

**DOMESTIC WATER SUPPLY PROGRAMME
MOROGORO REGION**

REPORT OF GENDER PLANNING WORKSHOP

Morogoro, 23-25 May 1994.

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June 1994

824-TZM094-10913

Contents

	Page
1. Background	1
2. Workshop Programme and Methods	1
3. Output of workshop	2
3.1 The "Gender Statements" exercise	2
3.2 Review of Recommendations	3
3.2.1 Recommendations: Water Closer to Homes in Continuous Supply	3
3.2.2 Recommendations: Building Village Capacity (technical problems)	5
3.2.3 Recommendations: Building Village Capacity (managerial and organizational problems)	6
3.2.4 Recommendations: Reduction of Disease/ Improvement in Sanitation	7
3.2.5 Recommendations: Improving the Effective Use of Water	9
3.2.6 Recommendations: The Reduction of Women's Workload	11
3.2.7 Recommendations: Improvement in the Position of Women in Decision Making	12
3.2.8 Recommendation: Increased Income Generation and Nutrition	15
3.2.9 Recommendations: Gender Advocacy and Skills	15
3.2.10 Recommendations: The Consultative/ Participatory Approach	16
3.2.11 Recommendation: Increased time for Programme Activities	17
3.2.12 Recommendations: The Monitoring System	17
3.2.13 Recommendations: Programme Incentives	17
3.2.14 Recommendations: Programme Coordination	18

1. Background

The overall objective of this consultancy was to translate the conclusions and recommendations of the Gender Impact Study (GIS) carried out between September and October 1993, in Morogoro Region, into operational measures and strategies which will be developed by the respective districts into concrete activities to be implemented under the Domestic Water Supply Programme (DWSP), [see Annex 1 for Terms of Reference]. The main purpose of the Workshop was to discuss and agree upon (with changes) the conclusions and recommendations of the GIS; with the output from the workshop serving as a basis for the supplementary report to the Plan of Operations which serves as a guide and the basis for the yearly work plans and budgets.

The main participants of the Workshop were members of District Management Teams (DPMTS) from Morogoro Rural, Kilombero, Ulanga and Kilosa, representatives of the DHV Team in Morogoro and members of the Regional Management Team (RPMT) [see Annex 2 for participants list].

2. Workshop Programme and Methods

Although the main purpose of the Workshop was to enable the recommendations of the GIS to be translated into the Plan of Operations, the programme was designed to have a role in an ongoing process of gender sensitization and gender planning for the implementors of the DWSP.

The workshop in Morogoro was held for three days and included one general exercise and discussions on the need for gender planning. Although there was some delay in starting the morning session on the first day, it was heartening to note that the Morogoro participants were diligently committed to the workshop agenda. Their spirit of team work, eagerness to learn and general participation in discussions were a great inspiration to the consultants. Hence, despite the very long list of recommendations from the GIS, the review including identification of problems and strategies for implementation was accomplished in the allocated time. It was agreed that each district would devise its own plan of activities based on accepted recommendations and strategies for implementation. (see Annex 3 for workshop programme and Annex 4 for the consultants' work schedule).

Group work with guidelines for discussion, followed by report back and discussion in plenary, were methods employed in the workshops. Generally, they were successful in promoting the involvement of participants and were productive and efficient in terms of output. Chairpersons and rapporteurs were chosen in the small groups, with the two consultants acting as a co-facilitators for the plenary discussions. Members of the Regional Team, DHV consultants and the workshop facilitators joined District teams during group work. The opening address was given by the Regional Development Director (RDD) for Morogoro, Emmanuel Mazalla (see Annex 5).

3. Output of workshop:

3.1 The "Gender Statements" exercise.

The objective of this exercise was to elicit from the participants the rationale for gender planning, by discussing the differences (and inequalities) in women and men's roles, workload and access to resources.

Following the opening address and introductions, the participants were divided into groups to discuss the following statements:

- (a) GENDER" IS SOCIAL, "SEX" IS BIOLOGICAL.
- (b) WOMEN AND MEN HAVE DIFFERENT ROLES AND WORKLOADS.
- (c) MEN AND WOMEN HAVE DIFFERENT ACCESS TO RESOURCES.

A summary of the report back is presented below.

(a) "GENDER" IS SOCIAL, "SEX" IS BIOLOGICAL

Gender is "social" because it refers to the social relationship between men and women, and their differing roles and responsibilities, which depend on the society in which they live. Gender roles can be altered by changes in the environment, for example by education. Gender roles can change, and do change over time, although change is not easy because the roles are deeply rooted in culture and customs.

Sex refers to the physical and biological differences between men and women. Sex is fixed and cannot be changed and influenced, in the same way as gender attributes.

(b) WOMEN AND MEN HAVE DIFFERENT ROLES AND WORKLOADS

Women engage in a greater number of activities than men and work longer hours than men. They therefore have less time to rest. Women do more domestic tasks: cooking, washing, fetching water, child care and so on. Women take on "men's" activities to a greater extent than men take on what are perceived to be women's activities.

Men have a higher status than women, both within the household and in society, in general. Men have greater decision-making power than women. However, some participants argued that women do influence decision-making, particularly within the household, and are able to negotiate with men when there is a conflict.

(c) MEN AND WOMEN HAVE DIFFERENT ACCESS TO RESOURCES

It was generally agreed that men have much greater access to resources than women. There was initial debate about this in Morogoro region on this point. It was argued that although the law stipulates equal access to resources for men and women, in practice, men have greater control over important assets such as land and cash crops.

Even when women have access to resource such as kitchen utensils, they were not perceived to "own" these and therefore do not have control over them.

Given men and women's different positions and the inequalities between them, the need to disaggregate along gender lines for more effective and equitable planning was emphasized. However, it was pointed out that this did not mean separate plans for women but rather an integration into mainstream planning. The exercise was useful for bringing gender into focus and building consensus as a group, before the analysis of the recommendations of the GIS.

3.2 Review of Recommendations

After the gender statements exercise, the participants were facilitated to review the recommendations of the GIS. The review had the following three aims (nicely summed up by the RDD):

1. To discuss the conclusions and recommendations contained in the GIS report and translate these into operational measures and concrete activities that can be incorporated into the plan of operations.
2. To give the participants an opportunity to rediscuss the recommendations and pick the practical ones that will enable achievement of a sustainable rural water supply system.
3. To work out the strategies through which "Morogoro" will implement resolutions in order to be able to give clear instructions and training to implementors at field level.

The district teams (Kilosa, Kilombero, Ulanga and Morogoro Rural), working in groups, were asked if they agreed with each recommendation and if implementation was feasible. If not, they were asked to explain why. If they were feasible, they were asked to describe problems which might arise in implementation and discuss concrete strategies to overcome the problems.

A summary of discussions, with problems identified and concrete strategies for action, are described below for each recommendation. It is important to note that the views expressed in this and the preceding exercise are, in the main, the views of district level officials and cannot be assumed to automatically represent villagers' views. It should also be noted that the DPMTs were almost exclusively male.

3.2.1 Recommendations: Water Closer to Homes in Continuous Supply

- (a) Identify and inform clients on feasible alternative technologies such as rainwater harvesting, improved traditional wells.

There was general agreement in the plenary that the recommendation was feasible through the use of well trained

animators in the villages. The main problem identified was that villagers' homes had thatched roofs which could not be used for rainwater harvesting. Another problem was in terms of funds, as the initial costs for rainwater harvesting technology were very high for ordinary peasants.

Strategies:

Rain water harvesting is possible in institutions, eg. school, dispensaries, mosques, churches, etc. which have iron roofing. Traditional wells can be improved in the villages and Kilombero and Ulanga had started doing so.

- (b) Use mapping techniques in village investigations to locate all settlement pockets and facilitate their consultation in decision making.

There was also general agreement in the plenary on the feasibility of this recommendation. All districts agreed that this is important to ensure sustainability of the Programme, especially where user groups (men and women) are to be involved from the beginning. However, timidity among women has to be, and can be, overcome, as the methods used in the GIS showed.

Strategies:

- (i) Arrange tasks/exercises separately among men and women when necessary.

- (ii) Training and use of animators, as in (a) above.

- (c) Ensure women's participation in testing water in potential sites for acceptability.

There was general agreement that it was possible for women as members of the user group to participate in simple non-technical tests, eg. tasting for salt, colour and smell. Chemical and more technical tests to be done by well trained field technicians of Water and/or Health in the villages. The problems cited by all districts were in terms of availability of appropriate simple technologies and funds for purchasing the same.

Strategy:

Request donor funding for simple technology and testing kits.

- (d) The technical assessment of suitability of simple technology presented and discussed with village participation during community investigations.

This was agreed as feasible since it is part and parcel of what is set in the Plan of Operation's step-by-step procedure, in step 3.

3.2.2 Recommendations: Building Village Capacity (technical problems).

- (a) Arrange for more technical training for village fundis.

There was general agreement that the Programme could utilize existing fundis in the villages who could be given on the job training, and given the necessary support in tools, rather than training for long durations.

The problems voiced was the lack of monetary and material incentives to the fundis. Training often times raises great expectations of employment. Kilosa shared its experience where trained fundis usually leave the villages for towns.

Strategy:

Kilombero suggested the creation of water accounts among user groups which could be used to pay fundis whenever repairs are done to a water point/pump.

- (b) Initiate scheme of apprentice village fundis.

This recommendation was discussed at length and finally rejected on the grounds that it needed a separate programme which may complicate the implementation of the present DWSP. The problem of raising expectations of waged employment among apprentice village fundis was also voiced by participants.

- (c) Encourage female fundis.

This recommendation was agreed on but presently had a lot of constraints. The main problem was seen to be cultural. Traditional attitudes dictate against women being trained as fundis.

Strategies:

- (i) Women and men to be sensitized and encouraged to change their attitudes on this issue.
- (ii) Female fundis from district level to be used as trainers.
- (d) DWE to give guidelines on the purchase of spare parts for maintenance of wells

The recommendation was rejected on the grounds that user groups on consultation with local fundis in the village could accomplish this. Spare parts for a particular pump could be identified by the District Water Engineer (DWE) or an assistant but not the supplying of spares, this could be done by agents selling construction materials.

Alternative recommendation:

RPMT and DPMTs to encourage private agents to store necessary spares.

- (e) District to intensify technical advice to fundis.

This was agreed by all districts and is part and parcel of the Plan of Operations (step-by-step 2 & 5).

- (f) Provide appropriate camping equipment to enable technicians stay in the field for a longer period.

It was agreed that this provision depended on the situation: location, type and intensity of work to be done at site. Accommodation arrangements are often made by village/ward authorities in question. Providing camping equipment for every technician was not feasible due to heavy costs. However, cooking utensils and boots are provided by DSWP.

3.2.3 Recommendations: Building Village Capacity (Managerial and Organizational Problems)

- (a) Arrange a contractual agreement between the villages and fundis, enjoining them to include payment.

This recommendation is reflected in step 6 of the Plan of Operations, under Operation and Maintenance. It was agreed that this should be encouraged but be left in the hands of each user group/whole village to enter into a contract with an identified local funds. It is through such tasks that user groups will feel in control and responsible for their water point.

- (b) Ensure democratic election, financial accountability of leaders

This recommendation was seen as too much interference with local politics for the Programme.

Alternative recommendation:

Animators and other extension staff in the programme could give advice to village/user group members. The user group committee could be sensitized about democratic processes and good financial control procedures to promote democratic elections and financial accountability.

3.2.4 Recommendations: Reduction of Disease/Improvement in Sanitation

- (a) An objective should be added to give adequate scope to health and sanitation goals, for example to strengthen the safe and effective use of water.

This recommendation was rejected as unnecessary. The Plenary agreed with the reasoning of Kilosa District that if added it will over-emphasize this component of the programme and may overshadow the main objective: the provision of a safe and clean water supply.

- (b) Facilitate user groups to develop and discuss regulations regarding sanitation at the well site, including location of latrines, gardens, laundering and bathing. This can be inserted in the step-by-step procedure, Operation and Maintenance. Young men (traditional "sungu sungu") may be used to help enforcement.

This was agreed as feasible but without the use of "sungu sungu" for enforcement, since their actions might be too coercive and lack an educative aspect.

Strategy:

User groups (women and men) could formulate regulations to be enforced by group members/representative or well attendant. If formal procedures are needed then villages through Ward Councils could propose by-laws on water safety and cleanliness to be approved by District Councils. Health and Water Attendants could supervise their enforcement.

- (c) Include information (cost, benefits) on the construction of washing slabs in the Programme package. Given the potential benefits for women of this slab, facilitators should try to build advocacy for it.

It was agreed that this could be tried in pilot villages. It was felt that this was within the scope of DWSP since it contributes to meeting the objectives of promoting health and hygiene as well as reducing women's workload.

Strategies:

- (i) In pilot villages, user groups, men and women, could be informed and supported during the step 3 (survey and design), step 4 (community mobilization and development) and step 5 (construction).

- (ii) Utanga suggested involving villagers in economic ventures such as MFUNARI (Munka) that would help to raise funds for construction of slabs, etc. However, DWSP could provide support in materials if the villagers could provide the labour for construction.

- (d) Department of Natural Resources could, in conjunction with the Programme implementors, escalate efforts to protect catchment areas. They could also target user-groups, user villagers for further information and advocacy measures to control contamination.

The Plenary agreed with the recommendation but felt that it was not up to the DWSP to make the initial efforts to contact the Department of Natural Resources. A problem identified was that drought conditions created the tendency for villagers to cultivate and cut trees near water sources exacerbating environmental destruction.

Strategies:

- (i) It was agreed that the District Executive Director (DED) was in a key position to promote intersectoral collaboration on environmental protection at district and village levels.

- (ii) Animators and extension staff could sensitize user-groups (men and women) on the protection of catchment areas.

- (e) Strengthen user group capacity to identify problems and effect solutions related to water safety and sanitation by initiating community-based monitoring of water safety and site cleanliness. Skills in testing and monitoring at village level should be built, using appropriate technologies such as simple bacterial dipslides. The monitoring will also increase awareness of water safety (many assume well water is automatically safe) of immediate practical use of the community.

There was general agreement on this recommendation but it was only feasible if Health and Water Workers at village level are equipped with the necessary skills and testing equipment. The main problems were in terms of funds for the purchase and maintenance of the equipment; the availability of the bacterial dipslide; and the appropriate space for their safe keeping.

Strategies:

- (i) Request for donor funding and support for the supply of the said equipment.

- (ii) Water and health workers to support the user group to identify the quality of water and cleanliness around the water point/site.

- (iii) DPMTs to train village health and water workers on the proper use, storage and maintenance of the equipment.

- (f) Facilitate user groups to effect treatment of the water such as chlorination i.e. provide information, train attendants on request.

This recommendation was rejected on the basis that it was dangerous for user groups to handle chlorine. This should be done by expert and chemically trained personnel. Ulanga district gave an example of how chlorination had failed in Mtimbira village. Morogoro Rural suggested the use of simple techniques such as boiling of drinking water, or using the three-pot system. However, it was recognised that there fuel problems involved for the boiling of water.

3.2.5 Recommendations: Improving the Effective Use of Water

- (a) Train health workers in participatory solving of health problems, using well and household sanitation as an entry point (prior to step-by-step approach).

This recommendation was only partially accepted since it was felt that the training of health workers prior to the step-by-step procedure was outside the terms of reference of the DWSP. The primary responsibility for this work was felt to belong to the Health Department as part of ongoing programmes.

Strategies:

(i) The health workers in the RPMT and DPMT could sensitize the Ministry or Departments of Health to use the mass media to communicate preventative health measures to user groups and villages. The use of posters, flip charts (printed) simple text books, songs and theatre groups at village level could be encouraged.

(ii) Ulanga DPMT had started sensitizing health workers in the Programme under step 1 of the step-by-step approach at Chingandugandu and Isongo villages. Morogoro Rural felt that health workers in the programme could be trained but in a pilot area/village.

- (b) Add identification and strategizing on health problems related to water use to the agenda of user meetings, with facilitation by trained health workers.

This recommendation was agreed on but the lack of trained village health workers was seen as a serious constraint.

Strategy:

The Programme could start with pilot areas where trained VHWS exist and could be used to assist user groups to identify health problems related to water.

- (c) Facilitate community-based safety monitoring and corrective measures by providing groups with information and training health workers. Put findings and solutions on the agenda of group and village meetings, to be monitored at District level.

This recommendation was agreed on but the constraint was, again, the lack of trained health workers.

Strategy:

Ulanga District suggested that the District Health Officer (DHO) should organise the training of health workers in communication skills and design information materials according to the context.

- (d) Seek alternative appropriate technologies for home water treatment and inform users.

This was agreed on but Morogoro Rural observed that apart from boiling water other technologies are unknown, and hence implementation may not be feasible.

Strategies:

(i) Kilombero thought that the programme could encourage the use of husk stoves and ceramic charcoal stoves which should go hand in hand with the planting of Lucina trees.

(ii) The District Health Officer could provide information about alternative technologies through training.

- (e) In order to increase the number and adequacy of household utensils, men should be targeted for advocacy as they control the major cash flows within the household.

This recommendation was rejected as it was felt to be unacceptable to target men only in this way and could be construed as excessive interference in household decision-making.

Alternative recommendation:

Morogoro Rural suggested encouraging households (husbands and wives) to use local materials (vibuyu & vinyungu) for storage.

- (f) The Programme should seek alternatives and incentives for technologies in portage, storage and sanitation utensils successful in other areas and facilitate their use, carts or wagons, bicycles, use of ash to sanitize, hand-washing facilities.

This was agreed on and is already included in the plan of operation (see p. 33). The main bottleneck is in the financial ability of the user groups/villages.

Strategy:

Separate programmes could be encouraged to increase the economic power of villagers and/or user groups.

3.2.6 Recommendations: The Reduction of Women's Workload

- (a) Amplify scope of the objective to include reduction of workload in water-related activities (including collection, sanitation, site-cleanliness and other programme activities), the latter means ensuring that women alone are not made responsible for Programme activities, including income-generation to support the Programme.

This was felt to be reflected in the objective currently in the Plan of Operation (pg. 15); the main problems were customs and taboos which make it hard for attitudes to change. The lack of appropriate alternative technology for water collection and the low educational level of rural men and women were hindrances to the implementation of this recommendation.

Strategies:

- (i) Raising of community awareness on gender issues by village animators, Community Development Workers (CDAs) and extension staff. Kilosa suggested that training at all levels is a key issue. Ongoing training on animation techniques should include this aspect. Other programmes (eg. CSD) are also working to support this perspective.

- (ii) Where possible water points be within 400m from homes

- (iii) Introduction of light carts (wooden where feasible) and "Mikokoteni" and the use of bicycles, for men and women to ferry water from water points

- (iv) The sensitization of men about the need to reduce women's workload.

- (b) Include programme activities to strengthen advocacy for work-sharing in all tasks, using water-related activities as an entry point, in order to effect changes in the unequal division of labour.

This was agreed on with the constraints to implementation noted for the above recommendation. Kilombero cited an example of women in Mahenge taking part in bridge building.

Strategies:

Apart from sensitization and awareness raising mentioned above, arranging and promoting exchange visits e.g. user committees visiting others. This could be organized at village level by the animators.

- (c) Involve villagers especially women in the site location and testing for acceptability for drinking and cooking purposes.

This was agreed on as feasible, but has to be introduced before Construction in step 2.

Strategy:

The sensitization of water technicians (on this issue) who should, and do work with community development workers.

3.2.7 Recommendations: Improvement in the Position of Women in Decision Making

- (a) The objective should be reworded to specify the goal of strengthening women's effective consultation in decision making process.

The Plenary rejected this recommendation and agreed to remain with the wording in the Plan of Operations (p. 15), since there is no great difference. The argument was made that the phrase "effective consultation" in the GIS is actually more narrow than the "adequate participation in decision making". Therefore it was agreed to let the objective stand in its current form.

- (b) Train the entire user group in workshops (with special attention to gendered issues such as power in decision making) in group dynamics, communications, planning and organizational skills, accountability, accounting, reporting, monitoring costs.

This recommendation was rejected as not feasible on account of huge costs, organizational complications and time constraints. Kilosa added that subjects taught may not be relevant for all user groups.

Alternative recommendation:

The user group could be sensitized in general meetings and training be left for group leaders and committee members.

- (b) Train leaders in leadership and management skills

This was agreed on and some training is planned under step 4 of the step-by-step procedure. However, a number of problems were discussed: poor attendance due to lack of incentives; women had limited time to participate in training; a tendency for men not to allow their wives to attend such training.

Strategies:

- (i) The sensitization of influential people to sensitize leaders for effective participation
- (ii) Introduction of the use of appropriate technologies to reduce women work load e.g. use of wooden wheel barrows where feasible.
- (c) Facilitate and monitor democratic elections of leaders after creating the advocacy and awareness.

This recommendation raised much debate on whether it is democratic to set the number of men and women to be on the Water and Sanitation Committee.

It was agreed that costs of facilitation and monitoring of elections would be too great if done from region or district but that it could be done at a local level.

Strategy:

Districts should choose their external monitors who reside in nearby areas, to supervise and monitor democratic elections. VEO and Extension staff could be used.

- (e) Increase advocacy for increased women's participation in decision making among men and women, village leaders, implementing personnel.

This was agreed on but has to be seen as a slow process to overcome socio-cultural barriers.

Strategies:

- (i) To increase advocacy for women's participation. (see strategy (i) under recommendation 3.2.6 (a).
- (ii) Women do share ideas with other women. If animators attended these groups, they could carry these ideas to VWSC meetings.
- (iii) To use songs and theatre for advocacy and sensitization; and to use printed posters, with the support of DHV consultants.
- (f) Create an enabling environment for effective participation of women in decision making through separate meetings for women, building organizational capacity and experience among women, establishment of channels of communication and responsibility for gendered issues (quotas at village level, coopted members at ward level, Gender planning Officers at District/Regional level).

This was agreed on, except for Gender Planning Officers since there was a Government regulation against new employment. Therefore the employment of Gender Officers is not practical. It was also felt that to have a Gender Planning Officer at regional level would not be very effective, given that planning procedure begins at a more local level.

Strategy:

It was thought to be more effective to have gender-sensitive animators at the village level. Training of animators was thus critical.

- (g) Use meetings/workshops of women at village, then user group level to identify potential leaders, assess criteria and qualifications needed, identify problem areas, assess causes, recommend strategies. Utilize the space to give women experience in lobbying and negotiating skills.

This was rejected as not feasible for the following reasons: It would delay implementation of DWSP and would be very costly. It was not thought to be a good idea to identify potential leaders in workshops before elections are held. This would be regarded with suspicion as undermining the democratic process of elections.

- (h) Facilitate placing women on the agenda of meeting, creating space and opportunity for them by utilizing such methodologies as participatory workshops set at convenient times, allowing for the formation of a separate women's caucus.

This recommendation was only partially accepted. Ulanga felt that the recommendation over-emphasized women. It was agreed that women should be placed on the agenda of meetings, but this could not be done by using participatory workshops because of the time and cost implications.

- (i) Arrange time and space for user groups to agree on incentives for their leaders by placing it on the agenda.

This was agreed on but the incentives have to be set and determined by user groups. These could be in kind (food labour etc.) and monetary. The main problem was seen in setting a uniform standard for remuneration. There is need to coordinate with other programmes (eg. CSD) on this issue.

- (j) Women should be responsible to ensure that they can read and write. Encourage husbands to allow them to attend adult education classes.

It was felt that this should be done through a different

would investigate further.

- (c) Training planners and implementors in gender planning, monitoring and evaluation.

Agreed with the constraints indicated for the preceding recommendation.

- (d) Establish lines of responsibility and communication beginning at the user group level and continuing up through the District/Region through:

- (i) Arranging and facilitating the inclusion of transformative/progressive women as coopted members of village and ward level decision-making bodies.

- (ii) Placing an adequately trained gender specialist in the Planning and Control Department at District/Regional level responsible for control and monitoring of gender issues in all sectors.

This recommendation, including its sub items were rejected. Participants felt that there was no need to set up separate lines of responsibility and communication on gender issues. It was not possible to place gender specialists at district and regional level (already dealt with in previous recommendations). Gender issues can be incorporated into existing lines of communication and responsibilities.

3.2.10 Recommendations: The Consultative/Participatory Approach: Training for capacity building and empowerment.

Strengthen the implementors' skills in consultative methods through:

- (i) Development of a Training Manual for a consultative approach, to be developed utilizing District/Regional expertise and current examples (i.e. Planning and Management of Primary Health Care in Tanzania, Training for Development). Methodologies would include village/user group workshops, animation, use of personal testimonials, life histories, group discussions, dramatization etc.

- (ii) Development of indicators for assessing and monitoring actual participation.

- (iii) Identify and utilize strategic or gender-positive individuals as members of field teams, trainers and trainers of trainers. Train them in consultative methodologies and monitoring.

All Districts agreed with the development of a simplified training manual. Identifying gender-positive individuals was not

seen as feasible at present since the criteria for assessing such individuals were not clear to participants.

Strategies:

(i) Various methods could be used to develop the manual including a workshop called for the purpose of writing a manual. It was also agreed that DHV consultants could facilitate the preparation of this manual by collecting reference materials from PROWESS, HESAWA and the DWSP Shinyanga Manual "Mwongozo wa Mraghishi".

(ii) The development of monitoring indicators could also be done during the workshops for preparing the manual.

3.2.11 Recommendation: Increased time for programme activities.

All the districts except Ulanga initially agreed with this recommendation. However, the recommendation was rejected following plenary discussion. It was felt that there is enough flexibility within current plan. Also, there are political risks to giving too much time to preparatory steps; benefits of the Programme are not clearly visible and therefore people could become dissatisfied.

3.2.12 Recommendations: The monitoring system.

(a) Develop a user/community based monitoring system, preferably a system such as the one mentioned above which stimulates self assessment.

This was agreed as feasible but with external (i.e. donor) support. The opportunity was taken to briefly discuss a few of the simpler indicators from the GIS in plenary.

Strategy:

Training support would be required to further develop a monitoring system, with emphasis on how to use the information collected.

(b) Adopt and further develop the suggested system for assessing and monitoring user group and gendered participation in the programme, as well as other qualitative issues, for use at all programme levels.

This recommendation was accepted but would also require external support.

Strategy:

This could be done as part of the development of the training manual. It was felt that expert help was needed.

3.2.13 Recommendations: Programme Incentives

- (a) Districts should work out a uniform scheme of incentives.

This was agreed on and thought to be important. A meeting of donors and government officials (at regional level) is already planned.

- (b) Discuss in user-groups incentives for leaders.

This recommendation was not fully accepted because it was felt that the question should not be put on the agenda if there are no problems, and might create problems where there were none.

3.2.14 Recommendations: Programme Coordination

- a) For optimal coordination, all Departments (Water, Health & Community Development) should be fielded for village level activities.

This was agreed as feasible and is already being done within the step-by-step approach.

- (b) Potential allied efforts from other Departments/Projects should be identified and efforts made to incorporate them i.e. Adult Education, Culture and Youth, CSD etc.

Agreed as feasible. Some aspects are already being implemented eg. using animators trained under other programmes. However, it was felt that animators work better for programmes which pay them. Therefore, the regional donor conference was important.

- (c) Village animators/coordinators can be identified and trained. Gender transformative individuals should be selected.

This was agreed on. The training of animators was felt to be crucial for the successful implementation of the programme. However, there are difficulties in selecting the right people as animators. Kilosa shared its experience with the selection of the external and internal animators and the use of incentives: financial for the external animators and a subsidized price for bicycles for internal animators.

ANNEX I

Terms of Reference

Gender Planning Consultancy in the Domestic Water Supply Programmes (DWSP) in Morogoro and Shinyanga Regions

General:

The overall objective of the consultancy will be to translate the conclusions and recommendations of the Gender Impact Studies carried out in Morogoro and Shinyanga Regions into operational measures and concrete activities to be implemented under the DWSP. The result envisaged is a supplementary report to the Plans of Operations which reflects this translation and will serve as the basis for the yearly workplans and budgets.

Scope of work:

- 1) Familiarisation with relevant DWSP documentation with specific reference to the Plans of Operations and the Gender Impact Studies.
- 2) Preparation and guidance of gender planning workshops in Morogoro and Shinyanga.

The preparation in the field will take one day directly prior to the workshops.

The purpose of the workshops is firstly to discuss and agree upon (with possible changes) the recommendations and conclusions of the Gender Impact Studies. Secondly the workshop aims to make the translation of the recommendations and conclusions of the Gender Impact Studies into specific, operational additions and/or amendments to the Plans of Operations regarding concrete, implementable measures at regional and district level. In particular attention will be paid to the working methods (step-by-step approach, indicators or guidelines for gender-specific monitoring and reporting) and concrete activities.

The main participants of the workshops will be the District Programme Management Teams, representatives of the Regional Programme Management Team, representatives of the DHV teams and the resident researchers who took part in the Gender Impact Studies. To have a workable number of participants two workshops will be organised in Shinyanga. In Morogoro one workshop is sufficient.

- 3) Production of the annex (supplementary report) to the Plans of Operations and a report on the output of the workshop including district level activities.

ANNEX 2: LIST OF PARTICIPANTS

1. C.R. Mayowera For RCDO, Morogoro
2. T.S. Kibombo DWE, Ulanga
3. A.A. Lyima PLO, Morogoro Rural
4. R.R. Ntungilwegi DCDO, Morogoro Rural
5. N. Mhame for DCDO, Kilosa
6. J.M. Mdede DWE, Kilosa
7. J,G. Mtemahanji DCDO, Kilombero
8. G. Kusiluka PCO, Kilombero
9. M.G. Mwangamila DWE, Kilombero
10. K.J.B. Bwire WE, Morogoro
11. N.J. Masare RHO, Morogoro
12. A.E.Mazalla PCO (Acting RPLO), Morogoro
13. D.M. Makeula DHO, Kilombero
14. C.P. Sikali PCO, Ulanga
15. D.E. Mlosa DHO, Ulanga
16. G.K. Katema DHO, Kilosa
17. K.S. Mpute DWE, Morogoro Rural
18. Y.I. Makongwa Acting RWE, Morogoro
19. H. Mabita DCDO, Ulanga
20. H.A.D. Mwakamoja DPLO, Kilosa
21. B.P.S. Mganga CDO, Ulanga
22. Mr. Mwamingila DPLO, Morogoro Rural
23. M.S.Ndikwege DED, Kilosa
24. C.R. Mayonga RCDO, Morogoro
25. Mr. Lipinga DHV, Morogoro
26. Ms. Kirimbai DHV, Morogoro
27. Mr. Van de Laak DHV Coordinator, Morogoro

ANNEX 3

DOMESTIC WATER SUPPLY PROGRAMME GENDER PLANNING WORKSHOP: MOROGORO REGION

Morogoro: 23-25 May 1994

Objectives of Workshop

1. To discuss the recommendations of the gender impact study (GIS) and amend as necessary.
2. To translate agreed recommendations into concrete activities which can be integrated into the plan of operations.

Participating districts: Morogoro Rural, Ulanga, Kilosa, Kahama

Workshop Programme:

Monday, 23 May 1994

- 10.00-10.30 Opening Address: Mr. E. Mazalla, RDD, Morogoro.
- 10.30-11.00 Introduction to workshop. Dr. Hauli, Dr. Kanji
- 11.00-11.30 Tea
- 11.30-13.00 The rationale for gender planning: the different roles, resources and needs of men and women.
Dr. Kanji
- 13.00-14.00 Lunch
- 14.00-15.30 Analysis of specific recommendations of the Gender Impact Study.
Group work (4 district groups)
- 15.30-18.00 Report back and discussion in plenary

Tuesday, 24 May 1994

- 08.00-08.30 Analysis of Recommendations cont.
Group work
- 9.30-10.00 Report back and discussion in plenary
- 10.00-10.30 Tea
- 10.30-11.30 Report back cont.
- 11.30-12.30 Analysis of Recommendations cont.
Group work
- 12.30-14.00 Lunch
- 14.00-14.30 Group work cont.
- 14.30-16.00 Report back and discussion in plenary

Wednesday, 25 May 1994

08.00-10.00	Report back cont.
10.00-10.30	Tea
10.30-12.30	Analysis of Recommendations cont. Group work
12.30-14.00	Lunch
14.00-15.30	Report back and discussion in plenary
15.30-16.00	Close of Workshop - Regional Water Engineer
18.00	Farewell Get-Together

ANNEX 4

CONSULTANTS' WORK SCHEDULE

Unless one of the consultants is named, the schedule below refers to both consultants.

- 22 May: Travel to Morogoro
Meeting with RDD and DHV consultants (Dr. Hauli)
Finalization of workshop programme
- 23-25 May: Workshop in Morogoro
Travel to DSM (Dr. Kanji)
- 26 May: Travel to Dodoma (Dr. Hauli)
- 27 May &
1 June: Draft summary of workshop output and first draft
of report (Dr. Hauli)
- 5 June: Travel to Morogoro (Dr. Hauli)
- 6 June: Debriefing Regional Steering Committee in Morogoro
(Dr. Hauli)
- 7-8 June: Completion of first draft of workshop report (Dr.
Hauli)
- 11 June: Travel to DSM (Dr. Hauli)
- 14-16 June: Supplementary report to the Plan of Operations
(Dr. Kanji & Dr. Hauli)
- 17 June: Final draft of Workshop report (Dr. Kanji)
- 18 June: Production of final drafts of workshop reports and
supplementary reports for Shinyanga and Morogoro.
(Dr. Kanji)
- 21 June: Debriefing at the Royal Netherlands Embassy.

ANNEX 5

OPENING ADDRESS BY Mr. E. MAZALLA, RDD OF MOROGORO REGION. TO THE WORKSHOP TO DISCUSS THE REPORT AND RECOMMENDATIONS ON THE GENDER IMPACT STUDY

Dear Facilitators and Participants,

Ladies and Gentlemen,

It is a great pleasure for me to have this opportunity to open this three day Workshop on the draft Gender Impact Study Report, forwarded to you on 15th December 1998 and briefly introduced to you in our Regional Water and Sanitation Steering Committee last month.

As you all are aware, the main objective of this Workshop is to discuss the conclusions and recommendations contained in the Report and translate these into operational measures and concrete activities that can be incorporated into the Plan of Operations we have been compiling together last year for the implementation of our Regional District Water Supply Programme now underway. Although some of the findings of the Report seem already to have been incorporated into our Plan of Operations, the Study was conducted too late for us to discuss and incorporate all of its findings. We have now the opportunity to still do so, in order to enable the Programme to involve all sectors of society with as ultimate goal a sustainable rural water supply system that continues servicing the beneficiaries independent of external support.

The study is an attempt to uncover some of the major factors in our society that has led to an imbalance in Socio-cultural relations between men and women in favour of men. Such a situation has not been conducive to enabling women to participate effectively in the implementation of the rural water programme, despite that they are the major users and beneficiaries.

Specifically, the study notes that generally, social relations are such that men are gatekeepers to major resources: they control decision making processes and marketing resources... In workshops social problems affecting women were consistently identified as: heavy workload, lack of power, lack of control over resources, low educational levels, low income level, low self-confidence and the

ubiquitous "customs and traditions" oppressive to women. This means that if the Programme is to maximise benefits for women, it must also effectively address their strategic interest.

For us now in this workshop, it is important that we examine closely the recommendations and conclusions the report came up with in relation to the reasons why, whether the recommendations are indeed helpful to obtain effective participation of women in Programme implementation, that they are implementable in relation to existing conditions prevailing, whether social, financial or technical. When we find this to be the case we need to define clear, conclusive and short amendments or additions to the text of the Plan of Operations, its objectives, strategies and indicators to which we can commit ourselves and upon which we agree that we can be evaluated on the extent in which we have implemented them.

The full text of the amendments so defined can then be presented for approval to the next Regional Water and Sanitation Steering Committee for approval to be held on June 7th 1994.

Secondly, we shall have to work out the strategies through which we will implement our resolutions in order to be able to give clear and implementable instructions and training to our implementors at field level.

I would like to end by extending my very sincere thanks to the Netherlands Government for financing the study, and to those who participated in the research work. I also like to thank the facilitators for this workshop for giving their valuable time to introduce the reports' recommendations and work out with us the final step of incorporating the findings into the Plan of Operations. Lastly, but not least, I like to thank all participants for their presence notwithstanding their other work they have and their preparedness to once more work out details of our Plan of Operations.

With these remarks I now declare this workshop opened and wish you success in your deliberations. Thank you for your kind attention.