



Government of Uganda
Ministry of Water and Environment

**Water and Sanitation Sub-Sector
Gender Strategy (2010/11- 2014/15)**

2009

Foreword by the Hon. Minister of Water and
Environment

Table of Contents

Foreword by the Hon. Minister of Water and Environment.....	i
Table of Contents	ii
List of Abbreviations and Acronyms.....	iv
Executive Summary.....	vi
1. Introduction	1
1.1 Background and Context.....	1
1.2 Understanding of gender	2
1.3 Relevance of gender in the Water and Sanitation sub-Sector (WSS)	3
1.4 Current status of gender mainstreaming and challenges in the Water Sector	4
2. Policy and Legal Environment for gender mainstreaming in the WSS.....	7
2.1 The Policy Framework	7
2.1.1 National Water Policy (1999).....	7
2.1.2 The Uganda Gender Policy (2007).....	7
2.1.3 The Environmental Health Policy (2005)	8
2.1.4 The National Environment Management Policy (1994)	8
2.1.5 The Poverty Eradication Action Plan (Revised 2004)	8
2.1.6 The Plan for the Modernisation of Agriculture.....	9
2.2 The Legal Framework.....	9
2.2.1 The Constitution of the Republic of Uganda (1995).....	9
2.2.2 The Water Statute (1995).....	10
2.2.3 The Land Act, 1998	10
2.2.4 The Local Government Act, (1997).....	10
3. Strategic Directions, 2009 – 2014	11
3.1 Vision.....	11
3.2 Strategy Objectives	11

3.2.1 Goal.....	11
3.2.2 Strategic Objectives	11
3.3 Guiding Principles	11
3.4 Strategy targets, 2010/2011 – 2014/2015	12
3.5 Strategies	12
3.5.1 Policy level strategies	13
3.5.2 Department Strategies.....	16
3.5.3 Local Government and NGO strategies.....	25
3.6 Institutional Arrangements to Support the Strategy	27
3.6.1 Implementation of the gender strategy by the MWE and district and lower local governments ..	27
3.7 Financing the strategy and action plan	30
3.8 Monitoring and Evaluating the Gender Strategy	31
3.9 Logical framework, 2010/ 2011 – 2014/2015	32
List of References.....	34
Appendices	35
Appendix 1: Terms of Reference for Reviewing the Water Sector Gender Strategy- Ministry of Water and Environment	35
Appendix 2: Gender Action Plans, 2010/2011 – 2014/2015	39
Appendix 3: Glossary of terms	50

List of Abbreviations and Acronyms

CBO	Community Based organisation
CDO	Community Development Officer
DCDO	District Community Development Officer
DWO	District Water Officer
DWRM	Directorate of Water Resources Management
DWSCC	District Water and Sanitation Coordination Committee
DWSDCD	District Water and Sanitation Development Conditional Grant
FY	Financial Year
GoU	Government of Uganda
LGA	Local Government Act
IRC	International Water and Sanitation Centre
JWWSSP	Joint Water and Sanitation Programme Support (2000 – 2012)
JPF	Joint Partnership Fund
MAAIF	Ministry of Agriculture, Animal Industry and Fisheries
MGLSD	Ministry of Gender, Labour and Social Development
MoH	Ministry of Health
MoES	Ministry of Education and Sports
MWE	Ministry of Water and Environment
NDP	National Development Plan
NEMA	National Environmental Management Authority
NETWAS (U)	Network for Water and Sanitation Uganda
NGO	Non- governmental Organisation
NWP	National Water Policy
NWSC	National Water And Sewerage Corporation
PAF	Poverty Action Fund
PEAP	Poverty Eradication Action Plan

PU	Personnel Unit
RWSS	Rural Water and Sanitation
SIP	Strategic Investment Plan
SNV	Netherlands Development Organisation
SWAp	Sector Wide Approach
SWG	Software Working Group
TSU	Technical Support Unit
UGP	Uganda Gender Policy
UWASNET	Uganda Water and Sanitation Network
UWSS	Urban Water Supply and Sanitation
WESWG	Water and Environment Sector Working Group
WfP	Water for Production
WPC	Water Policy Committee
WRMA	Water Resources Monitoring Assessment
WRR	Water Resources Regulation
WQM	Water Quality Management
WSLD	Water Sector Liaison Division
WSSB	Water and Sanitation Board
WSGS I	Water Sector Gender Strategy 2003 - 2008
WSSGS II	Water and Sanitation sub- Sector Gender Strategy 2010 - 2014
WUC	Water User Committee

Executive Summary

Background

Women and girls in Uganda, as in other sub-Saharan African countries, are the major water collectors, users and managers in homes. They are also the major promoters of household and community sanitation activities. They therefore bear the impact of inadequate, deficient or inappropriate water and sanitation services. However, men still dominate the arena of planning and decision making regarding water and sanitation investments and women's views are often under-represented, implying that women's practical and strategic needs are not addressed. In order to address these issues, the Water and Sanitation sector in Uganda developed its first Water Sector Gender Strategy (WSGS, 2003- 2008) (WSG I), in line with the National Gender Policy. This second Water and Sanitation Sub- Sector Gender Strategy (2009 – 2014) (WSSGS II) has been prepared after review of the WSGI and experiences gained from its implementation. Terms of reference for development of this strategy are attached in Appendix 1.

Implementation of the first water sub- sector gender strategy (WSGS I)

A gender analysis of the Water and Sanitation sub-sector (WSS), based on consultations with water and sanitation related ministries, NGOs and development partners was undertaken to identify achievements, lessons learnt and challenges to gender mainstreaming in the sector. The analysis revealed a number of achievements made during the implementation of the WSGS I, namely:

- The WSS has recognised the importance of gender and incorporated it in the Strategic Sector Investment Plan (SIP) (2009) and other sub-sector strategies and guidelines.
- The sub-sector capacity for implementing software activities including gender, has been built through recruitment of sociologists and appointment of a gender anchor; training; and re-allocation of more resources for software (from 3% to 12% of the district water and sanitation conditional grant). Capacity has been further built through training of MWE and district staff.
- The WSS has promoted representation of both men and women on water user committees (WUCs) and women have taken up key positions on these committees.
- The WSS has integrated gender, hygiene and sanitation in its implementation guidelines, and promotes participatory approaches that involve both men and women, especially in the rural sub-sector.
- The WSS developed a gender indicator, namely: “% of Water and Sanitation Committee/ Water Boards in which at least one woman holds a key position”¹, which is one of the WSS 10 golden indicators.
- MWE has developed a formula for allocation of the District Water and Sanitation Conditional Grant (DWSCG) in favour of the least served areas.
- Access to safe water in rural and urban areas has improved from 61.3% to 63% and 51% to 61% respectively, between 2005/6 and 2007/8. Between 2003/04 and 2007/08, the number of public tap stands in poor urban areas increased from 3,344 to 5,396. This has reduced the burden of rural women and children in collecting water.

¹ A Key position refers to Chairperson, Vice Chairperson, Secretary or Treasurer

There are however still a number of challenges regarding gender mainstreaming in the sub-sector, namely:

- The WSS is still male dominated, as women constitute only 25% of total staff of MWE.
- Gender is still not yet given due priority as there are no gender targets in the SIP (MWE, 2009) and software activities, including gender, are still accorded low priority in district and lower local government plans.
- The National Water and Sewerage Corporation (NWSC) lacks a gender focus and does not have a corporate gender strategy nor a gender focal point. The private water supply operators for small towns have also not mainstreamed gender.
- There is poor coordination between water and sanitation related sectors at the district level, due to different funding modalities. In addition, the capacity of sub-county staff to mainstream gender has been constrained by limited training at that level.
- There are limited gender disaggregated data in the sub-sector, and only 16% of the districts had some other gender disaggregated data in 2008.
- Women's influence on WUCs is still constrained by their low socio- economic standing and work burden, which limits their participation in decision making on issues like location of water facilities, use of water for production (wfp) facilities and use of production benefits.
- There are still few urban water supply and sanitation boards (WSSBs) with women in key positions (18%) in 2006/ 2007 and there is no data on wfp WUCs with women in key positions.
- Women and children in Northern Uganda and the semi-arid districts are still burdened with collecting water from long distances. Access in poor urban areas is still limited by overcharging at public stands so the poor either pay more for water or use unsafe sources.
- Water and sanitation related diseases that increase the burden of women are still prevalent in rural areas due to contaminated water sources, low sanitation coverage, and limited hand washing.
- The sanitation needs of women and girls are not yet fully met, as facilities lack adequate privacy, especially in poor urban areas where they are shared. There is also limited sanitation coverage in the Karamoja sub-region and in the Northern Uganda districts.
- Apart from the WSS's gender indicator, other golden indicators have not been engendered, to ensure that gender is mainstreamed into programmes and activities, as appropriate.

The above achievements and issues are the basis for the WSS gender strategy formulated for the next 5 year period.

Strategic Direction for the period 2010/2011 – 2014/2015

Gender Targets

- i. Rural water and sanitation committees with at least one woman in a key position increased from the current 71% to 90% by the end of FY 2014/15.

- ii. Urban Water and Sanitation Boards (WSSBs) with at least one woman in a key position increased from 18% to at least 50% by the end of FY 2014/15.
- iii. Water for production user committees with at least one woman in a key position increased to 45% by the end of FY 2014/15.
- iv. 80% of MWE and District Water Office (DWO) staff trained in gender mainstreaming by 2014/15.
- v. Two studies undertaken in FYs 2012/13 and 2014/15 to assess the impact of implementing this strategy.
- vi. Ensuring that any revision of operational level tools and guidelines for the WfP, UWSS and Water Resource Management sub-sectors incorporates gender.
- vii. The monitoring and evaluation system strengthened to collect and analyse gender disaggregated data at all levels of implementation.
- viii. A mechanism for addressing cases of sexual harassment and other grievances in MWE established by the end of 2010/2011.
- ix. Terms of reference for engagement of private sector reviewed to incorporate gender expertise on teams for water and sanitation project design and implementation, by 2011/2012.
- x. Networks maintained with NGOs, sector feeding institutions, international agencies and development partners for enhanced learning and policy review.

Objectives

The goal of the WSSGS II is to empower women, men, and vulnerable groups through ensuring equity in access and control of resources in the water and sanitation sector, leading to poverty reduction.

Specific Objectives:

1. Integrating a gender perspective in the water and sanitation sector policies and developing guidelines to operationalise gender in programme planning, implementation, monitoring and evaluation.
2. Enhancing capacity of the water and sanitation sector stakeholders for gender mainstreaming.
3. Improving opportunities for men, women and other disadvantaged groups to access of water and sanitation facilities and to participate in their management.
4. Strengthening the collection, analysis, documentation and dissemination of gender related information for enhancing the visibility of gender issues and achievements in the sector.
5. Promoting and building partnerships and networks with other institutions for effective implementation of the strategy.

Key strategies

Key strategies are presented for the different sector institutions, namely:

Policy level strategies: Supporting policy formulation to mainstream gender in the water and sanitation sub-sector; improving hygiene and sanitation approaches to reduce disease burden, enhancing internal gender mainstreaming in MWE; providing equal opportunities for men and women to access water and sanitation resources and participate in their management; improving the WSS Monitoring and Evaluation System to be more gender responsive; enhancing visibility and advocacy for gender issues; enhancing and seeking working relationships with other ministries, NGOs, private sector, sector feeding institutions and development partners; and, allocating sub-sector budgets more equitably.

Rural Water Supply and Sanitation (RWSS) strategies: Enhancing capacity of district and lower local governments for gender mainstreaming in rural water and sanitation programmes and activities; improving access to underserved areas; promoting private investment in water supply/ self-supply to increase access to water in rural areas; promoting rainwater harvesting to increase water access for vulnerable groups; integrating water and hygiene and sanitation activities to reduce the disease burden; intensifying water quality monitoring to reduce disease burden on rural communities; improving the RWSS monitoring and evaluation system to be more gender responsive; and, enhancing and seeking working relationships with other ministries, NGOs, private sector and development partners.

Water for Production (WfP) strategies: Development of guidelines for integration of gender in wfp programmes and activities; enhancing the capacity of the WfP sub-sector for mainstreaming gender in its programmes and activities; improving opportunities for men and women to use and manage WfP facilities; improving access to under-served areas; Improving the WfP Monitoring and Evaluation System to be more gender responsive; enhancing visibility and advocacy for WfP gender issues; and, enhancing and seeking working relationships with WfP stakeholders.

Urban Water Supply and Sanitation (UWSS) strategies: Developing guidelines for integration of gender in urban water programmes and activities; enhancing capacity for gender mainstreaming in the UWSS sub-sector; providing opportunities for men and women to access and manage UWSS facilities; improving the UWSS Monitoring and Evaluation System to be more gender responsive; enhancing visibility and advocacy for gender issues in urban water; enhancing and seeking working relationships with UWSS stakeholders.

Water Resources Management (WRM) strategies: Developing guidelines for integration of gender in water resource management; enhancing capacity for gender mainstreaming in WRM; ensuring that water abstraction and wastewater are regulated; ensuring that small water users are exempt from abstraction permits; improving the WRM monitoring and evaluation system to be more gender responsive; intensifying environmental impact assessment of large water development projects; continuous monitoring, assessing and mapping of water resources; providing opportunities for men and women to manage water resources; and, enhancing and seeking working relationships with WRM stakeholders.

Operational level strategies: Supporting district and lower local governments to formulate gender responsive water and sanitation related bye-laws and ordinances; enhancing capacity of district and lower local governments for mainstreaming gender in their programmes and activities; empowering communities for increased participation in the management of water and sanitation facilities; improving access to underserved areas; promoting private investment in water supply/ self-supply to increase access to water in rural areas; promoting rainwater harvest to increase water access for the poorest members of society; integrating hygiene and sanitation in rural sub- sector activities to

reduce the disease burden; and, enhancing and seeking working relationships with water stakeholders.

Implementation of the strategy

The strategy will be implemented and monitored through existing institutional arrangements in the sub-sector, including committees at national, local government and community levels. The centre, through Technical Support Units (TSUs) will provide support to local governments to build their capacity for gender mainstreaming. External partnerships will be promoted at inter-ministerial, NGO and private sector levels to enhance synergies for gender mainstreaming.

Monitoring and evaluation

Progress of implementation will be monitored through quarterly monitoring and reporting by local governments, NGOs and private operators, through monitoring of implementation of water and sanitation development projects, as well as impact studies of implementing this strategy every two years and by a final impact assessment in 2014/ 2015.

1. Introduction

1.1 Background and Context

The Water Sector Gender Strategy (WSGS, 2003- 2008) (hereby referred to as WSGS I) served as the first strategic framework for implementing Uganda's National Gender Strategy within the mandate of the Ministry of Water and Environment (MWE). The WSGS I was developed in response to the various international commitments made by the Government of Uganda (GoU) regarding gender equality and the National Gender Policy (1997). The strategy was aimed at developing empowering approaches that would enhance gender equity, participation and access to and control of resources in the water sector, leading to poverty alleviation. The strategy focused on both internal and external gender mainstreaming including building capacity for gender planning, monitoring and evaluation; strengthening the capacities of partners and executing bodies for mainstreaming; and committing adequate resources for gender related activities.

A review of the implementation of the WSGS I, undertaken in 2008/09 revealed that the sector has made some progress in gender mainstreaming, especially by incorporating gender in strategic investment plans, guidelines for mainstreaming gender at operational level and development of a gender indicator for measuring sector performance. However, progress at operational level had focused on ensuring that women are included on water user committees (WUCs), which has mostly been achieved in the Rural Water Supply (RWSS) sub-sector, while the same is just being encouraged in the Urban Water Supply and Sanitation (UWSS) and the Water for Production (WfP) sub-sectors, and is yet to be embraced by the Water Resources Management (WRM) sub-sector.

In addition, a number of developments have taken place in the sector since the development of the WSGS I, including a restructuring of the then Ministry of Water, Lands and Environment which led to the establishment of the current MWE, and restructuring of the Directorate of Water Development (DWD) which involved creation of the WfP Department and the Directorate of Water Resources Management (DWRM). In addition, after this restructuring, what was known as the water and sanitation sector has now been renamed the Water and Environment Sector. This strategy has been developed for the Water and Sanitation sub- Sector (WSS) only. Other sector developments include the adoption of the Sector Wide Approach (SWAp) to planning with private sector and civil society playing an important role in delivering water and sanitation services. During this period, both the Department of WfP and the DWRM have embarked on decentralising some of their functions, requiring new approaches to service delivery. In the urban sub-sector, small town water and sanitation boards have been institutionalised and the private sector is delivering water services to communities in these towns.

The Ministry of Gender, Labour and Social Development (MoGLSD) has also reviewed the National Gender Policy (1997) which formed the basis for development of the WSGS I. The new Uganda Gender Policy (2007) now makes gender responsiveness mandatory for development practitioners. In addition, decentralisation has since deepened, with local governments taking on more responsibility for service delivery, including the delivery of water and sanitation services. Regarding the national development framework, GOU is currently reviewing its poverty reduction strategy paper, the Poverty Eradication Action Plan (PEAP), and is in the process of developing another development framework, known as the National Development Plan (NDP).

It is against this background that the current WSGS I (2003- 2008) was reviewed and the Water and Sanitation Sector Gender Strategy (WSSGS, 2009 - 2014) (hereby referred to as WSSGS II) is an

updated version of WSGS I. It builds on best practices identified during review of implementation of the previous strategy and outlines modalities for overcoming constraints and challenges to gender mainstreaming in the water and sanitation sector.

The WSSGS II provides guidelines that will ensure that appropriate planning and implementation of gender mainstreaming programmes, projects and activities at national and local government levels are undertaken in an integrated, consistent and sustainable manner. It creates a foundation on which the water and sanitation stakeholders can holistically mainstream gender into policy formulation, transformation, communication, capacity building, management, resourcing, research and evaluation.

The WSSGS II has been derived from a gender analysis of the situation of the water and sanitation sub-sector, including a review of policy and other guiding documents as well as an assessment of the implementation of the WSGS I among stakeholder. Three workshops organised for input into this process and were attended by a cross – section of sector stakeholders including MWE officials, District Water Officers, TSU staff, NGOs and development partners.

The WSSGS II is presented in four (4) parts, namely:

- **Chapter 1:** Presents a background to the development of the strategy and the policy and legal context and a brief of the gender analysis of the sector.
- **Chapter 2:** Presents the policy and legal framework for mainstreaming gender in the WSS.
- **Chapter 3:** Presents gender mainstreaming strategies and their respective strategic actions, as well as a logical framework for each of the Water and Sanitation sub-sectors, to be implemented over a five- year period.
- **Appendices:** Presents a work plan for implementing the strategy by each of the WSS sub-sectors over the period 2010 to 2015. A gender glossary explaining key gender related terms is also presented in the appendices.

1.2 Understanding of gender

Gender refers to the different roles, rights, and responsibilities of men and women and the relations between them. Gender does not simply refer to women or men, but to the way their qualities, behaviours, and identities are determined through the process of socialization. Gender is thus an acquired identity that is learned, which changes over time, and varies widely within and across cultures. Women and men are defined in different ways in different societies; the relations they share constitute what is known as gender relations. Gender relations constitute and are constructed by a range of institutions such as the family, legal systems, or the market. Gender relations are hierarchical relations of power between women and men and tend to disadvantage women. These hierarchies are often accepted as ‘natural’ but are socially determined relations, culturally based, and subject to change over time. Gender relations are dynamic, characterised by both conflict and co-operation, and mediated by other axes of stratification, including caste, class, age and marital status or position in the family.

Since men and women are not homogenous, gender also refers to other groups who are perceived and treated by society as different due to their disadvantaged positions in society. This includes the disabled, children, the elderly, people living with AIDS (PLWA) and the poorest members of society, among others.

Gender Mainstreaming is a strategy for making both women's and men's concerns and experiences an integral dimension in the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and social spheres. It assesses the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels, in order to address both the practical and strategic needs of the marginalised group and ultimately leading to empowerment and transformation of institutions and society.

Other gender related terms are in the glossary at the end of this document.

1.3 Relevance of gender in the Water and Sanitation sub-Sector (WSS)

Women are important stakeholders in the WSS due to their multiple roles in the management and use of water and sanitation, namely:

- Women and children are the major collectors and users of water for domestic use and as such are particularly burdened with water related problems like lack of and unsafe water. Walking long distances to water sources not only adds to their burden, but also makes them vulnerable to rape, harassment and torture. Long distance also contributes to children missing school.
- Being the main health care givers in households, women and girl children are more affected when members of their households fall sick due to water and sanitation related diseases. This further reduces their time for productive activities and attendance of school by girls.
- Women bear the major responsibility of upbringing and training children on sanitation and hygiene attitude behaviour. They are therefore more affected by lack of or inadequate household hygiene and sanitation facilities.

Women therefore bear the impact of inadequate, deficient or inappropriate water and sanitation facilities and services. However, men still dominate the arena of planning and decision making regarding water and sanitation investments and women's views are under-represented, implying that women's practical and strategic needs are not addressed. Inadequate involvement of both men and women has hindered programmes and projects aimed at addressing sustainability in water resource management. Community participation and management approached have failed to address these issues, largely because communities are seen as a collection of people with a common purpose. This not only affects women but has an impact on the well being of households and communities and on the economic development of the country.

A deliberate strategy of gender mainstreaming in the WSS therefore has many socio-economic benefits, including:

- **Equitable access:** Ensuring that WSS decision makers consciously promote equal opportunities to all citizens without discrimination. This ensures that women and other marginalised groups benefit from sector interventions and that unfair impacts on such groups are minimised or avoided.
- **Efficiency:** Reduced time, health, and care-giving burdens from improved water and sanitation services give women more time for productive endeavours, education, empowerment activities and leisure. For example, limited sanitation facilities and lack of privacy as well as long distances to water sources have been linked to high drop out rates for school girls. Mainstreaming gender in school hygiene and sanitation by providing separate sanitation facilities and washrooms that offer privacy for girls is therefore an important factor for ensuring that they stay in school longer.
- **Safety:** Convenient access to water and sanitation facilities increase privacy and reduce risk to women and girls of sexual harassment/assault while collecting water.

- **Improved health:** Higher rates of child survival are a precursor to the demographic transition to lower fertility rates; having fewer children reduces women's household responsibilities and increases their opportunities for personal development.
- **Sustainability:** A study by the International Water and Sanitation Centre (IRC) of community water and sanitation projects in 88 communities in 15 countries found that projects designed and run with the full participation of women are more sustainable and effective than those that do not.
- **Transparency and good governance:** Equal representation within institutions has been related to transparency and good governance. Gender mainstreaming can therefore bring about institutional and organisational change necessary to ensure equality in the WSS, as an on-going commitment.
- **Empowerment:** Gender mainstreaming can empower women to make strategic choices in terms of rights to assets and services. It is therefore a poverty reduction strategy as it reduces barriers to access and control of productive resources. For example, equal access to water for production can lead to improved household incomes and poverty reduction, as both men and women can participate in wealth creation. On the other hand, improved access by both men and women to sanitation services and facilities can lead to a more healthy and thus productive population.
- **Social capital:** Community-based organisations for water management can improve social capital of women by giving them leadership and networking opportunities and building solidarity among them.

1.4 Current status of gender mainstreaming and challenges in the Water Sector

An assessment of the implementation of WSGS 1 between 2003 and 2008 revealed a number of achievements and challenges to gender mainstreaming, details of which can be found in the Water and Sanitation Sector Gender Analysis Report (MWE, 2009). Highlights of the analysis are presented below.

Achievements

A gender analysis based on consultations with water and sanitation related ministries, NGOs and development partners was undertaken to identify achievements, lessons learnt and challenges to gender mainstreaming in the sector. A number of achievements were made during implementation of WSG I, namely:

The water and sanitation sub-sector has made a number of achievements during the implementation of the WSGS I, namely:

- The sub-sector has recognised the importance of gender. The Strategic Sector Investment Plan (SIP) (2009) and various implementation guidelines advocate for gender in water and sanitation programmes and projects, in line with the National Water Policy (1999).
- The capacity of the WSS sub-sector for implementing software activities including gender, has been built through recruitment of sociologists and appointment of a gender anchor; and re-allocation of more resources for software (from 3% to 12% of the district water and sanitation conditional grant). Capacity has been further built through training of MWE and district staff. Over 70% of districts have been trained for mainstreaming gender in planning, implementation and monitoring. In addition, Community Development Specialists are available in Technical Support Units (TSUs) to provide software support to districts on demand.

- The Water and Sanitation sub-Sector (WSS) has promoted representation of both men and women on water user committees (WUCs) and women have taken up key positions on these committees, especially in rural areas where 71% of WUCs have at least one woman holding a key position.
- The WSS has integrated gender, hygiene and sanitation in its implementation guidelines, and promotes participatory approaches that involve both men and women. These guidelines include the District Implementation Manual, the Extension Workers' Handbook, and the Community Resource Book. Gender tools have also been incorporated into these documents.
- The sub-sector developed a gender indicator, namely: "*% of Water and Sanitation Committee/ Water Boards in which at least one woman holds a key position*"², which is one of the WSS 10 golden indicators. Districts are now required to report on this indicator in their annual reports and 44% of the districts reported on it in 2008.
- Access to safe water in rural areas has improved from 61.3% in 2004/5 to 63% in 2007/8, reducing the burden of rural women and children in collecting water. Urban water access has grown from 51% in 2005/6 to 61% in 2007/8 and water connections have been extended to poor urban areas as part of implementing the pro-poor strategy, thus reducing the burden of women and children in areas that cannot afford house connections. Between 2003/04 and 2007/08, the number of public tap stands in these areas increased from 3,344 to 5,396.

The sub-sector is still facing a number of issues regarding gender mainstreaming, namely:

- The sub-sector is still male dominated, as women constitute only 25% of total staff of MWE, attributed to the small pool of women engineers and the unfavourable work environment for working mothers. This is exacerbated by the fact that staff recruitment by the Public Service Commission and District Service Committees does not consider gender.
- Despite the recognition of gender in the sub-sector, it is still not yet given due priority as there are no gender targets in the SIP (MWE, 2009). At operational level, software activities are given low priority in district plans, and sector guidelines on gender are not always followed. In 2007/2008, average expenditure on software activities was only 8% compared to the guidelines that provide for up to 12% of the district water conditional grant.
- Despite the recognition of the importance of gender in its reports, NWSC lacks a gender focus and does not have a corporate gender strategy nor a gender focal point. The private water supply operators for small towns have also not mainstreamed gender, being more concerned with the technical aspects of water supply.
- There is poor coordination between water and sanitation related sectors at the district level, due to different funding modalities, which limits the effectiveness of districts in implementing gender responsive interventions. In addition, the capacity of sub-county staff to mainstream gender has been constrained by limited training at that level.
- There are limited gender disaggregated data in the sub-sector, which constrains more focused gender responsive planning and budgeting. In 2008, only 16% of the districts had some other gender disaggregated data, apart from the mandatory reporting on the gender indicator. This was attributed to lack of provision for capturing qualitative gender data in the monitoring and reporting formats, especially qualitative gender data, which were designed to capture numbers. In relation to this, best practices and lessons learnt from sector gender mainstreaming have not been documented.

² A Key position refers to Chairperson, Vice Chairperson, Secretary or Treasurer

- Although women have taken up key positions on rural WUCs, their influence is still constrained by their socio- economic standing and work burden. Women still bear the burden of collecting water, ensuring household hygiene and maintaining sanitation facilities, on top of carrying out productive and community activities. The sector has not put in place interventions for ensuring that men participate in these activities to reduce the burden of women.
- Although women do most of the productive and reproductive work in the household, only 7% of land in Uganda is owned by women, limiting their decision making on issues like location of water facilities, use of water for production (wfp) facilities and use of production benefits.
- There were still few urban water supply and sanitation boards (WSSBs) with women in key positions (18%) in 2006/ 2007³ and there is no data on wfp WUCs with women in key positions. There is still limited scope for community participation in the Water Resources Management (WRM) sub-sector and capacity for gender mainstreaming is low.
- Despite the increase in national access to safe water, women and children in Northern Uganda which has just emerged from civil war and the semi-arid districts are still burdened with collecting water from long distances. In the poor urban areas, access by the poor is still limited by overcharging at the public stands, leading to poor people without house connections either paying more for water or using unsafe sources.
- According to the Sector Performance Report (SPR) (MWE, 2008) more than half of the rural population (59%) still consumes water contaminated by faecal matter. In addition, rural areas still have low sanitation coverage (62%) and only 21% of rural households have access to hand washing facilities near the latrine (MWE, 2008). These factors lead to increased water and sanitation related diseases which in turn increases the burden of women and girls who are the major providers of the care for the sick. This also keeps girls away from school.
- The sanitation needs of women and girls are still not yet fully met, as sanitation facilities lack adequate privacy, especially in poor urban areas where they are shared. There is also very limited sanitation coverage in the Karamoja sub-region and in the Northern Uganda districts where rural communities are resettling from IDP camps.
- Apart from the sectors' gender indicator, other golden indicators have not been engendered, which is crucial for ensuring that gender is mainstreamed into sector programmes and activities, as appropriate.

The achievements and challenges are the basis for the WSS gender strategy formulated for the next 5 year period.

³ This figure is for the 2006/ 2007 FY as data collected in 2007/2008 focused on % of WSSBs with women, not only those holding key positions (MWE 2008).

2. Policy and Legal Environment for gender mainstreaming in the WSS

The Government of Uganda (GoU)'s development policy focuses primarily on the poor who constitute 31% of the population, the majority of whom live in rural areas. GoU is committed to a wide range of international, regional and national policies, legislations and agreements that inform gender. National policies that are important to WSS and this strategy include; the Water Policy (1997), the Uganda Gender Policy (2007), Environmental Health Policy (2005), the National Environment Management Policy (1994), the Poverty Eradication Action Plan (revised 2004 and to be replaced by the National Development Plan (NDP) and the Plan for Modernisation of Agriculture. Legislation that is most important to this strategy includes the Constitution of the Republic of Uganda (1995), the Water Statute, the Local Government Act (1997) and the Land Act (1998).

2.1 The Policy Framework

2.1.1 National Water Policy (1999)

The National Water Policy (NWP), which provides the overall policy framework for the water sector, recognises the importance of gender and states that women's involvement in design, construction, operation and maintenance of improved water supply and sanitation facilities should be supported through training. One of its guiding principles states: "*Institutional reforms promoting an integrated approach, including changes in procedures, attitudes and behavior and the **full participation of women at all levels in sector institutions and in institution making***". The policy provides for participation of women by specifying that women and men should have equal opportunity to participate fully in all aspects of community based management. The policy also emphasises that under the Community Based Maintenance System, a WUC should have at least 50% women representatives.

This policy has been incorporated into the sector's mobilisation guidelines for extension workers and further supplemented by a requirement for all water user committees (WUCs) to have at least one woman holding a key position. A key position refers to chairperson, vice chairperson, secretary or treasurer. However, the policy has not been widely implemented by all sector stakeholders. While 71% of rural WUCs have at least one woman holding a key position, in Town Water Boards this is only 18%. In the case of water for production, data has not been collected on the status of women holding key positions, although according to MWE (2008), 68% of the WfP WUCs had at least one woman.

2.1.2 The Uganda Gender Policy (2007)

The Uganda Gender Policy (UGP) aims at establishing a clear framework for identification, implementation and coordination of interventions designed to achieve gender equality and women's empowerment in Uganda. The policy requires sector ministries to translate the UGP into sector-specific strategies and activities, build capacity, monitor and evaluate and commit resources for implementing the activities, among others. The role of Ministry of Gender, Labour and Social Development (MGLSD) under this policy is to coordinate gender mainstreaming at the different levels; provide technical support to sectors, local governments, civil society and private sector entities; set standards, develop guidelines and monitor their operationalisation; provide support to

focal points, sector gender working groups and local governments for improving their effectiveness; and coordinating the monitoring and evaluation of the policy and gender responsive development in the country.

MWE translated the 1997 National Gender Policy into the WSGSI and MGLSD has supported the MWE in policy development, development of sector guidelines and staff capacity building at the centre and in district local governments. In addition, the social sector reforms resulted into the appointment of District Gender Officers to support local governments in mainstreaming gender. This provides an opportunity for the District and Urban Water Offices to utilise this technical gender expertise during project and programme implementation.

2.1.3 The Environmental Health Policy (2005)

The Environmental Health Policy is the national framework for services and programmes in the health sector. One of the guiding principles of the policy is that *“Interventions should respond to the differing needs of men, women and children, while recognising that women are the main users of water and sanitation facilities”*. It further recognises that sanitation is essential for improving *“women’s dignity and provides opportunities for women to lead”*. However, apart from these general statements, the policy lacks guidelines and commitments for gender mainstreaming in environmental health programmes and activities.

2.1.4 The National Environment Management Policy (1994)

One of the key principles of the Environmental Environment Policy states that *“Effective involvement of women and youth in natural resource policy formulation, planning, decision making, management and program implementation is essential and should be encouraged”*. The policy provides for integration of gender concerns in environmental policy planning, decision making and implementation at all levels to ensure sustainable social economic development.

2.1.5 The Poverty Eradication Action Plan (Revised 2004)

The Poverty Eradication Action Plan (PEAP), which is under review and will soon be replaced by the National Development Plan (NDP), has been the overall national planning framework. PEAP identifies the importance of gender mainstreaming in all interventions including policy formulation and planning and guides public actions to eradicate poverty. It furthermore names inadequate capacity to apply gender analysis skills, limited gender awareness among the communities, bureaucratic resistance among decision makers and weak support in supervision and monitoring as the reasons for low gender responsiveness. Although PEAP mentions gender in its introduction, it lacks a specific section that addresses gender and other cross-cutting issues. It points out the importance of gender in areas like agricultural production, legal discrimination and wood fuel shortage but omitted its importance in the WSS.

PEAP is to be replaced by the National Development Plan which seeks to achieve six national objectives, namely; (i) Uplift household standards of living, (ii) Enhance the quality and availability of gainful employment; (iii) Improve social, economic and trade infrastructure nationwide; (iv) Develop efficient, innovative and internationally competitive industries; (v) Develop and optimally exploit the national resource base and ensure environmental and economic sustainability and (vi) Strengthen good governance and improve human security.

The WSS's contribution to the above objectives is elaborated in the WSS Strategic Investment Plan (MWE, 2009) as shown below. These will provide entry points for gender mainstreaming in the sub-sector.

- **Uplift household standards of living:** Provision of Sustainable Safe WSS facilities, including hygienic use in rural areas; Provision of viable UWSS for domestic, industrial and commercial uses; Healthy living conditions for all Ugandans living in both urban and rural areas
- **Enhance the quality and availability of gainful employment:** Provision of Viable UWSS for domestic, industrial and commercial uses; Provision and effective use of WfP (agricultural production including crop irrigation, livestock and aquaculture; rural industries; hydropower and tourism); Integrated and sustainable management of water resources.
- **Improve social, economic and trade infrastructure nationwide:** Provision of Viable UWSS for domestic, industrial and commercial uses; Provision and effective use of WfP (agricultural production including crop irrigation, livestock and aquaculture; rural industries; hydropower and tourism); Integrated and sustainable management of water resources.
- **Develop efficient, innovative and internationally competitive industries:** Provision of Viable UWSS for domestic, industrial and commercial uses; Provision and effective use of WfP including crop irrigation, livestock and aquaculture; rural industries; hydropower and tourism); Integrated and sustainable management of water resources.
- **Develop and optimally exploit the national resource base and ensure environmental and economic sustainability:** Integrated and sustainable management of water resources; Healthy living conditions for all Ugandans living in both urban and rural areas.
- **Strengthen good governance and improve human security:** Integrated and Sustainable Water Resources Management.

2.1.6 The Plan for the Modernisation of Agriculture

The PMA is a strategic and operational framework for eradicating poverty through multi-sectoral approach interventions enabling farmers to shift from subsistence production to producing for the market. The PMA recognises that water is a major factor for production of crops, livestock, fish and for industrial use. It also advocates for the participation of both men and women at all levels and the orientation of all institutions to be gender-responsive and commits itself to pursue rigorously the equality of access and control over economic resources and benefits, as well as the recognition of women's roles and contributions to national development efforts. The PMA and one of its components, the National Agricultural Advisory Services (NAADS) programme developed gender mainstreaming strategies.

2.2 The Legal Framework

2.2.1 The Constitution of the Republic of Uganda (1995)

The Constitution of the Republic of Uganda, as the country's overall legal framework, provides for gender balance and fair representation of marginalised groups; accords equal citizenship rights, freedom from discrimination and affirmative action in favour of women; recognises the role of women in society and articulates specific rights for women including outlawing customs, traditions

and practices that undermine the welfare, dignity and interests of women. Article 21 states “*all persons are equal before the law ... a person shall not be discriminated..*”. Article 32 provides for affirmative action and states “*the state shall take affirmative action in favour of groups marginalised on the basis of gender ... for purposes of redressing imbalances...*”. Article 33 provides for the rights of women and states that “*women shall be accorded full and equal dignity ..., the state shall provide the facilities and opportunities to enhance the welfare of women, shall protect women and their rights ..., women shall have the right to equal treatment with men and that right shall include equal opportunities in political, economic and social activities .., women shall have affirmative action for .. redressing the imbalances created by history, tradition and or custom*”.

Though more women in Uganda are now playing important roles in the country’s social, political and economic arenas, gender imbalances still exist due to cultural attitudes and practices including gender roles and responsibilities as well as control over resources, all favouring men over women. Women for example do not customarily inherit land and only 7% of the land in Uganda is owned by women.

2.2.2 The Water Statute (1995)

The current Water Policy is based on the Water Statute (1995) which provides the framework “*...for the use, protection and management of water resources and supply; to provide for the constitution of water and sewerage authorities and to facilitate the devolution of water supply and sewerage undertakings*”. One of the guiding principles of the Statute is “*To recognise the role the role women play in the provision, maintenance of water*”.

2.2.3 The Land Act, 1998

To ensure security of occupancy, the Land Act provides for spousal consent with respect to disposal of registered land on which the family depends for its livelihood. The effectiveness of this provision is diminished in two important respects. One is that land registration is not common. The second is that spousal consent is problematic in a context in which consent assumes equal rights of spouses and balanced power relations within marriage, which is largely non-existent in many households in Uganda. Indeed the very same Act also allows a man to challenge a refusal of consent, without a good reason or reasons, but does not define what “a good reason” is, technically implying that women have no control over land. According to MFPED (2006), women own only 7% of the registered land in Uganda. This situation affects gender mainstreaming in the WSS, as women lack control over resources and therefore have limited decision making over issues like the siting of water sources and use of water for production.

2.2.4 The Local Government Act, (1997)

The Local Government Act specifies functions and services for central government, district councils, urban councils and those to be devolved by the district council to lower local government councils. It spells out issues of gender equity through increased women representation. Local Councils must have a mandatory quota system of 30% women representation. Gender mainstreaming is now part of the minimum standards and performance measures under the annual national local government assessment. Funding to local governments is tagged to a set of criterion, including gender. Women’s participation in political activities provides an opportunity for them to become more active in the management of water and sanitation at community, local and national levels.

3. Strategic Directions, 2009 – 2014

3.1 Vision

The vision of the WSSGS II is an environment in which women, men and vulnerable groups can, on equal terms, access and utilise the water and sanitation resources they need in an adequate and efficient manner and in which they can determine the management of these resources and benefits. This is in line with the vision of the African Ministers' Council on Water (AMCOW) whose gender vision states, *“an Africa where men, women and vulnerable groups are empowered to access and manage water resources in an integrated, equitable and sustainable manner”*.

3.2 Strategy Objectives

3.2.1 Goal

The goal of WSSGS II is to empower women, men, and vulnerable groups through ensuring equity in access and control of resources in the WSS, contributing to poverty reduction.

3.2.2 Strategic Objectives

- i. Integrating a gender perspective in the WSS policies and developing guidelines to operationalise gender in programme planning, implementation, monitoring and evaluation.
- ii. Enhancing capacity of the WSS stakeholders for gender mainstreaming.
- iii. Improving opportunities for men, women and other disadvantaged groups to access of water and sanitation facilities and to participate in their management.
- iv. Strengthening the collection, analysis, documentation, dissemination and use of gender related information for enhancing the visibility of gender issues and achievements in the sub-sector.
- v. Promoting and building partnerships and networks with other institutions for effective implementation of the strategy.

3.3 Guiding Principles

Implementation of this strategy will be based on a number of guiding principles, based on international best practice regarding gender and water and sanitation management.

- i. **Accountability:** The strategy recognises that governments are accountable to stakeholders at different levels, regarding gender actions made by decision makers.
- ii. **Equality:** The strategy supports rights related to water services and water resources that need to be converted into specific performance by all stakeholders of the sector; including equal access to resources and equal representation in decision-making.
- iii. **Quality of Life:** The strategy recognises the central role that the water and sanitation sector plays in ensuring that utilisation and management of water promotes sustainable quality of life and poverty alleviation through basic access to water for the poor, especially women;

reduction of the workload of women and girl children at household level; improved incomes; and, health through reduced vulnerability to sanitation related diseases.

- iv. **Empowerment:** The strategy recognises that mainstreaming gender will accelerate the pace of transformation because of direct empowerment of women and other vulnerable groups through participation and control of assets, human resource development and employment equity; and indirect empowerment through preferential procurement and enterprise development.
- v. **Stakeholder Participation:** The strategy recognises that stakeholder participation is a key element in the sustainability of water services and is vital in assessment processes, analysis, planning and formulation of solutions, as well as in the delivery of programmes.

3.4 Strategy targets, 2010/2011 – 2014/2015

- i. Rural water and sanitation committees with at least one woman in a key position increased from the current 71% to 90% by the end of FY 2014/15.
- ii. Urban Water and Sanitation Boards (WSSBs) with at least one woman in a key position increased from 18% to at least 50% by the end of FY 2014/15.
- iii. Water for production user committees with at least one woman in a key position increased to 45% by the end of FY 2014/15.
- iv. 80% of MWE and District Water Office (DWO) staff trained in gender mainstreaming by 2014/15.
- v. Two studies undertaken in FYs 2012/13 and 2014/15 to assess the impact of implementing this strategy.
- vi. Ensuring that any revision of operational level tools and guidelines for the WfP, UWSS and Water Resource Management sub-sectors incorporates gender.
- vii. The monitoring and evaluation system strengthened to collect and analyse gender disaggregated data at all levels of implementation.
- viii. A mechanism for addressing cases of sexual harassment and other grievances in MWE established by the end of 2010/2011.
- ix. Terms of reference for engagement of private sector reviewed to incorporate gender expertise on teams for water and sanitation project design and implementation, by 2011/2012.
- x. Networks maintained with NGOs, sector feeding institutions, international agencies and development partners for enhanced learning and policy review.

3.5 Strategies

These strategies have been developed in line with the guidelines for gender mainstreaming from the UGP as well as the key implementation challenges presented above. It should be noted that the strategies presented here are only applicable to the DWD and DWRM, which previously constituted the water and sanitation sector. It is therefore necessary to carry out a gender analysis and develop

appropriate strategies for the Directorate of Environment, as an addition to this strategy, in view of the formation of the new Water and Environment sector.

3.5.1 Policy level strategies

Strategic Objective 1: Integrating a gender perspective in the water and sanitation sector policies and developing guidelines to operationalise gender in programme planning, implementation, monitoring and evaluation.

1. The Software Working Group will ensure that all sector policy revisions and all new policies developed have a gender input at the formulation stage. To do this, a gender analysis will be conducted for input into the policy formulation process.
2. Water Sector Liaison Division (WSLD) will ensure that where appropriate, any sector policies formulated address issues of hygiene and sanitation in order to reduce the disease burden that increases the burden of women and girls who provide care to the sick.
3. The WSLD will develop a gender mainstreaming kit for guiding all staff to incorporate gender into sector policies and programmes and in their day to day activities. The kit will be provided to all MWE employees and during orientation of all newly recruited staff, which should include a session on gender. This serves to create awareness among all staff, concerning their responsibilities for gender mainstreaming.
4. The WSLD, with support from MGLSD, will develop a gender and equity budgeting guide for the sector to guide all sub-sectors and district local governments during planning and budgeting.
5. The WSLD will, on an annual basis, ensure that the formulation, implementation and sector budgets are gender responsive.

Strategic Objective 2: Enhancing capacity of the water and sanitation sector for gender mainstreaming

6. The Personnel Unit (PU) will institute mechanisms for addressing sexual harassment and other grievances, including setting up a dedicated telephone line and re-introducing a suggestion box at MWE. A specific officer in PU will be charged with the responsibility of regularly analysing the issues raised to be brought to the attention of top management in MWE for action.
7. The PU will lobby the Public Service Commission to establish a position of Senior Sociologist for each of WSS sub-sectors to provide support for software activities, including gender.
8. The PU will consider gender as one of the criteria for nomination of staff for training to give opportunity to both men and women to develop their capacity for managing water and sanitation programmes.
9. The PU will ensure that gender forms part of the criteria for recruitment of contract staff and trainees.
10. The Procurement Unit will ensure that private sector firms provide gender expertise, by specifying gender in terms of reference (ToR) for contractors for the design, implementation

and monitoring and evaluation of development projects and for sector reviews/ studies. This expertise will raise awareness about the importance of gender among the private sector actors and build their capacity for gender mainstreaming in the long term.

11. The Planning and Quality Assurance (PQA) division will, in Liaison with MWE, review the sector golden indicators to make them more gender responsive where appropriate. An example is the indicator on school sanitation that can be rephrased to capture, not only the pupil to stance ratio, but also the ratio of girls and boys per stance.
12. The PQA division will make it mandatory for all sub-sectors to collect gender disaggregated data to serve as input into reports and programmes at all levels. This requires that reporting formats be re-designed to capture both qualitative and quantitative aspects of gender. MWE will also carry out annual assessments of the implementation of the WSSGS II and document useful lessons for improving implementation of the strategy.
13. The Water Sector Liaison Division (WSLD) will work with the MWE departments to identify gender champions from among the senior management hardware staff and build their capacity to lobby for and promote gender mainstreaming in their respective departments.
14. The WSLD will provide immediate gender awareness training for all MWE staff who have not had such training and comprehensive gender mainstreaming training for all MWE staff every two years. This will develop capacity of all staff, keep them updated and aware of any new gender related developments and ensure that gender is kept on the agenda of all departments of the ministry.
15. The WSLD, with support from MoGLSD, will work with the sub-sectors of WfP, UWSS and WRM to review sub-sector operational level guidelines to include aspects of gender, taking in consideration lessons from the RWSS guidelines.
16. The WSLD will fast track the completion and publication of the sector's Gender Resource Book for distribution to all stakeholders.
17. The WSLD will produce adequate quantities of software and gender related guidelines for dissemination to all districts, sub-counties and implementing NGOs in the country. These include the Extension Workers Handbook, the Gender Resource Book, the Community Resource Book and the Participatory Tool Kit.
18. The WSLD, with support from MGLSD, will carry out gender audits of the WSS annual plans to ensure that they are gender responsive. The WSLD will also provide equity budgeting support for all sub-sectors.

Strategic Objective 3: Improving opportunities for men, women and other disadvantaged groups to access water and sanitation facilities and to participate in their management

19. The PU will consider gender competencies during the recruitment of contract staff and practice affirmative action for qualified women.
20. The PU will ensure that both male and female staff of MWE are offered opportunities for in-service training. This will ensure that women can improve their competencies on an equal footing with men.

21. WSLD will provide specialized training for staff of the PU to build their capacity for mainstreaming gender into personnel management related policies and strategies including sexual harassment, equal opportunities for training and promotion, and work-life balance.
22. The WSLD will ensure that both men and women participate in decision making bodies at the central government level. In this regard, the unit will continue efforts to link with sector feeding institutions to ensure that a critical mass of female engineers is enrolled in these institutions for absorption in the sector.

Strategic Objective 4: Strengthening the collection, analysis, documentation and dissemination and use of gender related information for enhancing the visibility of gender issues and achievement in the sector

23. WSLD, in conjunction with MGLSD, will spearhead a review of the sector golden indicators, to ensure that monitoring and evaluation is more gender responsive, rather than have a single gender indicator. This will not increase the number of indicators but will enrich the current indicators to help entrench gender in the sector information and management system.
24. The WSLD, in collaboration with MGLSD, will carry out studies to assess the impact of women involvement in the management of water and sanitation programmes and facilities. It will also ensure that progress reports on implementation of the WSSGS II are on the agenda of sector meetings and annual reviews.
25. WSLD will ensure that gender is highlighted in both electronic and print media to create awareness on gender equity and equality issues in the sub- sector.
26. WSLD will spearhead the WSS's participation in important days like the Women's Day, World Water Day and World Food Day to raise awareness of gender achievements and issues in the WSS.

Strategic Objective 5: Promoting and building partnerships and networks with other institutions for effective implementation of the strategy

27. The WSLD will ensure that the Software Working Group meets at least twice a year and addresses gender issues in the WSS.
28. The WSLD will work with UWASNET to ensure that this strategy document is well disseminated among sector NGOs to provide a harmonised roadmap for gender mainstreaming.
29. The WSLD will seek support from MGLSD to provide support in gender mainstreaming whenever necessary.
30. The WSLD will ensure that the sector ministries and NGOs concerned with water and sanitation attend meetings and other fora concerned with gender in the sector.
31. The WSLD will liaise with sector training institutions to build their staff capacity for gender mainstreaming.
32. The WSLD will lobby NGOs, private sector and development partners to commit resources for gender mainstreaming in the WSS.

3.5.2 Department Strategies

I) Rural Water Supply and Sanitation (RWSS) Department

Strategic Objective 2: Enhancing capacity of water and sanitation stakeholders for gender mainstreaming

1. The RWSS Department will ensure that its staff participate in the gender training provided by MWE
2. TSUs, in conjunction with MGLSD will continue to provide support to district staff to ensure that sub county Community Development Officers (CDOs) and Water Office staff are trained in gender once every 2 years. In addition, the TSUs will provide support to district during pre- construction activities, project implementation, planning, training of WSCs and monitoring and evaluation, to ensure inclusion of gender concerns.
3. To ensure that all district and sub-county stakeholders have access to sector guidelines, RWSS Department will distribute the Extension Workers Handbook (Books 1 and 2); the Participatory Toolkit; the Community Resource Book and the Gender Resource Book and may other guidelines to be developed, widely among its stakeholders.

Strategic Objective 3: Improving opportunities for men, women and other disadvantaged groups to access water and sanitation facilities and to participate in their management

4. The RWSS Department will ensure that resources are allocated to districts which have low access to water. This will improve access by rural communities, thus reduce the burden of women and children in collecting water. TSUs will provide support to districts during allocation of water points to ensure that underserved and or hard to reach sub-counties are prioritised.
5. RWSS Department will support districts to ensure functionality of water sources by training hand pump mechanics, ensuring a reliable supply of hand pump spare parts and building the capacity of WUCs to maintain water sources in a sustainable manner. This will further increase access to protected water sources, thus reducing the burden of women and children.
6. RWSS Department will encourage districts to take affirmative action by awarding bonus points to qualified companies that front women in tasks of responsibility during technical evaluation of bids for water and sanitation works.
7. RWSS Department will promote development of more self- supply in all districts, to reduce the burden on traditional water sources and reduce time spent at water points by women and children. This will be done through marketing the concept of self supply, developing affordable self- supply technologies, training local artisans and building the capacity of districts to support private sector.
8. RWSS Department will ensure that districts encourage more households to construct rainwater harvesting systems by taking advantage of the subsidy scheme (40% from the DWSCG and 60% by the household) and by collaborating with NGOs promoting these technologies. In addition, the subsidy should be revisited to provide bigger subsidies to the most vulnerable households that cannot afford 60% of the cost. This will to reduce the burden of women, children, the elderly, people with disabilities and people living with AIDS in collecting water.

9. To reduce the disease burden on rural women and children, the RWSS Department will strengthen the integration of hygiene and sanitation in the rural sub-sector. The case in the box below presents a best practice of such integration as implemented by SNV, IRC and NETWAS in 4 districts. The RWSS should work with the NGOs to have the approach disseminated and reviewed for possible up-scaling to other districts.

Box 1: The LeaPPS innovative approach to hygiene and sanitation

Learning Alliances for better practice and policy on household and primary school sanitation and hygiene (LeaPPS) is an initiative of three NGOs, namely SNV, NETWAS and IRC, piloted in the districts of Kyenjojo, Kamwenge, Koboko and Arua. Operating in 2 sub-counties in each district, LeaPPS aims at learning and sharing between government, civil society organisations, councillors and the private sector to advocate for increased prioritisation of software, sanitation and hygiene. Participants come together in learning sessions once every quarter to review, learn and plan for action. This has resulted into a number of achievements, namely improved sector coordination and harmonisation, identification of hygiene and sanitation issues and commitment of resources for implementing planned actions to address these issues. Implemented activities include introduction of new sanitation technologies, community mobilisation and sanitation using the participatory hygiene and sanitation techniques (PHAST) as well as community led total sanitation (CLTS). As a result, sanitation coverage and hygienic behaviour have improved in the project area.

10. The RWSS Department will launch special campaigns for promoting sanitation and hygiene with low sanitation coverage like parts of the Karamoja sub-region and Northern Uganda districts where internally displaced persons are returning to their homes. This will reduce the community disease burden, thus reducing the burden of women and girls that provide care during sickness.
11. RWSS Department will ensure that all protected water sources are monitored annually to identify sources that are not suitable for human consumption in order to protect rural communities from consuming contaminated water. Communities will be advised on remedial measures so as to reduce water borne diseases and thus the burden of women and girls who provide care for the sick.

Strategic Objective 4: Strengthening the collection, analysis, documentation and dissemination and use of gender related information for enhancing the visibility of gender issues and achievement in the sector

12. The RWSS Department will review reporting formats for districts to ensure that quantitative and qualitative gender disaggregated data is regularly collected from both men and women served by water facilities, participants of meetings, workshops and seminars, school latrine stances for girls and boys and composition of WUCs, among others.
13. The TSUs will provide technical support to district and sub county personnel to collect and analyse gender disaggregated data, including the level of participation and influence of women on these committees.
14. The RWSS Department will build the capacity of districts for monitoring water quality through provision of water quality testing kits and training. This will safeguard rural communities from consuming contaminated water and reduce the disease burden by taking remedial actions.

15. RWSS Department will produce information, educational and communication materials (IEC) with messages on gender in the WSS. It will ensure that these materials are distributed among sector stakeholders for use during important days like the International Women's Day, the World Food Day, the World Environment Day, the International Sanitation Week and the World Water Day.

Strategic Objective 5: Promoting and building partnerships and networks with other institutions for effective implementation of the strategy

16. The RWSS will work with UWASNET to ensure that NGOs in districts adopt the sub-sector guidelines on software activities including this strategy, to harmonise approaches to gender mainstreaming across the sector.

II) Water for Production (WfP) Department

Strategic Objective 1: Integrating a gender perspective in the water and sanitation sector policies and developing guidelines to operationalise gender in programme planning, implementation, monitoring and evaluation.

1. WfP Department will, with support from WSLD, ensure that its operational guidelines have incorporated gender to guide management, district and lower local governments, NGOs and private sector stakeholders in wfp.

Strategic Objective 2: Enhancing capacity of water and sanitation stakeholders for gender mainstreaming

2. WFP Department will review its operational guidelines to ensure that they include gender related content and illustrations for use by all sub- sector implementers. These guidelines will include aspects reflecting involvement of women in the planning, management and evaluation of water for production facilities.
3. The WfP Department will work with TSUs and MAAIF at incorporating the concerns of men and women in their support to districts and local governments, especially during the training of districts and sub-county staff and of DWSCC.
4. WfP Department will ensure that its staff and especially the social scientists and selected gender champions participate in the gender training organised by the WSLU so as to guide district and lower local government staff and private operators of wfp in the management of community wfp facilities.

Strategic Objective 3: Improving opportunities for men, women and other disadvantaged groups to access water and sanitation facilities and to participate in their management

5. WfP Department and MAAIF will ensure that both men and women participate in the operation and maintenance of wfp facilities and that women constitute at least 50% of the WUCs as required in the Water Policy (1998). The WfP department will also support district local governments to ensure that WUCs are trained on operation and maintenance of wfp facilities on a regular basis, including gender. In particular, both men and women should be sensitised to appreciate the importance of gender on the O&M of facilities and on household well being.

6. Women will be encouraged to take up at least one key position on all new wfp WUCs. These women will receive specialised training in leadership and management to enable them effectively take up their responsibilities.
7. The WfP will ensure that designs of WfP facilities provide water abstraction facilities for both livestock and human consumption. This will make it safer for women and children to draw uncontaminated water from these facilities and without drowning.
8. To reduce the burden of water and sanitation related diseases from WfP facilities, the WfP Department will support district local governments to protect the catchment around the facilities, reducing disease incidences due to contaminations, thus reducing the burden of women and girls as care givers of the sick.
9. WfP Department will promote initiatives to ensure that underserved communities can have access to water for production, through provision of wfp equipment and construction of bulk water facilities. In addition, the department will ensure that existing facilities are regularly improved or rehabilitated to improve access to wfp for the poor.

Strategic Objective 4: Strengthening the collection, analysis, documentation and dissemination and use of gender related information for enhancing the visibility of gender issues and achievement in the sector

10. WfP Department will review its reporting formats to include gender responsive indicators regarding participation in community activities, participation of men and women in the management of wfp facilities, training and committee meetings.
11. The sub- sector will support district and lower local governments to ensure that they collect and analyse appropriate gender disaggregated data regarding access and control of WfP resources and benefits.
12. WfP Department will, in conjunction with MAAIF, produce IEC materials with messages on gender in the sub-sector. It will ensure that these materials are distributed among sector stakeholders for use during important days like the International Women’s Day, the World Food Day, the World Environment Day, the International Sanitation Week and the World Water Day.

Strategic Objective 5: Promoting and building partnerships and networks with other institutions for effective implementation of the strategy

13. The WfP Department will ensure that gender issues in wfp are kept on the agenda of meetings between MWE and MAAIF.
14. The WfP Department will work with MAAIF to ensure that NGOs and the private sector involved in wfp activities adopt the sub-sector guidelines on software including this strategy, to harmonise approaches to gender mainstreaming across the sector.

III) Urban Water Supply and Sewerage (UWSS) Department

Strategic Objective 1: Integrating a gender perspective in the water and sanitation sector policies and developing guidelines to operationalise gender in programme planning, implementation, monitoring and evaluation.

1. UWSS Department will, with support from WSLD, review its operational guidelines to ensure that they address gender issues to guide town and municipal councils, NGOs and private sector stakeholders. This should include an employment policy for water boards to include gender guidelines.

Strategic Objective 2: Enhancing capacity of water and sanitation stakeholders for gender mainstreaming

2. The UWSS Department will ensure that its staff and especially the social scientists participate in gender training (basic gender concepts and mainstreaming), in order to provide support to municipal/town water boards.
3. The UWSS Department will ensure that staff of NWSC, water boards, NGOs and private water operators are trained in basic gender concepts, gender mainstreaming skills and community participation. Women on UWSSBs will also be provided with specialised training in leadership and management.
4. NWSC, with support from MGLSD, will develop guidelines for implementation of this gender strategy in all water supply areas.

Strategic Objective 3: Improving opportunities for men, women and other disadvantaged groups to access water and sanitation facilities and to participate in their management

5. The UWSS department will ensure that all new UWSSBs consist of 50% women and that women take up key positions on these boards.
6. The NWSC and town UWSSBs will provide an incentive for women to provide services either as water kiosk managers or as yard tap owners. This will enable them to generate income, a crucial element for women empowerment and influence.
7. To increase access to sanitation facilities and improve privacy for women in the poor urban areas, the UWSSBs will construct more public sanitation facilities, especially in the poor areas, markets and bus stops, as an integral part of water supply projects, as provided for in the sector SIP (2009). Where latrine construction is not feasible in the urban poor areas, the NWSC will provide subsidies for connection to the sewerage system where possible.⁴ This will improve the sanitation in such areas, reducing disease incidences and the burden on women and girl children who take care of the sick.
8. The NWSC will expand the pre- paid meter system to other poor urban areas to ensure that vulnerable people can access water at affordable rates. In addition, NWSC should consider the possibility of covering other towns with increasing populations to improve access to water in urban areas, especially among the poor.

⁴ This has been done in the Kisenyi area of Kampala

Strategic Objective 4: Strengthening the collection, analysis, documentation and dissemination and use of gender related information for enhancing the visibility of gender issues and achievement in the sector

9. The sub- sector will support NWSC and UWSSBs to review monitoring indicators to ensure that they are gender responsive. Further support will be provided to these bodies to ensure that appropriate gender disaggregated data regarding access and control of UWSS resources and benefits is regularly collected and analysed.
10. The NWSC and UWSSBs will ensure that poor urban consumers are not over-charged for water at public water supply facilities, through promotion of innovative technologies like the pre-paid meters. This will reduce the burden of poor men and women in accessing safe water and also reduce disease due to consumption of unsafe water.
11. The UWSS Department will provide support to small town water boards to ensure that gender is highlighted prominently during important days like the International Women's Day, the World Food Day, the World Environment Day, the International Sanitation Week and the World Water Day.

Strategic Objective 5: Promoting and building partnerships and networks with other institutions for effective implementation of the strategy

12. The UWSS department will ensure that NGOs and the private sector are familiar with the sector's software requirements and in particular this gender strategy.
13. The UWSS department will lobby donors and NGOs to provide resources for gender mainstreaming in the UWSS sub-sector.

IV) Water Resources Management (WRM) Directorate

i. Water Resources Regulation (WRR) Department

Strategic Objective 1: Integrating a gender perspective in the water and sanitation sector policies and developing guidelines to operationalise gender in programme planning, implementation, monitoring and evaluation.

1. WRR Department will, with support from WSLD, review its operational guidelines to ensure integration of gender issues, to enable staff mainstream gender in their programmes and activities.

Strategic Objective 2: Enhancing capacity of water and sanitation stakeholders for gender mainstreaming

2. WRR Department will ensure that all staff acquire the gender awareness and gender mainstreaming training organised by MWE to build their capacity for gender mainstreaming.

Strategic Objective 3: Improving equal opportunities for men, women and other disadvantaged groups to access water and sanitation facilities and to participate in their management

3. WRR Department will provide equal opportunities to male and female staff during nomination for training.

4. WRR Department will work hand in hand with other agencies like NEMA to strengthen the legal framework for enforcing regulation of water abstraction and wastewater to protect water resources, especially for the poorest men and women who are usually most affected by limited availability.
5. To ensure that the poor, especially women and children can access adequate and safe water for domestic use, the WRR Department will exempt from paying for abstraction permits for water sources using hand pumps and other lesser means used by the poor, as provided in the sub-sector poor strategy.

Strategic Objective 4: Strengthening the collection, analysis, documentation and dissemination and use of gender related information for enhancing the visibility of gender issues and achievement in the sector

6. The WRR Department will ensure that monitoring and reporting formats are designed to collect gender disaggregated data.
7. The WRR department will periodically collect and analyse data on the impacts of water regulation on poor communities and on women and children. This information will be disseminated to user departments, districts and NGOs in the sector for purposes of water development and mitigation measures.

Strategic Objective 5: Promoting and building partnerships and networks with other institutions for effective implementation of the strategy

8. The WRR Department will seek collaboration with other ministries and agencies involved in water resources regulation to harmonise approaches to gender mainstreaming and share knowledge and experiences in gender mainstreaming.
9. The WRR Department will ensure that NGOs involved in water resource management and the private sector are familiar with the sector's software requirements and in particular this gender strategy.
10. The WRR Department will create public awareness concerning water resources regulation in order to safeguard the country's water resources for the poor.
11. The WRR Department will lobby donors and NGOs to provide resources for gender mainstreaming in the WRR.

ii) The Department of Water Resources Monitoring and Assessment (WRMA)

Strategic Objective 1: Integrating a gender perspective in the water and sanitation sector policies and developing guidelines to operationalise gender in programme planning, implementation, monitoring and evaluation.

1. WRMA Department will, with support from WSLD, review its operational guidelines to ensure that they integrate gender issues, to enable staff mainstream gender in their programmes and activities.

Strategic Objective 2: Enhancing capacity of water and sanitation stakeholders for gender mainstreaming

2. WRMA Department will ensure that all its staff acquire the gender awareness training and gender mainstreaming training organised by MWE.

Strategic Objective 3: Improving equal opportunities for men, women and other disadvantaged groups to access water and sanitation facilities and to participate in their management

3. The WRMA department will ensure that the health and livelihoods of poor men and women are not adversely affected by water development projects, through conducting environmental impact assessments of all large development projects. This will require conducting studies to assess impacts of such projects.
4. The WRMA department will take affirmative action in favour of women in the recruitment of gauge readers.
5. The WRMA Department will continue to decentralise the management of water resources and encourage women to be part of the catchment management committees. It will ensure that at least one woman holds a position of responsibility on these committees.
6. The WRMA Department will regularly monitor, assess and map water resources in the country to provide information on availability and distribution of water resources for water development programmes. This will improve efficiencies in water development, contributing to increased access and reduction in the burden of women and children who collect water.
7. The WRMA Department will develop an early warning system that will provide information on natural disasters which affect poor people, especially women and children.
8. The WRMA department will publish regular water resource monitoring and assessment reports in a simple format for use by all stakeholders. This will provide information for decision making at community level, thus safeguarding natural resources for the poor. It will enable both men and women to participate in the management of these resources, safeguard them against water borne diseases and increase access to water for production. It will also develop guidelines for prevention and mitigation measures for natural disasters for use at community level.

Strategic Objective 4: Strengthening the collection, analysis, documentation and dissemination and use of gender related information for enhancing the visibility of gender issues and achievement in the sector

9. The WRMA department will ensure that monitoring and reporting formats are designed to collect gender disaggregated data.
10. The WRMA department will collect and analyse data on the impact of climatic change on women and children on an annual basis in order to reduce vulnerability of the poor to water related natural disasters. Such information will be disseminated to the public in simple formats.

Strategic Objective 5: Promoting and building partnerships and networks with other institutions for effective implementation of the strategy

11. The WRMA department will lobby donors and NGOs with interest in the water resources sub-sector to provide resources for gender mainstreaming in the WRM.
12. The WRMA department will ensure that NGOs involved in water resource assessments and the private sector are familiar with the sector's software requirements and in particular this gender strategy.
13. The WRMA department will establish networks with regional bodies, other countries, other government agencies in Uganda and NGOs to share knowledge and experiences of gender mainstreaming.

iii) Water Quality Management Department (WQMD)

Strategic Objective 1: Integrating a gender perspective in the water and sanitation sector policies and developing guidelines to operationalise gender in programme planning, implementation, monitoring and evaluation.

1. WQM Department will, with support from WSLD and MGLSD, review WQ regulations, standards and guidelines to ensure integration of gender issues, to enable staff mainstream gender in their programmes and activities.
2. The WQMD will ensure that the National Water Quality Coordination Committee has both male and female members.

Strategic Objective 2: Enhancing capacity of water and sanitation stakeholders for gender mainstreaming

3. The WQM Department will ensure that all staff participate in the gender awareness and gender mainstreaming training organised by MWE, to build their skills for gender mainstreaming, starting with those that have not had such training.

Strategic Objective 3: Improving equal opportunities for men, women and other disadvantaged groups to access water and sanitation facilities and to participate in their management

4. The WQM Department will allocate resources for more frequent monitoring of water bodies, to reduce the incidence of water borne diseases, thus reducing the burden of women and girls who provide care to the sick.

Strategic Objective 4: Strengthening the collection, analysis, documentation and dissemination and use of gender related information for enhancing the visibility of gender issues and achievement in the sector

5. The WQM Department will periodically collect and analyse data on the impacts of water quality used for domestic and for production purposes, on households and particularly on women, children and other vulnerable persons.

6. The WQMD will disseminate water quality information products in local languages to create awareness among all stakeholders so that they can make informed decisions concerning their use, especially among the poor.

Strategic Objective 5: Promoting and building partnerships and networks with other institutions for effective implementation of the strategy

7. WQMD will establish networks with NGOs, other ministries and government, international agencies, other countries, NGOs and donors to share knowledge and experiences in mainstreaming gender in WQ management.
8. The WQMD will ensure that NGOs involved in water quality management and the private sector are familiar with the sector's software requirements and in particular this gender strategy.
9. The WQMD will lobby donors and NGOs to provide resources for gender mainstreaming in the WQM.

3.5.3 Local Government and NGO strategies

The following strategies are for operational level agencies including district and lower local governments and NGOs.

Strategic Objective 1: Integrating a gender perspective in the water and sanitation sector policies and developing guidelines to operationalise gender in programme planning, implementation, monitoring and evaluation.

1. District Water Offices (DWO) will work with District Community Development Officers (DCDO) and or Gender Officers, to provide a gender analysis input into all water and sanitation related ordinances and bylaws formulated by district local governments.

Strategic Objective 2: Enhancing capacity of water and sanitation stakeholders for gender mainstreaming

2. DWOs and Town Clerks will designate an officer in the District Water Office to act as the gender focal point for the sector in each district/ town council.
3. DWOs/ Town Water Officers will work with DCDOs/ Gender Officers to train sub-county / town extension staff to build their capacity for gender mainstreaming, and sensitise district Service Committees and Tender Committees to consider gender in implementation of their functions.
4. DWOs/ Town Water Officers will ensure that all sub-county / town extension staff have access to sector soft-ware guidelines and in particular this gender strategy, to guide them in mainstreaming gender in their activities.

Strategic Objective 3: Improving opportunities for men, women and other disadvantaged groups to access water and sanitation facilities and to participate in their management

5. DWO / Town Water Officers will ensure that under-served and hard to reach areas are prioritised during allocation of new water sources, in order to increase access to water for the

poor and marginalised communities. This calls for ensuring that criteria for allocation of water points at both district and sub-county levels is followed, as provided in the District Implementation Manual and Software Steps.

6. DWOs/ Town Water Officers will ensure that sector guidelines for pre and post construction software activities are adhered to during community mobilisation and sensitisation. They will also ensure that training of WUCs include a topic on gender.
7. Extension workers will ensure that both men and women participate in the exercise for siting a water source in the community and that their concerns are taken into account.
8. Extension workers will ensure that both men and women are consulted to identify their priorities, success stories and lessons learnt, before, during and after construction of facilities.
9. Extension workers will ensure that all new WUCs have at least 50% women and that women take up key positions.
10. The DWO/ Town Water Officer will ensure that resources are allocated to sub-counties which have low access to safe water sources. This will improve access by rural communities, reducing the burden of women and children in collecting water.
12. The DWO/ Town Water Officer will support WUCs and communities to ensure that water sources are kept functional through proper operation and maintenance and that spare parts for maintenance of hand pumps are available. Supply of spare parts can be improved by district hand pump mechanics associations setting up businesses to supply the spare parts. This will increase access to water to reduce the burden of women and children.
13. DWO / Town Water Officer will promote development of more self- supply in each district, to reduce the burden on traditional water sources by providing subsidies. This will involve marketing of the self- supply concept, development of affordable self- supply technologies, training of local artisans and capacity building of district personnel for support to the private investors.
14. The DWO / Town Water Officers will promote rainwater harvesting for domestic use to reduce the burden of women, children, the elderly, the disabled and people living with AIDS who find it difficult to access community water sources. This calls for improved collaboration with NGOs and faith based organisations already supporting these technologies.
15. The DWO will ensure that where a District Gender Officer exists, he/she will be incorporated onto the District Water and Sanitation Coordination Committee (DWSCC). They will also ensure that all departments on the DWSCC have copies of the sector software guidelines and this strategy in particular.
16. The DWO will ensure close collaboration with the DCDO and or District Gender Officer and include them in community and gender training activities, support supervision and monitoring and evaluations.
17. The DWO/ Town Water Officers will ensure that sector NGOs/ CBOs have access to this strategy and that their capacity is built to adhere to the sector software guidelines, including gender, during implementation of programmes.

18. The DWO / Town Water Officers will ensure that the private sector works with both men and women in communities, during construction of water and sanitation facilities.

Strategic Objective 4: Strengthening the collection, analysis, documentation and dissemination and use of gender related information for enhancing the visibility of gender issues and achievement in the sector

19. The DWO/ Town Board, with support from the District Gender Officer, will collect and analyse gender disaggregated data on all water and sanitation related activities including training, participation in meetings and in operation and maintenance of water and sanitation facilities.
20. The District/ Town Board/NGOs will, where possible, ensure that water and sanitation related studies carried out incorporate assessment of impacts of water and sanitation programmes/projects on disadvantaged groups including women, the disabled, PLWA, the poor and the elderly.

Strategic Objective 5: Promoting and building partnerships and networks with other institutions for effective implementation of the strategy

21. DWOs /Town Boards will establish networks with water sector NGOs/ CBOs, other ministries, other districts and donors for harmonising gender mainstreaming approaches and for sharing knowledge and lessons learnt from gender mainstreaming.

3.6 Institutional Arrangements to Support the Strategy

The implementation of the WSSGS will be supported at various levels of MWE, namely policy level, department level and in the decentralised local governments, through operational arrangements and mechanisms intended to provide advice and coordination. However it is also important that other stakeholders also play their respective roles for effective and efficient implementation of the strategy.

3.6.1 Implementation of the gender strategy by the MWE and district and lower local governments

The WSS stakeholders have different roles to play in the implementation of this strategy, as presented in Table 1.

Table 1: Roles and responsibilities of stakeholders in implementation of the WSSGS II

Stakeholder	Roles and responsibility
National level committees and working groups	<p>Coordination Committees: The Water Policy Committee (WPC) and the Water and Environment Sector Working Group (WESWG), will provide policy, technical and budget framework guidance for gender mainstreaming in the sector. The WESWG will be responsible for ensuring that the sector plans and budgets for gender and that the strategy is implemented within the SWAp framework. The committees will also continue to monitor implementation of the gender strategy and its contribution to the government’s poverty reduction strategy. The gender focal point for the sector will be represented on both these bodies to ensure that gender concerns are addressed.</p> <p>Working groups: The Software Working Group (SWG) will provide technical guidance to the sub-sectors and other stakeholders including NGOs and private practitioners, on implementation of the strategy.</p>
Sector Institutions	Sector ministries

Stakeholder	Roles and responsibility
	<p>Ministry of Gender, Labour and Social Development (MGLSD): The MGLSD will provide gender policy direction and technical advisory services to MWE and district local governments. It will delegate a permanent representative to the WSS to facilitate continuity of support and lessons learnt. The Ministry will also support MWE in building the capacity of the sector stakeholders; reviewing plans, budgets and the M&E system for gender responsiveness; and conducting impact studies of gender mainstreaming in the sector.</p> <p>Ministry of Health: MoH is responsible for promotion of improved sanitation and hygienic behaviour in households and schools and maintenance of sanitation facilities, as well as national ensuring that national hygiene and sanitation standards are followed in order to reduce the national disease burden. It will be responsible for ensuring that both men and women are involved in design, construction and maintenance of household sanitation facilities, enforcing hygiene standards for household, public and institutional sanitation to reduce the disease burden in communities.</p> <p>Ministry of Agriculture, Animal Industry and Fisheries (MAAIF): MAAIF is responsible for determining demand for wfp facilities, guiding farmers in the economic use of water for production facilities and guiding them in the operation and maintenance of on-farm wfp facilities. It will be responsible for ensuring that poor men and women utilise simple water for production technologies to increase their production.</p> <p>Ministry of Education and Sports (MoES): MoES is responsible for ensuring adequate sanitation facilities for boys and girls in primary schools, as well as enforcing school sanitation and hygiene standards in primary schools. It will also ensure that data on the pupil to stance ratio for boys and girls is collected annually from all primary schools.</p> <p>Ministry of Finance, Planning and Economic Development (MoFPED): MoFPED will ensure that the water and sanitation sector plans and budgets are gender responsive. It will also ensure that financial resources are allocated especially to areas of low water access and for the sector's stand alone gender activities like training, evaluation studies and review of guidelines.</p> <p>MWE Policy makers: Policy makers are responsible for ensuring that sector policies reflect gender and that studies are carried out every two years to assess the impact of gender and other interventions in the sector.</p> <p>MWE Departments: Each Head of Department, Division or Unit is responsible for mainstreaming gender into the work of the department. The Heads of Department will ensure that sociologists who handle software activities are equipped with gender mainstreaming skills. The sociologists will liaise with the Sector Gender Anchor to ensure that sector guidelines are developed and or reviewed for inclusion of gender. It will be the responsibility of the sociologists in the departments to guide technical staff for effective mainstreaming of gender. Each department will be responsible for budgeting for stand alone gender related activities. In addition, each department will ensure that its technical staff acquire knowledge and skills for mainstreaming gender in their daily activities. The departments will also identify gender champions to promote gender among stakeholders.</p> <p>Water Sector Liaison Division: The WSLD has the mandate of policy and capacity development and the Senior Sociologist, who is the gender focal point is part of this division. The division will be responsible for ensuring that all the sector directorates and departments have mainstreamed gender in any policies being developed or reviewed. The division will facilitate coordination of other stakeholders including NGOs and private sector players. The Division will ensure that all sector gender activities are budgeted for, implemented, monitored and evaluated and reported on in the sector performance report. It will also spearhead annual monitoring of gender activities and gender impact studies every two years.</p> <p>TSUs: TSUs will support district and lower local governments in planning, monitoring and evaluation, to ensure that gender criteria are addressed. They will also support the heads of</p>

Stakeholder	Roles and responsibility
	<p>department at district level to conduct training for DWSCCs, District Tender Boards and District Service Committees.</p> <p>National Water and Sewerage Corporation (NWSC)</p> <p>NWSC, which is responsible for provision of water and sewerage services in large towns will start deliberate activities to mainstream gender in NWSC activities by appointing a gender focal person, developing a corporate gender strategy, developing staff capacity and guidelines, in line with this strategy.</p>
<p>Districts and sub-county local governments</p>	<p>The district and sub-county local governments which are responsible for provision of water and sanitation services at operational level will ensure that gender is mainstreamed into the district and sub-county and activities. This will be done with the support of the TSUs and the respective departments at the centre. The district local governments which are also responsible for coordination of the sector stakeholders within their respective districts will oversee the implementation of the sector gender strategy by NGOs, CBOs and private sector service providers. The district local councils will ensure that priority is given to sub-counties with low water access during allocation of resources.</p> <p>The DWSCCs will be responsible for coordinating the sector stakeholders and ensuring that NGOs and private sector work in harmony with the district authorities. They will also ensure that gender issues are brought to the attention of the district council for incorporation into in the water and sanitation sector activities.</p> <p>The sub-county/ urban local government will ensure that communities are mobilised for participation in planning for and implementing water and sanitation projects in their communities an also train WUCs to manage water and sanitation facilities in a sustainable manner. They will also use participatory methodologies to ensure that both men and women participate in project decision making like technology choice, community contribution and operation and maintenance arrangements and where possible consult men and women separately. They will also ensure that women receive additional training in leadership and organisation, as appropriate.</p> <p>The District Water Officer (DWO): The DWO is responsible for planning, implementation and monitoring of all water and sanitation activities in the district. They will be responsible for ensuring that the District Community Development Office (DCDO) and or Gender Office (GO) are part of the DWSCCs and facilitate them to participate in the sector software activities, including planning, implementation, monitoring and evaluation. They will carry out baseline studies on gender and impact studies of gender mainstreaming every two years.</p> <p>The District Community Development Office (DCDO)/ Gender Office (GO): The DCDOs and where GOs exists have responsibility for mainstreaming gender in all district activities. They will support the DWO to identify gender issues for consideration during project design, build the capacity of sub-county extension workers in gender mainstreaming skills and provide support supervision to extension workers during community software activities and WUC training. They will also ensure that gender progress is tracked during sector project monitoring.</p>
<p>Water User Communities</p>	<p>Communities will be responsible for ensuring that they elect both men and women on WUCs and that women take up at least 50% of the positions on these committees.</p> <p>The WUCs will be responsible for ensuring functionality of water and sanitation facilities in order to promote improved access by men and women. They will also promote good hygiene and sanitation practices around the water source and in households in order to reduce incidences of disease, e.g. clean water containers, having a latrine etc.</p>
<p>Civil Society</p>	<p>The sector NGOs, through their umbrella body UWASNET, will adopt the strategies presented in this document for a coordinated approach to gender mainstreaming in the sector. UWASNET will ensure that all its member organisations have access to the sector software guidelines and that they plan jointly with the local governments where they operate. UWASNET will also work with the WSLD to disseminate and share information on gender issues.</p>
<p>Private sector</p>	<p>In view of the increasingly critical role played by the private sector in water and sanitation</p>

Stakeholder	Roles and responsibility
	development, the private sector will work with MWE to ensure that their competencies for gender mainstreaming are developed, with support from MGLSD.
Development Partners	The sector development partners will support networking in the sector so as to share regional and international best practice. They will also commit resources to supplement Government of Uganda resources for ensuring that this strategy is implemented. They will, through their gender working group, continue to influence gender related policy changes whenever circumstances warrant it.

3.7 Financing the strategy and action plan

The sector will implement gender-sensitive activities through the use of resources allocated for the core sector outputs, supplemented by specific funds for gender activities like gender training and marking the International Women’s Day. Sector departments will incorporate a gender dimension into planned/ on-going activities, rather than elaborating separate gender-sensitive activities. For the gender specific activities at the centre, the WSLD will plan for appropriate resources for their implementation. Sources of funding for the strategy include JWWSP and GoU. Table 2 presents budget estimates for the gender specific activities that cannot be integrated into other activities.

Table 2: Budget estimates for implementation of gender specific activities of the WSSGS II

	Activity	Estimated costs (UGX)					
		2010/11	2011/12	2012/13	2013/14	2014/15	Total
1.	Development and production of a gender mainstreaming kit for all MWE staff	60,000,000	-	-	-	-	60,000,000
2.	Production and dissemination of the WSSGS II	30,000,000					30,000,000
3.	Production of the WSS gender resource book	40,000,000	-	-	-	-	40,000,000
4.	Gender training workshops for MWE staff	25,000,000		25,000,000			50,000,000
	Regional Gender workshops for district staff		120,000,000	120,000,000			240,000,000
5.	Review of WSS Golden Indicators and engendering reporting formats	30,000,000					30,000,000
6.	Gender studies			30,000,000		30,000,000	60,000,000
7.	Participation in Women’s Day celebrations	3,000,000	3,000,000	3,000,000	3,000,000	3,000,000	15,000,000
	Total	188,000,000	123,000,000	178,000,000	3,000,000	33,000,000	525,000,000

3.8 Monitoring and Evaluating the Gender Strategy

Monitoring: Progress in the implementation of the Gender Strategy will be monitored on an ongoing basis at all levels as follows:

Quarterly monitoring and reporting: Each department of MWE will review its reporting format to ensure that gender disaggregated data is collected and analysed on a quarterly basis. Such data will be collected from both men and women and show progressive achievements in gender equality and equity, participation of men and women in managing water and sanitation facilities, distribution of resource and benefits of sector interventions and the implementation of gender specific activities.

Monitoring implementation of water and sanitation development projects: MWE will promote participatory monitoring of all development projects, involving the contractor, the WUC and other local leaders, the DCDOs office and the County Water Officer. This monitoring will, among others, focus on how well the contractor is adhering to the gender requirements of the project. In addition, the contractor's reports will highlight how gender has been incorporated into project implementation.

Evaluation: MWE will ensure that gender is incorporated into existing and future sector reporting and evaluation systems. Each sub-sector will be responsible for reporting on the implementation of their gender-responsive activities on an annual basis, which will input into the Sector Performance Report. For this purpose, current sector indicators will be revised to make them gender responsive. WSLD will provide advice to departments on monitoring and evaluation of the gender strategy, as required, with technical support from MGLSD. The issues emerging from the reporting exercises will be presented by the gender focal point for compilation and review by the software working group and for input into the annual sector performance report. Follow up action will be the responsibility of the respective departments with support from WSLD. Apart from the annual evaluation, WSLD will also commission external in-depth gender studies of the sector every two years. In the 2014/15 FY, MWE will commission a final external evaluation to assess the impacts of implementing this strategy.

3.9 Logical framework, 2010/ 2011 – 2014/2015

Narrative summary	Indicators	Means of verification	Assumptions
Goal: To empower women, men, and vulnerable groups through ensuring equity in access and control of resources in the WSS, contributing to poverty reduction	Level of influence of women and other vulnerable groups at all levels of the water and sanitation sector	Bi- annual gender analysis studies	Continued resource support for gender mainstreaming from GOU and sector donors
Objective 1: Integrating a gender perspective in the WSS sector policies and developing guidelines to operationalise gender in programme planning, implementation, monitoring and evaluation.	Gender issues addressed by all sector policies, plans and guidelines	Gender audit of policies, plans and guidelines	Resources are committed for periodic gender analysis in the sector
Objective 2: Enhancing capacity of the water and sanitation sector stakeholders for gender mainstreaming.	Sector institutions with adequate structures and resources for gender mainstreaming Sector actors with adequate knowledge, attitudes and skills for gender mainstreaming	Needs assessment studies	Willingness among actors to have their capacity built
Objective 3: Improving opportunities for men, women and other disadvantaged groups to access of water and sanitation facilities and to participate in their management.	% of population with access to safe water facilities % of population with access to hygienic sanitation facilities % of WUCs with equal numbers of men and women % of WUCs with at least a woman holding a key position	Sector quarterly reports Bi- annual gender studies	Sufficient and timely resources available for community mobilisation
Objective 4: Strengthening the collection, analysis, documentation dissemination and use of gender related information for enhancing the visibility of gender issues and achievements in the sector.	Availability of gender disaggregated data and qualitative information in the sector	Sector quarterly reports	Sufficient capacity built for information management
	Public awareness of the water and sanitation gender	Bi- annual gender	Sufficient and timely resources available for development and

Narrative summary	Indicators	Means of verification	Assumptions
	<p>issues</p> <p>Frequency and types of publication of water and sanitation gender issues in the electronic and print media.</p>	<p>studies</p>	<p>dissemination of information</p>
<p>Objective 5: Promoting and building partnerships and networks with other institutions for effective implementation of the strategy.</p>	<p>No. and type of water sector partners involved implementation of gender in the sector</p> <p>Extent of coordination and harmonisation of gender mainstreaming approaches among sector stakeholders at all levels</p> <p>Types of good gender mainstreaming practices learnt from other sector stakeholders</p>	<p>Sector quarterly reports</p>	<p>Sufficient capacity built for information management</p>

List of References

MGLSD (1997). The National Gender Policy
..... (2007). The Uganda Gender Policy
MFPED (2004). The Poverty Eradication Action Plan
MOH (2005). The Environmental Health Policy
MWE (2008). The Five- Year National Development Plan (NDP) Water and Sanitation Sector Working Paper
..... (2008 a). Water and Sanitation Sector Performance Report
..... (2009). Strategic Sector Investment Plan for the Water and Sanitation Sector in Uganda
MWLE (1999). The National Environment Management Policy
..... (1994). The National Water Policy
..... (2003). The Water Sector gender Strategy (2003 – 2008)
..... (1995). The Water Statute
The Republic of Uganda (1995). The Constitution of the Republic of Uganda
..... (1998). The Land Act
..... (1997). The Local Government Act
.....(1994). The Water Statute
UNWD (2005). Uganda National Water Development Report

Appendices

Appendix 1: Terms of Reference for Reviewing the Water Sector Gender Strategy- Ministry of Water and Environment

Introduction

The National Gender Policy 1997 (Revised in 2007) requires all development agencies to mainstream gender in their programmes and activities. Accordingly in 2003, the Directorate of Water Development (DWD) in the Ministry of Water and Environment developed and launched a Water Sector Gender Strategy (WSGS) to operationalise the National Gender Policy.

The WSGS 2003-2008 was developed to guide the sector in mainstreaming gender in all the components of the water sector i.e. Rural Water supply, Urban Water Supply, Water resources Management and Water for Production. The goal of the Gender strategy was “to develop empowering approaches that would enhance gender equity, participation and access and control to resources in the water sector leading to poverty reduction.”

In a bid to achieve the above strategy set out the following steps as a road map to gender mainstreaming in the sector.

1. Mainstreaming gender into the SWAP process and plans, with a purpose of engendering the policy processes of SWAP.
2. Overseeing a tired capacity building process including support to learning platforms for purposes of ensuring that all stakeholders have the necessary skills to identify gender issues and respond to them.
3. Improving the monitoring framework and outlining the benchmarks. The purpose was to provide an incentive for gender work, feedback and guidance on policy and strategy direction.
4. Developing project process/operational guidelines for purposes of mainstreaming gender at the operational level.
5. Establishing linkages made with the execution sector institutions (actors implementing or involved in providing services) such as districts, NGOs, private sector and ensure that they can mainstream gender at program level.
6. Forging linkages to feeding sector institutions) organizations that prepare human resources for sector activities) to ensure that they respond to sector needs.
7. Participation in any discussions pertaining to review of water policy to ensure that gender issues are integrated.

There has been effort to mainstream gender in the sector. Gender has been incorporated in Strategic Investment Plans (SIPS) and Local Governments have integrated gender. For instance the Community Resource Book (2007), a guide to community on how to plan, manage and maintain water and sanitation facilities, has a whole chapter (Chapter 9), devoted to gender mainstreaming. The District implementation Manual (2007) a guide water sector holders on sector policy, and institutional environment and stakeholder roles and responsibilities has sections devoted to gender mainstreaming (sector (3.2.2 and 5.7.7). gender has also been incorporated in the Training of Trainers Manual to assist resource persons who facilitate during training of extension workers in using the “software Toolkit”.

For purposes of tracking gender progress at community level, a performance indicator for Gender mainstreaming at community level was developed by the sector and is as defined below.

“% of Water and Sanitation Committee/Water Boards in which at least one woman holds a key position” a key position refers to Chairperson, Vice Chairperson, Treasurer and Secretary.

The Indicator was developed for purposes of increasing participation of women in decision making at community level and districts are required to report on this indicator annually.

An assessment of the water sector gender strategy was recently undertaken in 2007 with support from Water AID⁵. The study findings indicate that gender mainstreaming efforts are best demonstrated to be taking place at the Water and Sanitation Committee level. However, limited commitment and progress in gender mainstreaming at the district level in areas of staffing, gender and equity budgeting, women involvement in contracts, monitoring, reporting (Annual and quarterly reports) and capacity building efforts were reported.

A gender review study of Danish Country Programme Support in Uganda in June 2007, found that interventions in the sector have mainly focused on attainment of numbers e.g. the involvement of women on Water and Sanitation Committees and limited commitment on issues of Rights (political economic, social including social and cultural), Resources (equal access to and control over resources for women and men) and Influence (Equal opportunities to achieve political and economic influence for women and men). The study further found limited progress in the implementation of the gender strategy road map in respect to its operationalisation and little document of gender processes and lessons learned.

Part 2: Statement of Requirements

The WSGS was launched in 2003 an operational; time framework of 5 years (2003-2008). As indicated above, progress has been made in areas of integrating gender in sector policies and at community level, but limited progress has been achieved in areas of integrating gender in the development process in respect to planning and budgeting, reporting, monitoring and women involvement in private sector/contract initiatives.

It is based on the above background and the need to update the Gender Mainstreaming Strategy to capture new aspects in the revised National Gender Policy (2007) that the Sector is seeking for a consultant/Consultancy to review the gender mainstreaming strategy.

2.0 Objectives of the Consultancy

1. To review/update the Water and Sanitation Sector Gender Strategy (20003-2008) for purposes of developing empowering approaches that would enhance gender equity, participation and access and control to resources in the water sector leading to poverty reduction.

3.0 Scope of the Consultancy

- The consultant shall make an inception report in which the methodological approach is specified.

⁵ Report on assessment of gender mainstreaming policy implementation as a key aspect of management of rural water and sanitation, March 2007.

- Do a sound gender analysis through reviewing existing efforts on gender from a sector wide perspective through consultation of DWD department staff (Rural, Urban and Water for production), Technical Support Units (TSUs), Districts, Communities and other stakeholders⁶
- Undertake a stakeholder workshops to consolidate the gender analysis
- Based on the gender analysis update gender mainstreaming strategy and reflect gender equality issues in respect to Rights, Resources and Influence.
- Produce draft revised Water and Sanitation Sector Gender Strategy
- Present a draft gender strategy at a stakeholders workshops
- Incorporate Stakeholder comments.
- Produce a final revised gender strategy.

4.0 Outputs

- The following outputs are expected from the consultant.
- Based on the TOR a proposed plan and methodology for carrying out the assignment should be submitted prior to the commencement of the assignment.
- A gender analysis report for the sector
- A revised draft Water and Sanitation Gender Strategy
- A workshop report after dissemination to stakeholders
- A final reviewed water and Sanitation Sector Gender Strategy

5.0 Consultancy experience and qualifications

The following firm to undertake the gender strategy reviews should have extensive experience in working with gender issues preferably the water sector. Knowledge about current policy development and the SWAP process in Uganda is required.

The team leader should have a master's degree or the equivalent. Extensive experience in mainstreaming gender in the public sector is an added advantage.

6.0 Timing

The consultancy should be undertaken within a period of 35 days from the date of award of contract.

7.0 Reporting

The consultant shall report to the Permanent Secretary Ministry of Water and Environment

8.0 Remuneration

The payment shall be made in three in three installments of 30% at the presentation of the inception report, 40% at the presentation of the draft report and 30% at the presentation of the final guidelines acceptable by the Ministry of Water and Environment.

⁶ Water and Sanitation Stakeholders include NGOs, UWASNET, Ministry of Gender Labor and Social Development, Ministry of local Government, Ministry of Education, Local Governments (Including communities) Ministry of Finance Planning and economic Development and Development Partners (SIDA, DANIDA, GTZ)

9.0 A sample of critical documents for reference.

1. MWLE(2003) The Water and Sanitation Gender Strategy (2003-2008)
2. MOGLSD (2007). The National Gender Policy
3. MOGLSD (1999). Gender training Manual.
4. MOGLSD (Draft). The Gender Awareness Training manuals for Higher and lower Local Governments.
5. MOFPED (2003). Training manual “engendering the budgets”
6. MOLG (1998). Monitoring and Evaluation manual for procedures.
7. MOLG (2002). Gender Mainstreaming Strategy for Local Governments.
8. The Local Government Act 1997 and 2001 (revised)
9. FOWODE (Undated). Budgeting for men and women
10. GOU and DPs (2007) Joint Water and Sanitation Sector Programme Support (2008-2012) Programme document.
11. MWE (2003). Rural Water and Sanitation Strategic Investment Plan 2000-2015
12. District quarterly and annual reports.

10. Expression of interest

Interested consultant(s)/Consultancy firms for this assignment should submit a technical proposal stating the interpretation of the TORs, as well as the experience of the firms/personnel in executing related works. A separate financial proposal; stating the cost of consultancy services must accompany the technical proposal.

Appendix 2: Gender Action Plans, 2010/2011 – 2014/2015

POLICY LEVEL ACTION PLAN

STRATEGY	ACTIVITY	TIME	ACTORS	SOURCE OF FUNDING	INDICATORS
<i>Integrate gender in water and sanitation sector Policy formulation</i>	<ul style="list-style-type: none"> Support sub sector policy formulation processes to integrate gender in all policy documents, strategies, investment plans, implementation manual and guidelines Carry out gender audits of to ensure gender responsiveness 	2010/2011 – 2014/2015	SWG, WSLD, MWE depts	GOU/JWWSSP, GOU/ JPF, GOU	Gender responsive policies, plans and budgets
<i>Enhancing Internal gender mainstreaming in MWE.</i>	<ul style="list-style-type: none"> Appoint gender focal persons for each sub sector to coordinate gender mainstreaming initiatives Include gender considerations in the criteria for nomination of staff for training Include gender considerations in the criteria for recruitment of contract staff and trainees Establish communication channels to deal with women and men's grievances e.g., suggestion box, tel. Lobby for the established positions of Senior Sociologist and Sociologist in all sub sectors to spear head the implementation of gender mainstreaming. 	2010/11 – 2011/12	WSLD, Personnel Unit, all MWE departments	-	Extent of gender compliant workplace
<i>Allocate sub-sector budgets more equitably</i>	<ul style="list-style-type: none"> Support gender and equity budgeting in all sub sectors Carry out a gender audit of MWE plans and budgets 	2010/11 – 2014/15	WSLD, MGLSD, MoFPED		Extent of gender responsive budget
<i>Building sector capacity for gender mainstreaming</i>	<ul style="list-style-type: none"> Organise gender awareness training for staff who have not had such training Organise capacity building workshops in gender mainstreaming for all sector staff Complete Water and Sanitation Sector Gender Resource Book 	2010/2011 2010/11 & 2012/13 2010/11	WSLD		Personnel capacity for gender mainstreaming Institutional capacity for gender mainstreaming
<i>Improving the Sector Monitoring and Evaluation System to be more gender responsive</i>	<ul style="list-style-type: none"> Engender sector reporting formats Improve / develop gender monitoring indicators Engender WSS indicators 	2010/11 2011/12 2011/12	WSLD, MIS		Gender responsive M&E system

<i>Enhancing visibility and advocacy for gender issues</i>	<ul style="list-style-type: none"> Participate in 5 women's day celebrations Mainstream gender in sector's important days / occasions e.g., WWD, Environment Day, 5 Joint Technical and Annual Reviews 	2010/11 – 2014/15	WSLD, all MWE depts		Level of awareness of gender among sector stakeholders
<i>Networking</i>	<ul style="list-style-type: none"> Liaise with line ministries, relevant training institutions to build staff technical skills in gender mainstreaming. Liaise with other stakeholders e.g. Gender water Alliance, AMCOW , UWASNET for the purpose of information sharing and capacity development 	2010/11 – 2014/15	WSLD		Extent of networking among sector stakeholders

ACTION PLAN FOR RURAL WATER AND SANITATION DEPARTMENT

STRATEGY	ACTIONS	TIME	ACTORS	SOURCE OF FUNDING	INDICATOR
<i>Enhancing capacity of district and lower local governments for gender mainstreaming in rural water and sanitation programmes and activities</i>	<ul style="list-style-type: none"> Organise 8 regional gender mainstreaming training workshops for District and extension staff 	2011/12 – 2012/13	<ul style="list-style-type: none"> Senior Social scientist DWD Social Scientist RWD/ TSU Consultants (CDSs) 	JWSP RWD Component	<ul style="list-style-type: none"> Number of district officers trained. Number of extension staff trained
<i>Empowering communities for improved participation in the management of water and sanitation facilities</i>	<ul style="list-style-type: none"> Support districts to ensure that all rural WSCs have equal representation of men & women 	2010/11 – 2014/15	DWO, ADWO - Mobilisation , Community extension Workers	DWSSDCG Software Budget.	Number of Water & Sanitation Committees with women holding key positions.
<i>Increasing the density of water points to reduce distances to water sources</i>	<ul style="list-style-type: none"> Guide districts on allocation of water points / sources to concentrate on the under served communities Construct piped water systems in 7 RGCs in Northern & Eastern Uganda serving a population of approximately 35000 people. Community mobilisation and training in all the 7 Water supply system, including gender. Construction of large-scale GFS of 	2010/11 2010/11	DWOs, RWD Financial Analyst, Social Scientist. Comm RWD, Ass Com. P&D RWD, Engineers RWD. 2 Sociologist RWD Consultants / Contractors.	Rural DWSSDCG Water Supply Budget. JWSP, PAF Grant RWD.	Annual work plans and Budget for 79 Districts Number of public & private taps constructed Number of training / mobilisation meetings carried out.

STRATEGY	ACTIONS	TIME	ACTORS	SOURCE OF FUNDING	INDICATOR
	Kanyapanga and Tororo to serve population of approximately 60,000 people.				
<i>Ensuring that men and women and disadvantaged groups access water through encouraging alternative water supply including domestic rainwater harvesting and self-supply among others</i>	Up scaling domestic rainwater harvesting in the two districts of Kamuli and Bushenyi by two NGOs.	2010/11	Implementing NGOs RWD Staff- Sociologists, TSU CDSs.	JWSSP/GOUPAF	Number of households of disadvantaged men and women who have benefited from domestic rain water harvesting technology
<i>Integrating hygiene and sanitation in sector activities to reduce the disease burden.</i>	Enforce guidelines on hygiene and sanitation promotion and construction of facilities in public places. (In respect to districts). Promotion of Hygiene and Sanitation in the 7 RGCs to be constructed.	2010/11 2010/11	TSU CDS, PHS. Financial Analyst, RWD, Sociologist TSU, DWOs, WDO Mobilisation, ADWO Sanitation. Ecosan Liaison Officer, 2 Environmental Health officers, 1 Sociologists RWD	Rural Water Department DWSSDCG. PAF/ Grant RWD	No. of hygiene promotional activities carried out. Number of promotional activities carried out in the Districts Number of promotional activities carried out.
<i>Intensifying water quality monitoring to reduce disease burden on rural communities</i>	Enforce guidelines on Water Quality monitoring in Districts.	2010/11 – 2014/15	DWO/ ADWO Sanitation., TSUs PHS	Rural DWSSDCG/ PAF	Workplans and reports on water quality monitoring activities submitted out. Number of water quality monitoring samples taken & tested in districts.
<i>Improving the RWSS Monitoring and Evaluation System to be more gender responsive.</i>	All software reports from District activities and RWD centrally managed activities to have a separate column on gender. Contribute to TOR for the 2 gender studies to be conducted by MWE to ensure that RWSSD concerns are incorporated,	All planned software activities in FY 20/10 2012/13, 2014/15	RWD Software staff, TSUs and DWOs	DWSSDCG and RURAL PAF budget	Reports with gender disaggregated data
<i>Enhancing visibility and advocacy</i>	Repacking all Mobilisation messages to ensure that gender issues are always	2010/11 – 2011/12	TSUs / RWD Staff.	JWSSP DWSSDCG	Number of activities carried out where gender has been

STRATEGY	ACTIONS	TIME	ACTORS	SOURCE OF FUNDING	INDICATOR
<i>for gender issues</i>	emphasised Disseminate copies of guidelines to all district and lower local governments in the country.	2010/11 – 2011/12			emphasised.

ACTION PLAN FOR WATER FOR PRODUCTION DEPARTMENT

STRATEGY	ACTIVITY	TIME	ACTORS	SOURCE OF FUNDING	INDICATOR
<i>Integrating Gender in the department policies, guidelines and strategies</i>	<ul style="list-style-type: none"> ▪ Review the WfP on-farm Management Framework and Implementation Manual for integration of gender concerns ▪ Ensure that the WfP Capacity Building Strategy has incorporated gender ▪ Review the WfP Strategy and Investment Plan formulation and implementation process to include gender ▪ Review the WfP Equipment Management Framework to include gender concerns 	2010/11	MWE , MAAIF, NGOs and Donors	GOU annual budgets & Donor funds	Extent of gender responsiveness of WFP implementation manual
		2010/11			
			2010/11	MWE/District s, MAAIF	
<i>Enhancing the capacity of the WfP sub-sector for mainstreaming gender in its programmes and activities</i>	<ul style="list-style-type: none"> ▪ Ensure that gender is incorporated into WfP activities where possible ▪ To budget and undertake specific and separate activities on Gender and specifically assign these gender activities to WfP Software officials in their duty schedules ▪ To target women and other marginalised groups as a part of the stakeholders for training while implementing the WfP Capacity building strategy, aiming at stakeholder understanding of WfP activities and how they can benefit at a low cost 	2010/11- 2014/15	WfP Department staff especially Software.	GOU annual budgets	Capacity of WfP staff for gender mainstreaming Institutional capacity for gender mainstreaming
<i>Improving opportunities for men and women to access WfP facilities</i>	<ul style="list-style-type: none"> ▪ Construction of Bulk Water facilities where the ministry shall put in place the extension pipelines to reach the poor. ▪ Ensure that beneficiaries of WfP facilities offer land as their community contribution obligation but not cash. ▪ Ensure that poor communities access WfP equipment through district conditional grants. I.e Each Karamoja region and other districts with access to WfP equipment to provide special funds from their District Water Grant to construct community dams by using WfP equipment for those that can not afford to hire our equipment at even the subsidised rates 	2010/ 2011 2010/ 2011	MWE, MAAIF, DISTRICTS ,NGOs	G.O.U & Donor funds	Access to water for production

<i>Empowering communities for improved participation in the management of water for production facilities</i>	<ul style="list-style-type: none"> ▪ Carry out sensitisation seminars for the communities to show them their roles and those of other stakeholders and encourage them to participate, ▪ 50% equal representation on WUCs and emphasizing the women to take up key positions. ▪ Involve all gender and marginalised groups during the siting of facilities such that decisions taken about the location of the facility does not prohibit access to the poor and other groups like children and women who are usually involved in water collection ▪ Carry out sensitisation workshops to encourage water boards, WUCs not to charge water user fees from the poor and other marginalised groups (i.e. the marginalised groups include the elderly with no financial access, Children, and the most crippled) ▪ To train women in mechanical techniques of water pumps to enable them be hired by private operators of WfP facilities. 	2010/2011			<p>% of wfp WUCs with equal representation of men and women</p> <p>% of wfp WUCs with at least one woman holding a key position</p> <p>No. of women hand pump mechanics trained</p> <p>No. of wfp WUC / boards that have waived fees for the poor and other marginalised groups</p>
<i>Improving the WfP Monitoring and Evaluation System to be more gender responsive</i>	<ul style="list-style-type: none"> ▪ To integrate Gender into WfP MIS tools ▪ Contribute to TOR for the 2 gender studies conducted by MWE to ensure that wfp gender concerns are incorporated 	2011/2012 2012/13, 2014/15	WfP dept, PQA division	GOU Funds	Type of gender data to be collected by the tools
<i>Promoting Partnerships</i>	<ul style="list-style-type: none"> ▪ Disseminate all WfP guidelines to sub- sector stakeholders ▪ To work hand in hand with all WfP stakeholders (MAAIF, MGLSD, MFPED, UWASNET, NGOs, Districts, Donors, MWE Units, TSUs etc. to harmonise gender mainstreaming approaches in WfP. 	2010/2011 2010/11 – 2014/15	All stakeholders	GOU funds	Type of networks established for gender mainstreaming

ACTION PLAN FOR URBAN WATER AND SEWERAGE DRAFT

Strategy	Actions	Time	Actors	Source of funding	Indicator
Integrating Gender in the department policies, guidelines & strategies	Review of the Departmental policies and guidelines to ensure integration of gender issues	March 2010	Urban software staff	Nil	Types of gender concerns incorporated into policies & guidelines
Enhancing capacity for gender mainstreaming in the UWSS sub-sector	Identify a focal point person to coordinate gender issues in the UWSS.	2010/11	HoD	Nil	Gender focal point in place
	Dissemination of the gender mainstreaming strategy	2010/11	Urban software staff	GoU/ JPF	Access to gender mainstreaming strategy among WSS stakeholders

	Training in gender mainstreaming for the Private Operators, WSSB and Local govt. staff	2010/11	Urban software staff	GoU / JPF	Capacity of private operators, WSSBs and local governments for gender mainstreaming
Providing opportunities for men & women to manage UWSS	Lobby APWO and Town Water Authorities to give fair opportunity for management of WSS to both men and women.	2010/11	Urban software staff	Nil	% of men and women water suppliers in each water authority
	Career guidance to interested female students in the water sector	2010/11 – 2014/15	NWSC	NWSC	% of female interns in NWSC per year
	Supporting Town councils/boards in formation of WSSB has 50% women on the committee	2010/11 – 2012/13	Urban software staff	GoU / JPF	% of WSSBs with equal representation of men and women
	Supporting Town councils/boards to ensure that at least one woman takes up key position on WSSB	2010/11 – 2012/13	Urban software staff	GoU / JPF	% of WSSBs with at least one woman in key position
Ensuring that men & women and disadvantaged groups (poorest of the poor) access water and sanitation facilities	Supporting WSSBs to construct sanitary facilities in public places and conduct sanitation promotions in small towns	2010/11 – 2014/15	Urban software staff	GoU / JPF	No. of public sanitation facilities in small towns
	Supporting WSSBs & NWSC to install kiosks for people who cannot afford private connections	2010/11 – 2014/15	SSTWSP	GoU / JPF	No. of kiosks installed in poor urban areas
	Directly serve the poor by subsidising yard connections for water from public water points of the poor such that the poor pay less than the tariff for water to ordinary house/yard connections Continuously monitor water quality	2010/11 – 2014/15	SSTWSP		No. of subsidised yard connections installed Water quality at water points
Enhancing visibility and advocacy for gender issues	Include gender mainstreaming issues in all sensitization meetings	2010/11 – 2014/15	Urban software staff	GoU / JPF	No of meetings where gender issues were discussed
	Encourage and ensure women participation during formation and training of water boards	2010/11 – 2014/15	Urban software staff	GoU / JPF	No. of male and female participants of water board training
	Include gender mainstreaming messages in speeches during commissioning of WSS facilities	2010/11 – 2014/15	Urban software staff	Nil	Types of gender achievements, issues highlighted

Improving the UWSS M and E system to be more gender responsive	Integrating gender mainstreaming issues into the monitoring and evaluation tools of urban department	2010/11 – 2011/12	Urban software staff	Nil	Type of gender data to be collected by tool
	Develop database on gender implemented activities	2010/11	Urban software staff	Nil	Gender database in place
	Develop gender mainstreaming indicators for urban water	2010/11	Urban software staff	Nil	Types of indicators developed
	Integrate gender issues in reporting formats.	2010/11	Urban software staff	Nil	Aspects of gender to be reported on
	Contribute to TOR for the 2 gender studies conducted by MWE to ensure that urban water gender issues are incorporated	2012/13, 2014/15	Urban software staff	Nil	ToR with urban water gender concerns

DEPARTMENT OF WATER RESOURCE MONITORING AND ASSESSMENT (WRMA)

STRATEGY	ACTIONS	TIME	ACTORS	SOURCE OF FUNDING	INDICATORS
Enhancing capacity for gender mainstreaming in WMRA Management	Formulate gender mainstreaming manual for internal and external mainstreaming in WMRA	2010/11	DWRMA	(GoU /JPF	Gender mainstreaming manual available
	Sensitize leaders in the Ruizi catchments on the gender dimensions of water resource management		DWRMA	JPF	Level of gender awareness among water resource management stakeholders
Intensifying Environmental Impact Assessment (EIA)	Conduct studies on the impact of climatic change on men and women in Kalangala, KCC dumping sites and ground water abstraction	2010/11 – 2014/15	DWRMA	JPF	No. of studies conducted
	Disseminate the study findings to users	2010/11 – 2014/15	DWRMA	JPF	
Ensuring that men, women participate in the management of water resources assessment	Recruit both men and women as gauge readers	2010/11 – 2014/15	DWRMA	-	% of male and female gauge readers
Reducing the vulnerability of the poor to water related natural	Provide information to user agencies on the impacts of	2010/11 –	DWRMA	G.o.U/JPF	Type of information available for use

disasters	natural disasters on poor men and women in Uganda	2014/15			
Improve the WRMA monitoring and evaluation system to be gender responsive	Integrate WRMA gender concerns in MIS tools	2010/2011	MWE/DWRMA	G.o.U funds	Type of concerns incorporated into MIS tools
	Ensure that gender disaggregated data is collected and analysed during the WRMA monitoring and evaluation	2010/11 – 2014/15	MWE/DWRMA	G.o.U funds	Types of gender issues identified
	Contribute to TOR for the 2 gender studies conducted by MWE to ensure that WRMA gender issues are incorporated	2012/13, 2014/15	DWRMA	Nil	ToR with WRMA gender concerns
Coordination and networking with stakeholders	Table WRMA gender issues in stakeholder meetings Lobby stakeholders to support implementation of gender strategy	2010/11 – 2014/15	MWE/DWRMA	JPF/G.o.U funds	Types of gender issues discussed Number and categories of stakeholder supporting gender in WRMA

ACTION PLAN WATER RESOURCES REGULATION (WRR)

STRATEGY	ACTIONS	INDICATORS	TIME	ACTORS	SOURCE OF FUNDING
Integrating Gender in the department policies, guidelines and strategies	Review WRRD policies, strategies, programmes and activities for inclusion of gender concerns.	Level of gender responsiveness of WRR programmes	20010/11-2011/12	Social Scientists, Consultants	G.o.U and JTF funds
Enhancing capacity for gender mainstreaming in water resources regulation	Nominate staff to undertake training in gender mainstreaming organised by MWE and other organisations	Number of male and female staff attending gender training	20010/11-2014/15	Water regulation Staff	JPF funds
Providing opportunities for men & women to manage WRR	Provide equal opportunities for male and female staff during nomination for training.	-no. of male and female staff benefiting from training	20010/11-2014/15	Head of Department	G.o.U and JTF funds

STRATEGY	ACTIONS	INDICATORS	TIME	ACTORS	SOURCE OF FUNDING
Ensuring that water abstraction and wastewater are regulated	Disseminate information on water abstraction and wastewater regulation to water developers and users Map water use and waste discharge in two management zones	Number and type of publications disseminated to users Water resource maps	20010/11-2014/15	Consultants, WRRD, MWE, NEMA , Districts	G.o.U funds
Ensuring that small water users are exempt from abstraction permits	-Identify the most important issues and related resources management and development through; pinpointing the major water users and potential conflicts that may arise to the small water users. Disseminate information to small water users through radio, T.V shows and newspaper adverts	-Every person having access to water -Water usage data collected and analysed Number and types of dissemination activities conducted	20010/11-2014/15	WRRD/ MWE,	G.o.U funds
Improving the WRR Monitoring and Evaluation System to be more gender responsive	-Review monitoring and reporting formants to collect gender disaggregated data Collect gender disaggregated data on activities and impacts of gender mainstreaming in WRR	-WRR monitoring system gender compliant Gender disaggregated data collected and analysed	20010/11-2014/15	WRRD, Social Scientists	G.o.U funds
	Contribute to TOR for the 2 gender studies conducted by MWE to ensure that WRR gender issues are incorporated	2012/13, 2014/15	DRR	Nil	ToR with WRR gender concerns
Enhancing visibility and advocacy for gender issues	-Conduct workshops and ensure equal representation of women and men at all levels especially in rural communities -Participate in national, regional and international meetings and conferences and disseminate experiences of gender mainstreaming in WRR --disseminate information obtained from monitoring and evaluation through the print and electronic media	-Workshops held -Brochures and leaflets distributed to various institutions and public informed about gender issues - Improved appreciation to the public about gender --Increased awareness of the gender issues in WRR among the public	20010/11-2014/15	Social Scientist, Districts	G.o.U funds

WQMD GENDER MAINSTREAMING STRATEGIC ACTION PLAN

Strategy	Actions	Indicators	Actors	Time	Source of funding
Review of WQ regulations, standards and guidelines	Review regulations, standards, and bye laws to integrate gender concerns	Type of changes made in regulations, guidelines, standards and bye laws	WQMD/ MWE	2010/11 – 2011/12	GOU/JWWSSP
Enhancing capacity for gender mainstreaming in WQMD	Nominate staff who have not had gender training to attend training organised by MWE Ensure that all departmental staff attend gender mainstreaming training every 2 years Develop guidelines for ensuring that gender concerns are incorporated in WQ development programmes.	No. of participants (male and female) No. of participants (M,F) No. and type of guidelines developed	WQMD	2010/11 2010/11-2014/15	GOU/JWWSSP
Ensuring clean and safe water availability to communities	Carry out more water safety chain monitoring especially in rural area	No of water monitoring trips carried out	Asst Com WQM	FY 2010-2011	GOU/JWWSSP
Improved WQMD monitoring and evaluation system to be more gender responsive	Review WQMD monitoring forms to capture gender related information	Periodic reports with gender responsive information available	Asst Com WQM/Field staff	2010/11	GOU/JWSSP
Establish and maintain National WQ Coordination Committee(NWQCC)	Ensure that both men and women are selected onto the NWQCC	No. of men and women on the NWQCC	Com. WQMD	2010/11	
WQ information products disseminated	Develop WQ information products in local languages so that the rural population where the majority of the disadvantaged especially women and girls can also benefit Disseminate the information	No. and languages of information materials available	Com. WQMD	2011/12 2010/11 – 2014/15	

Strategy	Actions	Indicators	Actors	Time	Source of funding
Response to emerging issues (floods, pollution. conflicts)	Formulate emergency response for communities, taking in consideration the needs of men and women	Types of responses developed	Com. WQMD/Ass t Com WQD	2012/13	
Provide equal opportunities for men and women to participate in WRMA	Ensure that both male and female staff undertake training to enhance their capacity in WRMA	No. of men and women benefiting from the training	HRD/Com WQMD	2010/11 – 2014/15	
Coordination and networking with other institutions and agencies	Attend stakeholder fora with sister institution/agencies for proper understanding and application of gender mainstreaming concepts	No. and types of fora attended by WQMD	Relevant WQMD staff	2010/11 – 2014/15	

Appendix 3: Glossary of terms

- i. **Gender** refers to the different roles, rights, and responsibilities of men and women and the relations between them. Gender does not simply refer to women or men, but to the way their qualities, behaviours, and identities are determined through the process of socialization. Gender is thus an acquired identity that is learned, which changes over time, and varies widely within and across cultures. Women and men are defined in different ways in different societies; the relations they share constitute what is known as gender relations. Gender relations constitute and are constructed by a range of institutions such as the family, legal systems, or the market. Gender relations are hierarchical relations of power between women and men and tend to disadvantage women. These hierarchies are often accepted as ‘natural’ but are socially determined relations, culturally based, and subject to change over time. Gender relations are dynamic, characterised by both conflict and co-operation, and mediated by other axes of stratification, including caste, class, age and marital status or position in the family.
- ii. **Mainstreaming Gender Concerns:** This refers to deliberate efforts to integrate strategies and actions that address gender inequalities into policies, plans, programmes/projects, institutions, and laws. The ultimate goal of gender mainstreaming is equal participation in and benefit from development initiatives for both women and men. It involves identifying and removing women as well as men’s constraints that may deter their effective participation or benefit in the process.
- iii. **Gender Analysis:** Gender analysis recognises that gender is a critical variable in the development process. The gender analysis of a development programme involves identifying the gender issues in a problem or situation and in the obstacles to its progress – so that those issues can be addressed in interventions. This usually involves identifying and classifying the different roles of women and men in a given sector or activity, their relations, and access to and control over resources and benefits. It has also been defined to refer to a systematic way of examining the different effects and impacts of development programmes on women and men, particularly taking stock of their participation as service providers and beneficiaries. Gender analysis has been established as a basic requirement for mainstreaming gender.
- iv. **Gender balance:** This is an ideal situation where women and men, boys and girls live harmoniously enjoying equal opportunities and have mutual respect for each other.
- v. **Gender imbalance** – the situation where access and control over resources, development services and benefits are inequitably distributed between groups on society
- vi. **Gender based discrimination:** is a distinction based on sex, race, religion, disability etc. this leads to exclusion of groups of people and individuals/ or preference being given to others.
- vii. **Gender Equity and Equality:** Gender equity means justice or fairness in treatment of women and men. It is a remedy intended to overcome discrimination, bias, or favoritism based on sex. *Gender equality* on the other hand is a principle that: all (women and men) are equal before and under the law; women and men have equal dignity (worth); and women and men should have equal opportunities in economic, political, cultural and social life. Equity is a means of achieving equality (ultimate goal).

- viii. **Gender Issues/Concerns:** Gender issues, concerns and problems arise when there is inequality, inequity or differential treatment of an individual or group purely on the basis of the social expectations and attributes of their sex. This is often a result of old attitudes persisting in situations where they are no longer valid. Gender issues are characterized by *gender discrimination and gender oppression*. Such practices create *gender gaps* through which one gender is discriminated to such an extent that it is prevented from getting its fair share of resources or services.
- ix. **Gender responsiveness** – is the ability of individuals and institutions to take into account the social relations and different needs of men and women in the process of striving to achieve institutional objectives.
- x. **Gender sensitivity:** is being aware that men and women perform different roles and have different needs which must be planned accordingly.
- xi. **Gender stereotypes:** Gender stereotypes occur when men and women are regarded according to rigid thinking about social and cultural expectations of their gender, rather than a more flexible consideration of their individual capacities and potentials.
- xii. **Resources and Benefits:** These include a) economic or productive resources such as land, equipment, tools, labour, cash and credit, employable or income-earning skills, employment or income-earning opportunities; b) political resources such as representative organizations, leadership, education and information, public-sphere experience, self-confidence and credibility; and c) time which is particularly critical and a scarce resource for women. On the other hand, benefits include: provision of basic needs such as food, clothing and shelter; cash and income; asset ownership; education and training; political power, prestige, status and opportunities to pursue new interests.
- xiii. **Gender sensitive indicators:** These demonstrate changes in gender relations (i.e. relations between men and women) in a given society over a period of time. They are used to assess progress in achieving gender equality by measuring changes in the status of women and men over a period of time.
- xiv. **Sex Disaggregated Data:** this is classified information on the basis of sex, age e.g. men, women, boys or girls. This data provides important indicators of gender needs.
- xv. **Productive activities:** Productive activities refer to the production of goods and services for consumption or trade – for example, farming and fishing. When people are asked what they do, the response is usually related to productive work, especially work which generates income. Both men and women can be involved in productive activities but, for the most part, their functions and responsibilities will differ according to gender divisions of labour. Women’s productive work is often less visible and less valued than men’s.
- xvi. **Reproductive work:** This refers to the care and maintenance of the household and its members – including bearing and caring for children, preparing food, collecting water and fuel, shopping, housekeeping and family health care. Although reproductive work is crucial to human survival, it is seldom considered ‘real work’. In poor communities, reproductive work is usually labour intensive and time consuming. It is almost always the responsibility of women and girls.

- xvii. **Sexual harassment** – ‘Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment to or rejection of this conduct explicitly or implicitly affects an individual’s employment, unreasonably interferes with an individual’s work performance or creates an intimidating, hostile or offensive work environment.’
- xviii. **Sector wide Approach to Planning** – This approach recognizes the need for partnership if one is to increase effectiveness by focusing resources around negotiated programmes.