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DOMESTIC WATER SUPPLY PROGRAMME
SHINYANGA REGION

SUPPLEMENTARY REPORT TO THE PLAN OF OPERATION
FOR SHINYANGA REGION, 1993-1998

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1. Background

This report contains a summary translation of the recommendations of a Gender Impact Study (GIS) into practical gender-specific strategies for action to be incorporated into the implementation of the DWSP. The GIS was carried out in August and September 1993 in four villages in Kahama and Meatu districts. The recommendations of the study were discussed in two workshops, held in Shinyanga and Maswa in May 1994, with regional and district level management teams (RPMT & DPMTs), as well as the DHV consultants. The objective of the workshops was to discuss the GIS recommendations and any other gender-specific guidelines proposed by the group, and then translate those which were accepted into implementable measures within the DWSP.

A separate report of the workshops is a more detailed document of discussions, including constraints to implementation and strategies to overcome the problems identified. It constitutes the basis for this brief supplementary report. In addition to the strategies discussed at the workshops, a number of suggestions for monitoring indicators are also included here. These could not be discussed at the workshops due to time constraints.

The present document summarises gender-specific strategies to be used as guidelines for the development of gender-sensitive yearly workplans. Table 1 covers training activities for the regional and district management teams and for animators from the village, which are carried out prior to the implementation of the step-by-step approach which takes place at the village level. This training promotes the incorporation of gender as an important issue from the very beginning of programme activities. It therefore encourages "mainstreaming" and integration of gender issues in the DWSP. Table 2 and 3 delineate gender-specific strategies which should be incorporated into the step-by-step procedure, at village level.

It should be noted from the outset that the Plan of Operations developed for Shinyanga region is already considerably gender-sensitive and that this summary details and augments what has already been incorporated in the revised versions of the Plan.

The only substantive shift is in relation to the need to sensitize **men** as well as women, at regional, district, ward and village levels, with regard to the programme objective of **improving gender balance in the participation of users in decision-making**. This is an important point in a socio-cultural context where the approval of men is essential for most women to engage in development programmes. It is also important because unless this objective is explicitly discussed with men, and men are encouraged to be involved in **implementation** activities, there is a danger that the onus for the success of the programme will shift entirely to women. As discussed in the workshops, the RPMT and DPMTs would be responsible for sensitizing other government officials, political and religious leaders at regional and district levels while ward level staff and village animators would use various fora, such as public meetings, village councils, "sungu sungu" meetings and religious gatherings to raise awareness of these issues at village level.

The summary below focuses on the consultation, preparation and design stages of the DWSP, since the recommendations of the GIS relate to these steps. The implementation, operation and maintenance can only include both women and men if gender is an important consideration from the beginning of programme activities. Information to be collected during implementation should be gender-disaggregated to allow for gender-sensitive monitoring. For example, the satisfaction rate of users should be gender-disaggregated.

The importance of the animators as key actors in promoting the involvement of women in decision-making, and the community in general in programme activities, cannot be over-emphasized. During the workshops, which formed the basis for this document, considerable concern was expressed by the DPMTs about the (future) performance of the animators without remuneration from DWSP funds and about the adequacy of their own follow-up work without additional allowances for fieldwork days. In addition, they were concerned that the training they had received in animation, PRA and gender issues in the preparatory stages was not adequate to train ward level staff who in turn would train village animators. Gender-sensitive monitoring of the work of the animators by the RPMT in collaboration with the DHV consultants, in selected areas, is therefore of critical importance to allow for remedial action to be taken, if necessary. Ongoing opportunities for training and follow-up should be maximised.

This summary should be read with reference to the Plan of Operations, in particular, the step-by-step procedure. The actors involved in the implementation of these strategies are those described within the Plan unless otherwise stated here.

TABLE 1.

Pre Step-by-Step Activity	Gender-Specific Strategies	Indicators for Monitoring
<p>1.1 Training of trainers (DPMTs) in PRA and animation techniques</p>	<p>Gender issues should be included in the training.</p> <p>Since the DPMTs are almost exclusively male, efforts should be made to incorporate women district officials (who may not be heads of dept.) and women ward staff as trainers.</p> <p>Although it is not currently feasible to create new advisory posts for gender advisors at RPMT/DPMT levels, gender expertise from other programmes and sectors should be utilised where possible.</p> <p>Whenever possible, one man and one woman to be selected per village.</p>	<p>Gender components in training</p> <p>Number of women trainers at district and ward level</p> <p>Number and type of input from gender experts</p> <p>Number of women and men animators</p>
<p>1.2 Training of animators from the villages</p>	<p>Animators be well prepared to motivate women to take up leadership positions.</p> <p>Animators be prepared to sensitise men and engage in dialogue with them about the need for women's participation in decision-making within the DWSP.</p>	<p>Training content. Number of women leaders.</p> <p>As above.</p>

TABLE 2:

Step-by-Step Activity	Gender-Specific Strategies	Monitoring Indicators
<p><u>Step 1: Consultation</u></p> <p>2.1 Meetings to investigate and discuss wishes, requirements and obligations of community groups.</p> <p>2.2 Tour to indicate potential sites for water/sanitation facilities</p> <p>2.3 Formal establishment of user group/s and a VWSC.</p>	<p>In order to include women in general (and men who are not leaders), gather and disseminate information using a variety of informal venues, such as water points and households.</p> <p>Existing groups such as youth and women's groups to be consulted and their views incorporated.</p> <p>Ensure the inclusion of women (from formal and informal groups)</p> <p>Of the 6 members of the VWSC, at least 3 should be women. Either the secretary or the chair should be a woman.</p> <p>Animators be well prepared to motivate women to take up leadership positions and to sensitize men about why this is important.</p> <p>Women should be chosen on the criteria of competence.</p> <p>Women involved in women's groups be asked to report on relevant discussions.</p> <p>Meetings to be scheduled at convenient times and locations to facilitate women's participation.</p>	<p>Number of informal venues used.</p> <p>Number of women and men contacted.</p> <p>Number and nature of groups contacted.</p> <p>Gender composition of villagers involved.</p> <p>Gender composition of VWSC.</p> <p>Number of women chairs and secretaries.</p> <p>Training content.</p> <p>Number of women leaders.</p> <p>Performance of women on committee.</p> <p>As above.</p> <p>Attendance of women at meetings.</p>

TABLE 3:

Step-by-Step Activity	Gender-Specific Strategy	Monitoring Indicators
<p><u>Step 2: Preparation</u></p> <p>3.1 Presentation of alternatives to user groups, schools, clinics, churches.</p> <p>3.2 Approval of project and detailed planning of activities.</p>	<p>Requesting representation of women and men from water points, user groups and local institutions.</p> <p>Men as well as women to be involved with implementation tasks and resource contributions.</p>	<p>Number of men and women at presentations.</p> <p>Gender-disaggregation of tasks and resource contributions.</p>
<p><u>Step 3: Design</u></p> <p>3.3 Training of user groups and/or VWSC</p>	<p>Women as well as men be given training for their roles on the VWSC.</p> <p>Train women as well as men in the technical aspects of construction, operation and maintenance.</p> <p>Use existing women technicians in the water sector (regional and district level) to train village women, when possible.</p> <p>Encourage user groups to consider alternative technologies for rain water harvesting, where feasible, on a pilot basis.</p> <p>Where feasible, DPMTs to facilitate women's groups to construct light carts for water transportation, on a pilot basis.</p>	<p>Number of women and men trained.</p> <p>Number of women and men trained.</p> <p>Number of women and men technicians used.</p> <p>Number of user groups. Gender composition of user groups.</p> <p>Number of women's groups involved.</p>