Questions
- Conclusion.

The concepts that were discussed included;

1. Gender.
2. Sex.
3. Gender Roles
4. Gender Analysis
5. Gender Mainstreaming.
6. Women's Empowerment.
7. Gender Budgeting.
8. Gender Equity
9. Gender Equality.

Brainstorming Concepts of Gender Mainstreaming.

Topic: What is Gender?

Each group was made up of 4 members.

Group 1

- Roles and Responsibilities
- Male/Female
- Social Created Difference.
- What is Gender Mainstreaming?
Discussion.

There is usually a misconception of gender as women.

The advice was to avoid such misconception but look as gender as a social strata rather than the difference in biological roles.

This concept varies from place to place and culture. Looking at the 3 roles of women;

- Reproduction,
- Cleaning
- Fetching Water.

Conclusion.

Women have many responsibilities. There is need for affirmative actions. Positive actions would help bridge the gap.

Group 2

- Gender Sensitivity.
- Access to water and sanitation
- Gender Analysis.
Discussions.
- Gender Sensitivity- Consciousness with respect sex, age etc.

- Gender Analysis-Systematic examination of opportunity and threats as regards to men, women, boys, girls and people with disability.
- Access to water and sanitation provision of clean water and sanitation as regards to the Gender Aspects.
- Access, cost, proximity.
- Analysis of roles themselves.

Group 3

- Gender Gaps
- Gender Equity
- Gender Disaggregated Data.

Discussions.

- Gender Gap- Imbalance in sharing opportunities.
- Gender Equity-Equal access/equal opportunities to service, health, education etc.
- Equity should be considered first before equality.
- Both men and women should given equal opportunity.
- Having equal representation.
- Recognize the gaps between women and men.
- Fairness/preference to close gaps.
- Activities forgotten but not improved.
- Gender Disaggregated data-breaking data in male/female, attitude of putting data together.

This is necessary to help policy makers to make better policy. Other issues need to get right information.

English Speaking Group - Facilitators: Daouda Niang and Patrice Effebi

The session consisted of three components:

- 1) An analysis of male and female characteristics
- 2) A presentation on gender perspectives in the water and sanitation sectors
- 3) The screening of a film dealing with drinking water issues in Ivory Coast

All sessions were animated by discussion.

1. Analysis of male and female characteristics.

Participants brainstormed a list of what they considered characteristic traits of males and females

Man	Woman
Ordering	Servicing (men - brother, sister, husband....)
Breadwinner	Housekeeper
Strength	Gentleness
Decision-Making Power	Submission, lack of public voice
Protection	Reproduction, Fertility
Identification of well (Water sources)	Water collection and delivery
Toilet Construction	Toilet Maintenance
Schooling	Domestic apprenticeship
	Discretion

On analysis, two distinct factors contributed to the differences participants identified between men and women. These were:

- Sex, and
- Gender

Contrary to sex, which is linked to human biology, gender is socially constructed. Cultural norms can undergo change and be transformed by "re-socialization". The difference between gender and sex emerges in the process of change. Gender can change over time and place, but sex is relatively static. Relations between men and women are socially determined and not founded on biological criteria.

This distinction between sex and gender led in to a presentation by facilitators on gender perspectives in the water and sanitation sectors. The presentation highlighted:

- the history of gender approaches
- why a gender perspective in the WATSAN sector is important
- the impact of a gender perspective in the WATSAN sector
- strategies for integrating gender perspectives in WATSAN

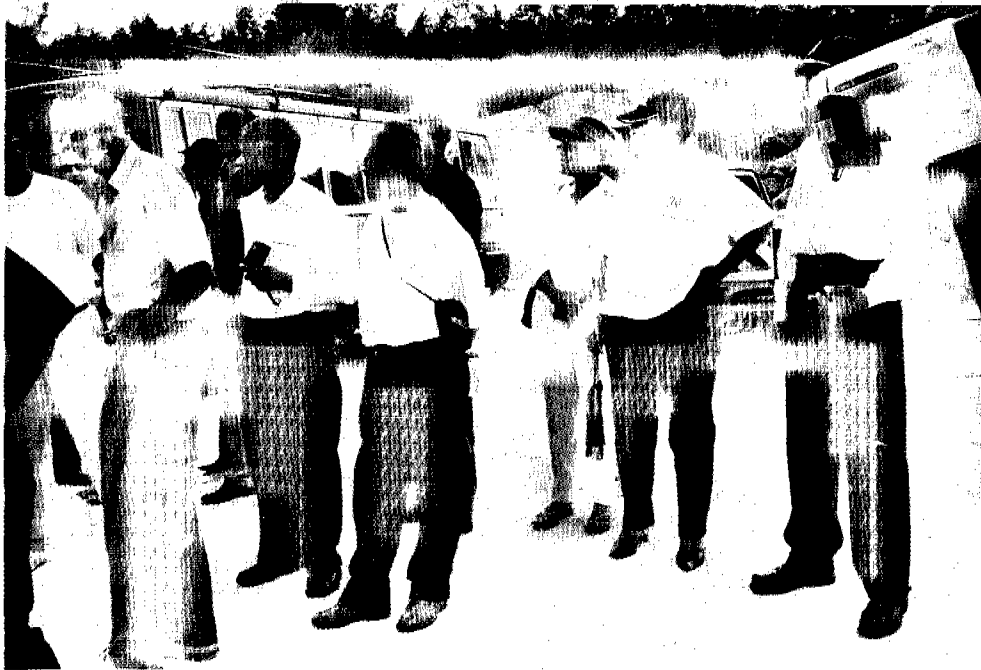
The discussion highlighted strategies for integrating gender perspectives:

- strengthening the capacity of women, especially in the management of water and sanitation projects
- promoting participatory and community water and sanitation projects
- supporting the autonomy of women and men through the creation of income-generating activities
- adapting the design of water and sanitation infrastructure to the socio-cultural needs and conditions of its target groups, particularly women
- Ensure that water and sanitation projects have distinct impacts on different gender groups (men, women, children, vulnerable groups)

Participants from the Ivory Coast presented the experience of the NGO, CREPA Ivory Coast, in community water management for slum neighbourhoods of Abidjan.

Emerging from the discussion was a consensus that men and women should have the same status, the same rights, and the same potential to contribute to, and benefit from, the political, economic, social and cultural development of their communities.

The film screening on gender and drinking water in the Ivory Coast illustrated many of the different issues identified by participants.



Appendix 4: Gender Mainstreaming Strategy Framework -

Table of Contents

English Version:

Executive Summary

I. Introduction

- a. WAC overview
 - i. Objectives
 - ii. Thematic Priorities
- b. Gender Mainstreaming Strategy Initiative (GMSI) overview
 - i. Objectives
 - ii. Components
- c. RGA overview
 - i. Objectives
 - ii. Components
 - iii. RGA Process (participatory and consultative)
 - iv. Methodology

II. City Profile

- a. Demographics
- b. Socio-Economic (poverty profile)
- c. Urban Water Resources
- d. WATSAN situation (water supply, sanitation, solid and liquid waste management)
- e. WATSAN policy and institutional frameworks (diagrams/flow charts)
- f. WAC II Implementation Plan (focus areas and summary of activities)



III. Gender Institutional Analysis

IV. Gender Analysis of WAC Thematic Priorities

- a. Pro-Poor governance and follow-up investment
- b. Sanitation for the urban poor
- c. Urban catchment management
- d. Water demand management
- e. Water education in schools and communities
- f. Advocacy, awareness raising and information sharing

For each of the above themes, provide the following information:

- i. Background
- ii. Gender Situational Analysis
- iii. Key gender mainstreaming strategies

V. Gender Mainstreaming Strategy Framework

- a. Gender Mainstreaming Strategy Framework (city level)
- b. Gender Mainstreaming Strategy Action Plan (city level)

VI. Appendices:

- a. City profile (any background information/raw data)
- b. RGA questionnaire/s
- c. RGA raw data
- d. Gender Analysis of Under-Served Area

Appendix 6: Gender Mainstreaming City Strategy Framework and Action Plan Templates

Gender Mainstreaming Strategy Framework: Priority Themes and Activities from 2005-2007

CITY: _____

Thematic Priority	WAC II Implementation Plan Activity	Potential Key Gender Mainstreaming Strategy	Type of strategy
Follow-Up Investment			
Sanitation for the urban			
Urban Catchment Management			

Thematic Areas	Water Implementation Plan Activities	Gender Key Gender Mainstreaming Strategy	Type of Strategy
and communities			
Advocacy, Awareness Raising and Information Sharing			

Risk Mitigation Strategy 2005-2007

Gender Mainstreaming Strategy/Activity	Constraining Factor	Risk Assignment (High/Medium/Low)	Risk Mitigation Strategy

Appendix 7: Presentations: Gender Mainstreaming City Strategy Framework and Action Plan

1. Dakar - Mme Mbaye Fatoumata Kone, Ministry of Water

DAKAR STRATEGIC FRAMEWORK 2006-2007

THEMATIC PRIORITY	ACTIVITIES	GENDER INTERGRATION STRATEGY	INDICATORS	HUMAN RESOURCES	TIME FRAME	BUDGET provisoire en millions de FCFA
Pro-Poor Governance and Follow-Up Investment	Establish micro credit schemes in poor neighbourhoods.	Encourage women's access to microcredit by giving preferentiality to women-led households.	The number of female beneficiaries	City manager, social economist, micro-credit specialist	2006	60
	Enhance entrepreneurial capacity of women benefiting from microcredit schemes.		Number of women trained			
Sanitation for the Urban poor	Construct public toilets in poor neighbourhoods (markets, places of worship)	Create separate male and female toilet stalls -put in place community management structures that involve both men and women	Number of public toilets constructed Degree of involvement of women in Management		2006-2007	950
	Build autonomous sanitation and drainage systems (latrines, showers, washing stations) in poor neighbourhoods.	-Take female heads-of household into consideration - Take into consideration the incomes of the poorest populations [when determining initial investment requirements of autonomous sanitation]	-Number of autonomous sanitation works built in poor neighbourhoods. -Number of low-income families benefitting from sanitation infrastructure.		2006-2007	

THEMATIC PRIORITY	ACTIVITIES	GENDER INTERGRATION STRATEGY	INDICATORS	HUMAN RESOURCES	TIME FRAME	BUDGET
						provisoire en millions de FCFA
Catchment Management	Raise awareness among the population surrounding Lake Guer on the need to reduce pollution. Put in place community-based communication networks	Develop public awareness campaigns specific to different target groups ie men, women and children.	Number of public awareness workshops and the number of people benefiting from them.	City manager, Responsable DGPRE, engineers, technicians, sociologists or specialists in social engineering.	2006-2007	1930
	Build wastewater management infrastructure for the population surrounding the lake (latrines, showers, washing stations)	Participation of men and women	Number of wastewater management infrastructure works constructed.		2006-2007	
	Construct water purification systems for residents surrounding the lake.		Number of purification systems built.		2006-2007	
Water Demand Management	Construct handpumps to provide wellwater in poor neighbourhoods.	Put in place community-based management of public fountains and attribute the management to women's organizations.	Number of public fountains established The level of involvement of women in management	City manager, utilities, hydraulic technicians	2006-2007	150
	Revisit (with an eye to reducing) tariff structure to the level of poor neighbourhoods.	Target vulnerable segments of the population.	The degree of access to potable water amongst vulnerable populations.		2006	
	Train poor populations in the management and maintenance of public water points.	Train women in the management and maintenance of public water points.	Number of women trained.			
Water education in schools and communities	Build toilets and water points in schools	Strengthen the capacity of teachers in gender approaches to water and sanitation. Build separate washroom stalls for boys, girls and handicapped kids.	Number of teachers trained. Number of water points and toilets built.	City manager, departmental inspector (in the school board), engineers and sociologists specialised in behavioural change.	2006-2007	60
	Develop hand-washing programs in schools and communities	Create targetted programmes that address specific social groups (boys, girls, women and men, of different ages)	Number of workshops held and number of people benefiting from them.			

THEMATIC PRIORITY	ACTIVITIES	GENDER INTERGARTIC STRATEGY	INDICATORS	HUMAN RESOURCES	TIME FRAME	BUDGET provisoire en millions de FCFA
	Develop a water education, sanitation and hygiene programme for poor neighbourhoods.	Groups (boys, girls, women and men, of different ages).				
Advocacy, awareness raising and information sharing	Establish a forum for information exchange and consultation with decision makers.	Train water, hygiene and sanitation decision makers in gender approaches. Promote the establishment of a professional organisation for female technical professionals in the sector.	The number of decision-makers trained in gender approaches. The establishment of an association.	City managers, decision makers, female engineers and technicians working in the sector.	2006-2007	15
The provisionary budget (WAC II comprising gender component) in million ECFA						3 315

Gender Mainstreaming Strategy Action Plan 2005 - 2007

CITY: Addis Ababa - Mrs. Azeb Asnake, Engineer and Head of Research and Water Demand Management Section, Addis Ababa Water and Sewerage Authority

Activity	Gender Mainstreaming Activities based on WAC Country Program Documents	Steps for Implementation	Responsibility Primary/Secondary Partners	Time Frame Start-End Dates	Resources Needed		Outputs /Deliverables	Possible Indicators of Mainstreaming of Gender into WAC Programme	Potential Enabling Factors	Potential Constraining Factors
					Human	Financial (City Budget)				
Pro-Poor Governance and Follow-Up Investment	Uniform Tariff setting for Public Taps	Budget Allocation	AAWSA/ Water Aid ETH/CBOs	2005-2006				Implemented Pro-Poor and Gender Responsive Tariff	Importance of the Issue	
		Consultant Recruitment							Valuable inputs from the UN -Habitat	
	Establishment of Tariff Regulatory Body	Feasibility Study	AAWSA/AACG					Properly managed Public Taps	AAWSA's Commitment	
		Resource Mobilization								
Sanitation for the Urban poor	Coordinate and facilitate the establishment and management of pro-poor and female friendly sanitation facilities	Detailed Needs Assessment	AA-SBPDA/ AA- BoH/ MoH Environmental Hygiene Division	2005-2007				Female friendly sanitation facilities in place	Valuable inputs from the UN -Habitat	Delay in Fund Release
		Securing and disbursement of Financial & Human Resources							Collaboration of donor agencies, and NGOs	
		Follow up of Implementation Activities							Community Participation	
Urban catchment management		Technical	Activities							
Water demand management	Review of existing WDM strategy document from gender equity perspective (Other Technical activities)	Budget Allocation	AAWSA	2006-2007				Availability of Gender Responsive WDM Document	Valuable inputs from the UN -Habitat	
		Consultant Recruitment							AAWSA's Commitment	
		Launching of Revised WDM Strategy Document							Efficient water supply network	
		Implementation of WDM activities based on the revised Document							Depleting water sources	
								Increased Revenue		
								Resource Conservation		
Water Education in schools and communities	Curriculum Review	Budget Allocation	AA-BoE/AACG	2005-2006				Value and gender integrated Curriculum ready for use	Valuable inputs from the UN -Habitat	Inavailability of Required Experts
		Consultant Recruitment							Commitment of BoE	
	Implementation of Revised Curriculum	AA-BoE/AACG	Gender sensitive young generation					Valuable inputs from the UN -Habitat		
	Budget Allocation									
Development of VBWE training materials	Gathering Relevant Materials									
	preparation and distribution of Materials									
Advocacy awareness raising, and information sharing	Advocacy on WATSAN issues	Preparation of necessary Materials	AAWSA/ AA-SBPDA/BoE	2006-2007				Gender sensitized WATSAN Policies, Regulations, Guidelines, etc	Commitment of All Implementing Organizations	
		Organizing & Conducting forum	AAWSA						Water Value Aware Public	
	Awareness Raising on WDM concepts	AAWSA	reduced Monthly payment by high consumers					Valuable inputs from the UN -Habitat		
	Retrofitting activities at high consumers	AAWSA	Reduced Public Complaints							
Provision of hygiene education to the public	Awareness Raising on Environmental protection & management issues	Preparation of necessary materials, organizing various information outlets	AA-SBPDA/ AA-EPA					Protected Environment		
			AA-EPA							

Jean Paul Ouedraogo - Ingénieur de Genie Sanitaire, Directeur de l'Hydraulique Urbaine et Semi-Urbaine, City Manager du Programme Water for African Cities

Gender Mainstreaming Strategy Framework Priority Themes and Activities from 2005-2007

CITY: OUAGADOUGOU

Priority Theme	Water Implementation Plan Activities	Potential Key Gender Mainstreaming Strategy	Type of Strategy
Pro-Poor Governance and Follow-Up Investment	Build capacity of private sector actors in portable water commercialization and management	Promote participation of women in decision making roles in community management of WATSAN services (commercialization) Capacity building of WATSAN personnel at all levels, in pro-poor, gender responsive community management and planning approaches	
	Appeal for National and International support for improved pro-poor water and sanitation access in urban areas	Facilitate pro-poor governance mechanisms and policy (community based management "models"), including inclusion of women and the low income bracket, in decision making structures/processes, and development of alternate community financing systems (micro credit, rotating funds etc) Integrate income generation activities into WAC programme through collaboration with NGOs, CBOs and poor community members and develop long term strategies for including ways of decreasing water tariffs for poor people, especially women and female headed households and sustainable income generation through the WATSAN sector. The strategy should include access to water points, management of WATSAN services, and affordable pro-poor tariffs.	
	Conduct a study to define strategies for achieving the Millenium Development Goals in water and sanitation in the city of Ouagadougou	Incorporate pro poor and gender responsive approaches into ongoing water reform processes Promoting women as small scale managers and providers of WATSAN services	

Thematic Priority	WAC II Implementation Plan Activities	Potential Key Gender Mainstreaming Strategies	Type of Strategy
	Establish indicators	Develop poverty and gender sensitive indicators to integrate into WAC II Monitoring and Evaluation systems and build capacity at city level to facilitate this activity.	
	Assess the current situation through surveys and research		
Sanitation for the urban poor	Improve the sanitation in the forest (classified as a dam) in Ouagadougou	Construct separate and appropriate latrines with hand washing facilities for boys and girls in schools.	
	Promote new technologies in urban areas	Research, develop, promote and implement gender responsive pro-poor appropriate technologies for sanitation, including drainage and waste management facilities.	
		Prioritize and facilitate pro-poor, gender sensitive urban sanitation policy making and institutional arrangements so as to increase sanitation coverage	
		Promote budget allocation for sanitation	

Thematic Focus	WAC II Implementation Plan Activities	Potential Key Gender Mainstreaming Strategies	Type of Strategy
Urban catchment management	Conduct an environmental impact assessment of the hilly river basin (with three dams) that supplies water to a part of Ouagadougou	<p>Educate community members, with a particular focus on gender and the low income bracket, of urban catchment/ environmental pollution issues particular to each city.</p> <p>Focus on gender needs and requirements in interactions between urban development and environmental sustainability, including water quality and quantity perspectives and socio-economic development and ecological integrity aspects</p> <p>Mainstream pro-poor and gender responsive approaches in existing river basin/watershed related legislation</p> <p>Integrate gender perspective in capacity building programmes aimed at Integrated Urban Water Resources Management</p>	
Water demand management	Develop innovative tools/ appropriate technology options for water demand management, water quality improvement and water and sanitation provision	Develop pro-poor, gender responsive water demand management strategies	
	Put in place water conservation demonstration activities	Introduce staged interventions to introduce gender sensitive demand responsive and demand management strategies that further improve efficiency and equity in water supply and water use	
	Develop a Water Demand Management strategy, and improve the sanitation provision in the city of Ouagadougou	<p>Research, development and promote appropriate and affordable technologies that are pro-poor and gender responsive</p> <p>Emphasize water scarcity issues and strategies in Value Based Water Education programmes, and the differential impacts on women and men and the poor.</p>	

Thematic Priority	IAC II Implementation Plan Activities	Potential Key Gender Mainstreaming Strategies	Type of Strategy
Water education in schools and communities	Value-based water, sanitation and hygiene education. (VBWE)	<p>Emphasize water scarcity issues and strategies in Value Based Water Education programmes, and the differential impacts on women and men and the poor</p> <p>Integrate gender perspective in water education curriculum in order to raise awareness of women's burden and need for boy's and men's involvement in all aspects of water management and environmental sanitation</p> <p>Promote the equitable sharing of tasks related to WATSAN between girls and boys</p> <p>Promoting girls and women in sciences, engineering and technology</p> <p>Establish special messages for men within the education (and awareness raising) programme.</p>	
Advocacy, awareness raising, and information sharing	Public Awareness campaigns on the social, environmental and economic aspects of water and sanitation in Ouagadougou.	<p>Sensitise and educate policy and decision makers of the WATSAN conditions in low income, under serviced areas of urban centers in Africa, including gender situation</p> <p>Generate the interest of women in the WATSAN sector</p> <p>Mainstream gender issues into all awareness raising, advocacy and information exchange programmes</p>	

Thematic Priority	WAC II Implementation Plan Activities	Potential Key Gender Mainstreaming Strategies	Type of Strategy
	Information exchange, partnerships, building on experiences at regional level.	Create a WAC programme network for experience sharing including gender issues	
Program Management, knowledge, Monitoring Tools	Regular follow-up to assess progress towards the attainment of the MDGs in water and sanitation in Ouagadougou.	Facilitate the generation of gender-disaggregated data for WATSAN sector and build capacity at city level to facilitate this activity.	
	Sharing of results and recommendations.	Promote the gender mainstreaming of WATSAN institutions, including at senior decision making positions, through affirmative action programmes	
		Advocate and implement training of policy formulators, water boards, water commissions, and water and sanitation utilities in the gender approach	
		Improve capacity of cities to document local experiences incorporating gender and pro-poor perspective	
		Regulate gender responsive budgeting in WATSAN budgets, including WAC II budgets	

4. Lusaka - Mrs.Margaret Ng'oma, Department of Infrastructure and Support Services, Ministry of Local Government and Housing.

Priority Themes and Activities from 2005-2007

CITY: LUSAKA

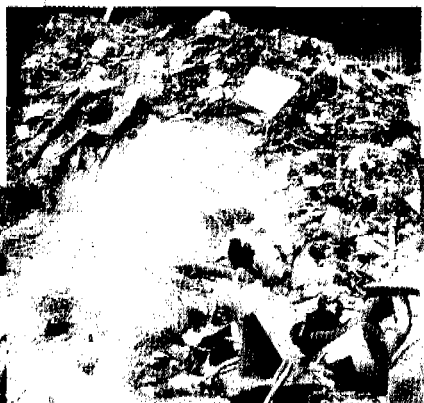
Pro-Poor Governance and Follow-Up Investment	Set up and/or strengthen working gender units in all stakeholder institutions.	Facilitate pro-poor governance mechanisms and policy (community based management "models"), including inclusion of women and the low income bracket, in decision making structures/processes, and development of alternate community financing systems (micro credit, rotating funds etc)	Institutional development
	Review policies to integrate gender and pro-poor considerations.		Policy facilitation
	Carry out training, dissemination of information, and rehabilitation of existing infrastructure.		Capacity building
	Operationalise resource mobilization.		Micro-financing
	Training		Community development
	Carry out monitoring and evaluation.		Monitoring and development
	Carry out field and desk research, monitoring and evaluation.	Research impact of reform of WATSAN utilities on women and the poor	
Sanitation for the Urban poor	Rehabilitate and construct appropriate and adequate latrines.	Increase coverage of separate and appropriate latrines and augment them with hand washing facilities for girls and boys in schools	Implementation Infrastructure (investment)
	Lobby for allocation of resources.	Promote budget allocation for sanitation	National and Institutional Gender budgeting
	Undertake awareness Programmes on hygiene	Promote hygiene practices	Participatory development Community development
Urban catchment management	Undertake awareness programmes in urban catchment and environmental issues.	Educate community members, with a particular focus on gender and the low income bracket, of urban catchment/environmental pollution issues particular to each city	Capacity building Education Community mobilization

Water demand management	Review of draft WDM strategies and guidelines to include gender.	Develop pro-poor, gender responsive water demand strategies	Capacity building Institutional development Policy facilitation
	Implement gender and demand responsive WDM programmes in selected areas.	Introduce staged interventions to introduce gender and demand responsive management strategies that further improve efficiency and equity in water supply and water use	Education Institutional development Awareness Capacity building
Water education in schools and communities	Operationalise the Water Classroom Programme.	Emphasize water scarcity issues and strategies in Value Based Water Education programmes, and the differential impacts on women and men and the poor.	Education Awareness raising
Advocacy, awareness raising, and information sharing	Undertake educational and awareness programmes.	Sensitise and educate policy and decision makers of the WATSAN conditions in low income, under serviced areas of urban centers in Africa, including the gender situation	Capacity building Education
	Integrate gender into day-to-day WATSAN activities all of stakeholders.		
	Encourage networking among cities.	Mainstream gender issues into all awareness raising, advocacy and information exchange programmes	Education and awareness raising
Program Management, Knowledge Management and Monitoring Tools	Carry out a gender disaggregated data baseline study.	Facilitate the generation of gender-disaggregated data for WATSAN sector and build capacity at city level to facilitate this activity.	Program me management (MLGH and MEWD) Capacity building Institutional development
	Develop gender responsive indicators.	Develop poverty and gender responsive indicators to integrate into WAC II Monitoring and Evaluation systems and build capacity at city level to facilitate this activity.	Programme management (as in CC 1) Capacity building Institutional development

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