MODULE

AWARENESS AND ADVOCACY TRAINING WORKSHOP

FOR

MPLEMENTATION OF GENDER MAINSTREAMING STRATEGY IN

WATER FOR ASIAN CITIES PROGRAMME

UN-HABITAT

Mahila Chetna Manch	UN-HABITAT
Kalyani Hostel Parisar,	Water for Asian Cities Programme Office,
Shivaji Nagar,	EP-16/17, Chandragupta Marg,
Bhopal - 462016	Chanakyapuri,
	New Delhi – 110021

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Objectives –

1. To make the policy makers and staff of Municipal Corporation aware about gender issues and related concepts of gender mainstreaming in water and sanitation sector.

2. To make them responsive and accountable for promoting gender equity within Water and Sanitation services.

3. To support attitudinal change and build their capacity to integrate gender perspective in their institutional work and in all stages of WAC programme through appropriate processes and tools.

4. Development of Genderized norms and standards for water and sanitation management.

Participants –

Municipal Councilors and officials concerned with subjects of public health, water, sanitation and issues related to women and children.

Duration – 3 days

No.of participants – 30 (7-8 from each corporation of which 3-4 MCs and 4 officials)

Seating arrangement – 'U' Shaped

Training Workshop Design

Day I
Pre Lunch Sessions
10.00 am to 11.30 am	**1. General Orientation**
11.30 am to 12.00 noon	Tea Break
12.00 noon to 1.30 pm	**2. Gender Orientation**

- Concept of gender
- Difference between sex and gender
- Gender division of labour in water and sanitation sector
- Concept of Gender equality and equity and development approaches
- Need of gender Mainstreaming in water and sanitation for equity and efficacy

1.30 pm to 2.30 pm	Lunch Break

Post Lunch Sessions
2.30 pm to 4.00 pm	**3. Institutional and self analysis for gendered approaches**

- Sensitivity to problems of women in organization and water and sanitation sector
- Willingness to involve women in decision making
- Enforcement/compliance of pro women rules
- Grievance redressal system
- Self reflection-feelings, biases, stereotypes, mindsets, language

4.00 pm to 4.30 pm	Tea Break
4.30 pm to 5.30 pm	**4. Rapid Gender Assessment**

Day I I
Pre Lunch Sessions
10.30 am to 11.30 am	**1. Gender Mainstreaming strategy**
11.30 am to 12.00 noon	Tea Break
12.00 noon to 1.30 pm	**2. Role Orientation for pro-poor and gender sensitive governance**
1.30 pm to 2.30 pm	Lunch Break

Post Lunch Sessions
2.30 pm to 4.00 pm	**3. Initiating change for Implementation of GMS and Action Programme**

- Within organization as suggested as suggested in GMS for WAC programme
  - systems, structures, objectives, policy, activities

4.00 pm to 4.30 pm	Tea Break

4.30 pm to 5.30 pm

- Within self
  - people centered behaviours and attitudes
  - gender neutral language

Day III
Pre Lunch Sessions

10.30 am to 11.30 am   **1. Gender Tool Orientation**
- Gender disaggregated data
- Gender sensitive stakeholder anlysis
- Gender responsive budgeting
- Gender sensitive indicators of monitoring

11.30 am to 12.00 noon   Tea Break
12.00 noon to 1.30 pm   **2. Participatory methodologies for community
                              participation especially women participation**
1.30 pm to 2.30 pm   Lunch
2.30 pm to 4.00 pm   **3. Genderised norms and standards for
                              management of water and sanitation services**
4.00 pm to 4.30 pm   Tea Break
4.30 pm to 5.30 pm   **4. Feedback of participants**

DAY 1

Session I	:	**General Orientation**
Session Theme	:	Introductions and Icebreaking
Duration	:	60 minutes
Session Objectives	:	1. To get the participants to know each other
		2. To introduce the training design, its purpose and method
		3. To get to know expectations of the participants
		4. To define the rules of training programme
Expected learning outcomes	:	Participants and resource persons are acquainted with each other. Participants understand the workshop design, purpose and methodology
		Resource Persons become aware of participants expectations

Content

S. No.	Content	Methodology	Support material	Duration in mins.
1	Welcoming the participants and guests	Welcome address	-	5 min.
2	Introduction of participants and resource persons	Individual introduction name, city, position, work responsibilities	-	15 min.
3	Overview of workshop its content, methodology and scope	Presentation	LCD projector and Screen	10 min.
4	Expectation of participants from training workshop	Brainstorming	Flash cards and marker pen	20 min.
5	Rules of training workshop	Brainstorming	Flip charts and marker pen	10 min.

PROCESS:
1. The facilitator welcomes the participants and facilitates their individual introduction detailing on their name, city position in the organization and their work responsibilities.
2. Present the workshop objective contents, methodology and its scope with the participants.
3. Give small card to each participant. Ask them to write their expectations. Collect the cards as through their expectations affirming if they will or cannot be met during the workshop. Display all the cards under headings – Attitudes, Knowledge and Skills.
4. The facilitator explains to the participants why ground rule for training programme ought to be prepared, facilitate the brainstorming session and enlist on a chart. The final list is displayed and participants are encouraged to add or delete any rule as and when required with consensus.

Some examples of rules

- Every one should participate; encourage others to participate
- Respect other participant's views
- No dominating or mocking
- Be in time for the training programme and attend all sessions
- If do not questions for clarification
- Fine of breaking the rules+

DAY 1

Session II	:	**General Orientation**	
Session Theme	:	Introductions gender concepts	
Duration	:	90 minutes	
Expected learning outcomes	:	Participants are acquainted with difference between sex and gender participants understand the gender division of labour in water and sanitation sector	
		Participants become aware of gender inequality and gender inequity	

Content

S. No.	Content	Methodology	Support material	Duration in min.
1	Concept of gender	Presentation	LCD projector and Screen	10 min.
2	Difference between sex and gender	Presentation	LCD projector and Screen	10 min.
3	Gender division of labour in water and sanitation sector	Group work Case study	Transparencies and marker pen, OHP and case study	25 min.
4	Concept of gender equality and equity	Lecture	-	15 min
5	Need of gender mainstreaming in water and sanitation for equity and efficacy	Brainstorming	Flash cards and marker pen	20 min.
6	Synthesis	Presentation	LCD projector and Screen	10 min.

DAY 1

Session III   :   **Institutional and Self Analysis for gendered approaches**

Session Theme   :   Reflection

Duration   :   90 minutes

Expected learning outcomes   :   Participants are acquainted with problems of women in water and services and service provider organisation

            Participants become aware of gender inequality and gender inequity in the watsan service provider organization

            Participants become aware of self behaviour and attitudes towards women's participation in the basic services

Content

S. No.	Content	Methodology	Support material	Duration in min.
1	Sensitivity to problems of women in organization and Watsan sector	Brainstorming	Flash cards and marker pen	15 min.
2	Willingness to involve women in decision making	Brainstorming	Chart paper and marker pen	15 min.
3	Enforcement/compliance of pro-women rules	Presentation	LCD projector and Screen	15 min.
4	Grievance redressal system	Lecture	-	15 min.
5	Domination, submission, counter aggression, cursing conflict, ego, feelings, set of assumptions, methods or rotations held by one or more people or group of people : how you respond to a situation, biases, mindsets, language	Self-reflection	Flash cards and marker pen	20 min.
6	Synthesis	Brainstorming	Flip charts and marker pen	10 min.

DAY 1

Session IV   : **Rapid Gender Assessment**
Duration   : 45 minutes
Expected learning outcomes : Participants are acquainted with ground regarding water and sanitation services

Participants become aware of women's voices about water and sanitation services

Content

S. No.	Content	Methodology	Support material	Duration in mins.
1	Sharing of findings of Rapid Gender Assessment	Presentation	LCD projector and Screen	20 min.
2	From the margins	Film show	LCD projector, DVD and Screen	15 min.
3	Synthesis	Presentation	LCD projector and Screen	10 min.

DAY II

Session I   : **Gender Mainstreaming Strategy**
Duration   : 90 minutes
Expected learning outcomes : Participants understand the gender mainstreaming strategy in water for Asian Cities Programme

Participants are acquainted with action plans for implementation of GMS

Content

S. No.	Content	Methodology	Support material	Duration in min.
1	Report of Day one	Presentation		10 min.
2	Gender Mainstreaming Strategy in WAC programme	Presentation	LCD projector and Screen	20 min.
3	Action Plan for GMS implementation	Presentation	LCD projector and Screen	20 min.
4	Synthesis	Presentation		10 min.

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DAY II

Session II	:	**Role Orientation**	
Session Theme	:	Introducing concept of pro-poor gender sensitive governance in water and sanitation sector.	
Duration	:	90 minutes	
Expected learning outcomes	:	Participants understand the principles of pro-poor and gender sensitive governance in water and sanitation sector	

Participants become aware of their advocacy role in pro-poor and gender sensitive governance in basic services

Content

S. No.	Content	Methodology	Support material	Duration in min.
1	Principles of pro-poor and gender sensitive governance	Presentation	LCD projector and Screen	30 min.
2	Role of policy makers in pro-poor and gender sensitive governance	Group work and Presentation	LCD projector and Screen	50 min.
3	Synthesis	Presentation	LCD projector and Screen	10 min.

DAY II

Session III	:	**Initiating Change for Implementation of GMS**
Session Theme	:	Reflection
Duration	:	90 minutes
Expected learning outcomes	:	Participants are acquainted with change mechanism in water and services and service provider organization

Content

S. No.	Content	Methodology	Support material	Duration in min.
1	Initiating change within organization systems	Brainstorming	Flash cards and marker pen	15 min.
2	Initiating change within organizational structures	Brainstorming	Chart paper, marker pen	15 min.
3	Initiating change within organizational objectives	Presentation	LCD projector and Screen	15 min.
4	Initiating change within organizational policy	Speech		15 min.
5	Initiating change within organizational activities	Self-reflection	Flash cards, marker pen	20 min.
6	Synthesis	Brainstorming	Flip charts and marker pen	10 min.

DAY II

Session IV   :   **Initiating Change within self**
Duration   :   90 minutes
Expected learning outcomes   :   Participants are acquainted with the people centered behaviour and attitudes

Participants become aware of gender neutral language

Content

S. No.	Content	Methodology	Support material	Duration in mins.
1	Adopting people centered behaviours and attitudes	Group work	Chart paper, marker pen	30 in.
2	Using gender neutral language	Group work	Chart paper, marker pen	20in.
3	Synthesis	Presentation	LCD projector and Screen	10 min.

DAY III

Session I   :   **Gender Tools Orientation**
Duration   :   90 minutes
Expected learning outcomes   :   Participants are acquainted with different gender tools to use in making their work gender responsive

Content

S. No.	Content	Methodology	Support material	Duration in min.
1	Report of Day two	Presentation	LCD projector and Screen	10 min.
2	Gender disaggregated data	Presentation	LCD projector and Screen	10 min.
3	Gender sensitive stakeholder analysis	Presentation	LCD projector and Screen	10 min.
4	Gender responsive budgeting	Presentation	LCD projector and Screen	10 min.
5	Gender sensitive indicators for monitoring	Presentation	LCD projector and Screen	10 min.
6	Synthesis	Presentation	LCD projector and Screen	10 min.

DAY III

Session II : **Participatory Methodologies for Community**

Session Theme : Reflection
Duration : 30 minutes
Expected learning outcomes : Participants are acquainted with participatory methodologies for soliciting participation of women in water and sanitation service provision

Participants understand women employment

Content

S. No.	Content	Methodology	Support material	Duration in min..
1	Sensitivity to problems of women in organization and Watsan sector	Brainstorming	Flash cards and marker pen	15 min.

DAY III

Session III : **Genderdised norms and standards for Management of water and sanitation services**

Session Theme : Reflection
Duration : 30 minutes
Expected learning outcomes : Participants will themselves develop gender sensitive norms and standards for management of water and sanitation services

Content

S. No.	Content	Methodology	Support material	Duration in min.
1	Genderised norms and standards for management of water and sanitation services	Brainstorming	Flash cards and marker pen	30 min.

Understanding Gender Mainstreaming

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Water and Sanitation Practices

Introduction

Un-Habitat has described its millennium goal of bringing 50% deprived population under ensured sustainable and safe drinking water by the year 2015. It also aims at bringing change in the quality of life of 100 million people living in the slums by 2020. Un-Habitat in collaboration of ADB has initiated, Water for Asian Cities Programme to achieve these goals.

In Madhya Pradesh this programme is being implemented in four cities i.e. Bhopal, Gwalior, Indore and Jabalpur.

Mahila Chetna Manch is a cooperating partner for formulating Gender Mainstreaming Strategy in Water and Sanitation Sector.

The issue

Sanitation and water for drinking as well as other purposes has been integral part of the household activity, generally it is the responsibility of women in the household to fetch water for drinking as well as for other household work such as cleaning utensils, washing clothes, bathing and many other household chores which require water. Fetching water from the far off sources consume considerable amount of time and energy.

If we look at the present scene in urban slums and analyse life of slum dwellers/poor, we find they live on meager financial resources, with unhygienic conditions, unventilated dwellings, open drains, using polluted water sources. All this affects most of those who live in these conditions, since women as compared to men are to live for longer period (men folk remain out door for considerable period) thus, it is the women who suffer more Even the organization/ department functioning as service providers for the community have not looked at these issues.

This non-concern or insensitivity is defined as blindness about the issues of gender. Generally we are blind or show no concern for issues related with women. This non-concern or indifference about issues result in to situations in which men and women are not treated as similar or equal partners in total development processes. Let us look at the situation from gender glasses and put in efforts to enhance/make situation better for the slum dwellers, specially the women.

Why concern for women

Why women should be shown more concern of me, look at the role design for women, kept inside the house hold, deprived of exposure to the outside world, all the information reaching to women are put through a man made strainer thus no excess to information which is complete, comprehensive and correct. This situation gradually deprived her of mainstream and she took up a role designed for her inside the household. Women wherever are visible are not taken as somebody responsible an important be it household, community, market or politics.

Household scene

Majority of household chores are being performed by women but not recognized as something important, like cooking, collecting drinking water, cleaning and dusting house, washing clothe, rearing children, keeping fast for the longevity of husband and children.

Market

Only the unorganized market has the maximum visibility of women, they are not as visible in the organized market.

Community

There are laid down rules women are restricted to do quite a few rituals. Decision-making does not fall in the preview of women in general. Certain rights and rituals are reserved for men only.

Politics

The number has gone so thin that special reservation are to be made for ensuring women participation (See 73rd and 74th constitutional amendment) discussion is on to get reservation for women in state assemblies and parliament, even that is being resisted.

M – Men
W – Women

Issues	Initiation	Discussion	Decision
Crop selection	M	-	M
Agricultural operations	M	M, W	M
Marketing of produce	M	-	M
Purchase of household articles/assets	M	M, W	M, W
Purchase of land, house	M, W	M, W	M, W
Land improvement	M	M, W	M
Family planning	M, W	M, W	M
Education of children	M, W	M, W	M
Crop selection	M	--	M
Agricultural operations	M	M, W	M
Marketing of produce	M	--	M

Purchase of household articles/assets	M	M, W	M, W
Purchase of land, house	M, W	M, W	M, W
Land improvement	M	M, W	M
Negotiating the marriage of children:			
Selection	M, W	M, W	M, W
How much to spend	M, W	M, W	M, W
Dowry giving/receiving	M, W	M, W	M, W
Celebrating/attending festivals:			
In house	M	M, W	W
Outside	W	M, W	M

Understanding role and responsibility of women
Triple roles of women
1. Reproductive role: like child rearing and household maintenance.
2. Productive role: women are involved in productive labour including wage employment and production of goods and services. But at the community level, men tend to have formal leadership.
3. Community role: Role of women in social, religious functions and activities. The burden on women has increased as they have taken on new roles (Productive roles) without commensurate changes in men's role.

What is gender
Gender refers to the array of socially constructed roles and relationships, personality traits, attitudes, behaviours, values, relative power and influence that society ascribes to the two sexes on a different basis. Gender is thus an acquired identity that is learned which changes overtime and varies widely within and across cultures.

Difference in sex and gender
Following the table helps in understanding the difference in sex and gender:

Sex	Gender
Sex refers to universal, biological characteristics of women and men	Gender refers to men's and women's roles and relationship in a specific society or culture
Biologically determined	Socially constructed, learned and based on stereotypes of male and female behaviour often associated with sex.
Permanent	Dynamic, change over time. Influenced by a wide range of socio-economic factors

Gender Equality has a legal anchoring in constitution.

Gender Equality –means that the different behaviours, aspirations and needs of women and men are considered valued and favoured equally.

Gender Equity means fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment in terms of rights, benefits, obligations and opportunities.

Analyzing gender relations in the family and community
(Women's position and condition in society)

1. Position refers to the position of women in society in relation to men. e.g. secondary status in decision-making, to eat only after all the men have been fed, the preference for male rather than female children, the presence of widows being considered inauspicious at social and religious gatherings.
2. Condition refers to the every day situations that women find themselves in e.g. smoky kitchens, long walks for water and fire wood, too much house work, low wage rates, etc.

Programme for women usually target their condition rather than their position e.g. There are programme to reduce the smoke in the kitchen but the women is still expected to cook in the kitchen.

Let us look at some of the key words related with women's empowerment:
1. Fearlessness – implying absence of crime against women
2. Freedom – from drudgery of laborious domestic chores
3. Economic earning and productivity
4. Ability – to travel and control
5. Authority – to make decision
6. Sharing – power and property with men
7. A liberating education – that can prepare ground for the above

Identification of gender needs

1. Men and women not only play different roles in society with different levels of control over resources, they often have different needs.
2. Planning for low income women must be based on their interest – their prioritized concerns.
3. It is useful to differentiate between 'women's interests, strategic gender interests and practical gender interests. From planning perspective such 'prioritized concern' translates into a need. This in turn is defined as the 'means by which concerns are satisfied'.
4. If the strategic gender interest – namely, the prioritized concern – is for a more equal society, then a strategic gender need – that is, the means by which the concern may be satisfied – can be identified as the abolition of the gender vision of labour. On the other hand, if the practical gender interest is for human survival, then a practical gender need could be the provision of water.
5. Within the planning context 'women's needs' also vary widely not only by specific socio-economic contexts, but also by the particular class, ethnic and religious structures of individual societies. Strategic gender needs are the needs women identify because of their sub-ordinate position to men in their society. They relate to gender divisions of labour, power and control and may

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include such issues as legal rights, domestic violence, equal wages and women's control over their bodies.

6. Meeting strategic gender needs helps women to achieve greater equality. It also changes existing roles and therefore challenges women's subordinate position.

7. According to Molyneux, the strategic gender needs may include all or some of the following:- (i) the abolition of the sexual division of labour; (ii) the alleviation of the burden of domestic labour and childcare; (iii) the removal of institutionalized forms of discrimination such as rights to own land or property, or access to credit; (iv) the establishment of political equality; (v) freedom of choice over child bearing; and the adoption of adequate measures against male violence and control over women.

8. The capacity to confront the nature of gender inequality and women's subordination has only been fulfilled when it has incorporated the bottom-up struggle of women's organization.

Practical gender needs

• Practical gender needs are the needs women identify in their socially accepted roles in society. They do not challenge the gender divisions of labour of women's subordinate position in society, although rising out of them.

• Practical gender needs are a response to immediate perceived necessity, identified within a specific context.

• They are practical in nature and often are concerned with inadequacies in living conditions such as water provision, health care and employment.

• The gender vision of labour within the household gives women primary responsibilities not only for domestic work involving child care, family health and food provision, but also for the community managing of housing and basic services, alongwith the capacity to earn an income through productive work.

• Therefore, in planning terms, policies to meet practical gender needs have to focus on the domestic arena, on income-earning activities, and also on community level requirements.

Development Approaches

Item	Women in Development (WID) Women and Development (WAD)	Women and Gender (GAD)
Approach	Seeks to integrate women into the development process	Seeks to empower women and transform unequal relations between women and men
Focus	Women	Relations between women and men
Problem	Exclusion of women from the development process	Unequal relations of power that prevent equitable dev. And women's full participation
Goal	More effective and efficient	Equitable and sustainable dev.

	development. Implement women's projects, women's components, integrated projects. Improve women's productivity and income. Improve women's ability to manage their households	Women and men sharing, decision-making and power, identify and address short term needs determined by women and men to their condition. Identify and address women's and men's long term interests.
Strategies	Seeks to integrate women into the development process	Seeks to empower women and transform unequal relations between women and men.

The goal of gender mainstreaming is equality ensuring that differences between women and men are equally valued and favoured in our programmes.

In the past poor targeting, inequitable distribution of benefits and burdens and poor operation and maintenance structures have hindered development projects aimed at addressing issues of sustainable development in water resource management. Community participation and management approaches have failed to address these issues largely because communities are often seen as a collection of people with a common purpose.

The reality is that a community is not a collection of equal people living in a particular geographic region. It is usually made up of individuals and groups who command different levels of power, wealth, influence and ability to express their needs, concerns and rights. Communities contain competing interest groups where resources are scarce, there is competition for supplies and those at lower end of the power spectrum – this often implies to poor will go without power issues place women in a disadvantaged position

Gender mainstreaming means that gender equality work is pursued form centre and into mainstream instead of being relegated to sidelines. In essence, the gender main streaming strategy takes a proactive approach, because it requires the gender and gender equality perspective to be integrated into any public policy, planning and management, focus is shifting from changing inequalities once they have arisen to preventing them from happening. It should not merely be concerned with special initiatives but also on adopting a holistic approach that emphasis the gender aspect.

It does not seek to "add" women to various processes but to reshape these processes to create the space for women's and men's involvement.

Gender Mainstreaming is not:
• A women only issue
• It is not just about improving access or of balancing the statistics.
• About blaming anybody for the inequalities which exist.

- About only women taking action or benefiting from it.
- About stopping or replacing gender specific policies and projects targeted at either women or men.
- Gender mainstreaming is a so natal issue.
- Women as well as men are in a position to influence the entire agenda and basic priorities.
- Collective efforts by women to redefine development agenda.

The goal of gender mainstreaming is equality ensuring that differences between women and men are equally valued and favoured in our programmes.
- Levels of awareness of men and women on water and sanitation issues being addressed.
- How campaigns are targeted and its impact

Implementation
Personnel
- Are women and men equally involved in all stages and all levels of operation.
- Reported incidence of sexual harassment.
- Gender sensitivity of service providers.
- All project implementation motivated to maintaining gender perspective and discuss gender issues.

Construction

- Have women and men been consulted about use of techniques, e.g. whether to use small contractors, or daily wage labour, to buy material or produce locally such bricks, thatch, sanitary latrines etc.
- Can women take up the masonry work or assist in construction without being overburdened and discriminated over wage payment.
- Do women participate equally and freely in all aspect of construction for e.g. in case of latrines – digging, erecting walls, producing supplying construction material, housing/feeding labourers from outside area.

Training
- Are women being given training for masonary work and other technical work like drainage connection, plumbing operation and maintenance work etc.
- Has all project personnel/programme implementation unit and community received gender sensitive training.

Planning
- Are there any formal and informal barrier to women's participation in planning process visible.
- If yes then what plans have been executed to limit these barriers and with what impact.
- Is men and women's priority in WATSAN sector been taken care of?

- Is the design of services in terms of quality, accessibility, appropriateness and acceptability is acceptable to both men and women.
- Have they been consulted be initially – e.g. in case of latrines, location type of enclosure – separate or combined, building material, doors, locks, size or type of super structure, lighting availability of water, safety etc. in case of water supply – number of distance of taps, time of water supply, duration, tariff, metering etc.

Resources
- Are women and men equally involved in making decisions about resource allocation, and how these resources human, time and financial are devoted for mainstreaming gender in WAC Programme.
- Is there any resource tracking system from allocation to delivery in place and properly monitored.
- Appropriate consideration of gender dimension when allocating budget for WAC Programme activities and also for gender mainstreaming measures.
- Whether both men and women have been equally targeted and reach

Information
- Do women and men have access to project information.
- Does the information channels disseminating information about the project adequately exclude women.

Location
- Are the water and sanitation facilities conveniently and safely located for men and women.
- Existence of female specific services.

Maintenance
- Do men and women participate equally in water and sanitation facilities.
- Do men and women participate in decision making for upgrading and improvement of WATSAN facilities

Monitoring and Evaluation
Data
- Does the projects monitoring and evaluation system measure the effect of Gender Mainstreaming Policies in WAC programme priorities.
- Is data collected to assess changes in women and men involvement in project and their access and control over management and resources.

Impact
- In what ways does the project increase women's productivity or income.
- Do women derive economic benefit from saved time or their involvement in O & M of WATSAN services.

- In what way does the project increase women's access to and control of resources.
- Are women consulted at every stage of project design, appraisal, information and monitoring.
- Are the projects adversely affecting women's situation in some other way.
- The positive and negative short and long term effects on men and women of the project.

Major components of community mobilization

Community mobilization begins when we start organizing community. As we have seen community consists of various people having variety of interests. Thus the first step is:

- Locate people (sub-community) having Common Interests e.g. Landless families, eligible couples.
- The next step is to form the group amongst these people.
- Group formation is the key to community mobilization.
- Motivating people to form the group depends upon.
- How skilled a mobilizer is

Community mobilization can be defined as:

It is a process among members of the community to determine, who, what and how issue are decided and addressed.

The role of mobilizer is to mobilize a community to action leading to increased empowerment and self-reliance.

Existing Situation   Desired Situation
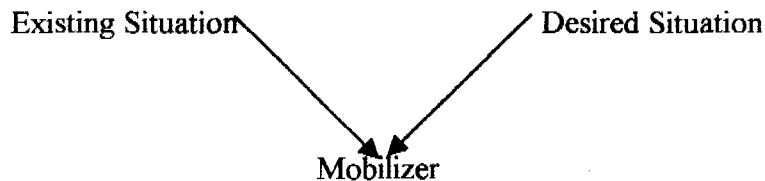
Mobilizer

The goal of community mobilization is to make communities empowerment to have higher quality and standards of life

GENDER DIVISION OF LABOUR IN WATER AND SANITATION

CASE STUDY: -

Sunita Bai lives in Jhugi Basti No. 5 with her husband and four children. Her old mother-in-law also stays with her. Sunita Bai works in the nearby houses from 7 am to 11 am and from 2.30 pm to 5.30 pm. Her 9-year-old cousin Reema is also staying to look after her 2 months old daughter. Reema takes the child to houses where Sunita works so that Sunita can breast feed her daughter. Before going to work Sunita makes tea, breakfast and lunch for her children and husband Ramdayal who works in a shop. Ramdayal leaves for work at 10 am taking his lunch. Ramdayal gets half an hour leave for taking lunch. Sunita's two children – 7-year-old Ravi and 6-year-old Suresh go to school from 8am to 12 noon. Other two children 3-year-old Kamal and 2 month old Rajni stays back at home.

After returning from work Sunita brooms the house, washes clothes of the family at a handpump, which is one km away in hospital premises. While returning she brings water from handpump. She has three earthen pots and two big cans for storing water. After returning she bathes her in mother-in-law and children, her mother-in-law is blind. She returns to work after hurriedly taking her lunch because on getting late house ladies get angry. On returning in the evening she fetches water for working, goes to market, washes utensils and then cooks. It takes one and half hour to cook evening meals. Ramdayal returns from work at 6.30pm. After taking tea and resting for half an hour he goes to the committee office. Ramdayal is Secretary of Public Toilet Committee. He remains in the office till 9pm and also goes in the morning from 7am to 9am. Tomorrow he has to go to office of Municipal Corporation as officer has called him for meeting, so he will not go to the shop. This happens twice a month.

Till Ramdayal returns home in night at 9pm Sunita finishes her other household chores, serves dinner to her mother-in-law and children. Ramdayal watches TV after having dinner. By that time Sunita helps her children to go to sleep and washes utensils. Sunita goes off to sleep and washes utensils. Sunita goes off to sleep at 10pm because she again has to get up at 1.30am to stand in queue for water. It is necessary to fill water for cooking in the morning and bathing of family. Water supply is between 2am to 3am only. Sunita gets up at 5am and goes with her cousin on hilltop for easing herself. After returning she cleans her mother-in-law as she cannot go on hilltop for defecation. Sunita washes herself hurriedly and starts her morning routine.............

GENDER MAINSTREAMING STRATEGY

Introduction –

Lack of safe water and sanitation remains one of the world's most urgent health issues. In India, the 10th Five Year Plan detailed the ways services in the poorest communities are invariably deficient and how population in high income areas are feeling the pressure of acute water shortage. The poor are doubly disadvantaged – they get inadequate supplies of water at costs much higher than the rich and the little water they do get is often of poor quality.

The United Nations Millennium Goal 7, target 10 and 11 envisage actions– (i) To reduce by half the proportion of people without sustainable access to safe drinking water and adequate sanitation by 2015 and (ii) To achieve significant improvement in the lives of at least 100 million slum dwellers by 2020. The UN-HABITAT initiated the Water for Asian Cities (WAC) programme to address this Millennium Development Goal and the two targets. In India, the programme is focused on the four cities of Bhopal, Gwalior, Indore and Jabalpur in MP.

Women and girls are the primary collectors, transporters, users and managers of water in the household. They are also the promoters of home and community based sanitation activities. They bear the maximum impact of inadequate, deficient or inappropriate water and sanitation services. Yet in the public domain men are seen as planners and decision makers. Women's views and perspectives are not represented, thereby adversely affecting the equity, efficiency and sustainability of these services as they fail to address the different gender roles and consequent differential in needs and perspectives. This document on Gender Mainstreaming Strategy in WAC in India has been prepared in this context.

This document is divided into eight parts. Part I. The background of this exercise and the subject. Part II. An overview of the WAC in India and its priority areas. Part III. The concept of Gender Mainstreaming, its evolution as well as various relevant terms and their definitions. Part IV. Rapid Gender Assessment and Emerging Issues for Strategy. Part V. Gender Mainstreaming Strategy for WAC programme in India, the Vision, Basic Ideology, Assumptions, Challenges, Objectives and the Strategy. Part VI. Action Plans for the Thematic Priority Areas of WAC programme. VII. Synergy in Gender Mainstreaming in UN-HABITAT supported WAC Programme and Gender Action Plan of Asian Development Bank (ADB) supported MP Urban Project (UWSEIP) in the same four project cities. Part VIII. Indicators of Achievements and Progress in Gender Mainstreaming.

The concept of gender mainstreaming in development planning and projects has a long history in development policy discourse. "Integration of Women in Development" leading to the beginnings of Women in Development (WID) projects which remained small isolated projects of income generation. The

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concepts and strategies of Women And Development (WAD) and Gender And Development (GAD) focused on various aspects of equity, equality and participation.

Women's issues and concerns are important in all development planning and projects and the success of any initiative depends substantially on recognition of their different needs, concerns, perspectives and contributions and also the gender relations. Gender mainstreaming not only seeks to ensure incorporation of women's and men's needs and perspectives but also sees their contribution to the efficiency and sustainability of the development initiatives themselves.

Gender, refer to the arrary of socially constructed roles and relationships, personality traits, attitudes, behaviours, values, relative power and influence that society ascribes to the two sexes on a different basis. Gender is thus an acquired identity that is learned, which changes over time, and varies widely within and across cultures. Gender Equality means that the different behaviours, aspirations and needs of women and men are considered, valued and favoured equally. Gender Equity, on the other hand, means fairness in the treatment for women and men, according to their respective needs. This may therefore include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities.

Gender Mainstreaming is a strategy for making women's and not only 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.

Gender Mainstreaming requires that:

Unequal gender relations be addressed both as a cause and as a factor in the intensification of poverty when considering ways of achieving pro-poor governance. The issue of Women's Agency and well being has also, therefore, to be considered in formulating the strategy of mainstreaming gender. Women's Agency is defined as the capacity of women for autonomous action in the face of constricting social sanctions and structural inequalities.

Gender Mainstreaming also seeks to lead to empowerment of women which refers to the expansion in women's ability to make strategic choices in terms of rights to assets and services. A Rapid Gender Assessment (RGA) was done in the four cities in August –September 2005 prior to the formulation of the Gender Mainstreaming strategy. This Assessment highlighted the policy context and other resources and assets available to support Gender Mainstreaming in WAC and the political commitment to the broad goal and objectives of Gender Mainstreaming.

It also confirmed the inequalities and inequities faced by women in the water and sanitation sector.

The Constitution of India guarantees equality and non-discrimination on any ground including gender. Madhya Pradesh has a State Policy for Women. It includes a number of action points that bear a direct relevance to water and sanitation services. Urban policies and programmes for water and sanitation have been conceived and looked upon as engineering solutions especially for efficient land use and planning of supplies. Issues of gender equity and participation of women do not figure in such technical options. The voices of women captured in the Rapid Gender Assessment indicated a lack of responsiveness and understanding of their needs by the service providers. Women interviewed in the slums indicated negligible participation in government schemes as also in the schemes and programmes for water and sanitation services. There were very few organizations working in the slums. There is significant participation by women in the slums in intra family decision making in different matters.

Patriarchal values and norms persist and gender role stereotypes continue to be embedded in the perceptions of decision makers and these are also internalised by women themselves. The one third reservation in the local bodies introduced by the 74th Constitutional Amendment in 1992 was an important step to place women in these institutions of self government but patriarchal pressures have sought to undermine its effectiveness. Lack of understanding of what the term gender means has led to inappropriate conception and location of 'Sulabh' toilet complexes. There are examples of self help by women and more importantly, of women's voices urging action, and expressing willingness to contribute.

There is an urgent need to give security of tenure to slum dwellers, have 'in situ' improvement of slums, and immediate improvement of water supply and sanitations on an adequate level as a priority charge for water and sanitation sector project. There is lack of information, support and training for women.

The Gender Mainstreaming Strategy follows a number of international and national commitments and decisions. The strategy stipulates incorporating gender concerns into all activities planned in Water for Asian Cities Programmes so that women's and men's needs and priorities are adequately addressed. The strategy emphasizes the role of women and men as active participants, agents of change and also as beneficiaries of any efforts to improve access to water and sanitation and to bring about democracy and good governance especially at the municipal level. It envisages support to relevant organizations, departments and other partners working in the area of water and sanitation, through advocacy, training, institutional capacity strengthening in gender mainstreaming, resource mobilization and operational activities including appropriate norms, procedures for equitable access, participation in management and decision making.

Vision

Faster, equitable, just and sustainable achievement of Millennium Development Goal 7, Targets 10 and 11 in the four project cities for both women and men by 2009 through pro poor governance and by removing inequalities and inequities in women's access and control over services, resources and opportunities for participation in decision making, Operation & Maintenance, Monitoring and Evaluation of and partnership in Water and Sanitation services.

Basic Ideology

1. Men and women's circumstances, interests and priorities are different not only because of biological differences but because society's conception of male and female roles and qualities positions them in a specific relationship to one another. In poor urban areas, it is generally women and especially girls who are more affected than men by inadequate provision of water.

2. Water should be managed as an economic as well as a social good.

3. A gender equity approach within the water sector strives for a more balanced division between women and men in access to information, the amount of physical work, sharing contributions in time and cash, the degree of decision-making, access to resources and benefits and the control over these resources and benefits to address these needs and special responsibilities.

4. Gender perceptions concern both men and women and these generally stem from social concepts of their different roles and responsibilities both in the private and public sphere and in their relations with one another.

5. Gender Mainstreaming will address these perceptions and concerns in all aspects of the programmes and projects within WAC and not only where these are obvious in the identification of target groups and beneficiaries of a specific set of activities.

6. The system will meet women's needs by involving women as well as men in management and in the decision making process. This involvement will therefore contribute to efficient use of valuable water resources and conservation of environment having maximum impact on their well being.

Assumptions

Gender Mainstreaming and its ideology as presented here have certain assumptions on governance, participation, costs and benefits and the implications of equity, efficiency and sustainability of different systems of governance.

- It is costly to maintain and sustain an unequal, iniquitous system or structures of social relations or governance.
- Gender Mainstreaming in water and sanitation is not only an issue of equity but also of efficiency and sustainability of water and sanitation services.
- Gender perspectives have to be integrated into all policies, programmes and projects, into capacity building activities, into methodology of the development initiatives, into routine monitoring as well as in reporting mechanisms and procedures
- Dialogue and consultation with women and men particularly at the local level is an effective measure to get maximum impact, efficiency and people's satisfaction.
- When seeking community participation, it has to be participation of women and men and not only of a community in general.
- Participation has to be not only in the presence of women in the institutions or structures of governance as is sometimes practiced by inclusion of token women and token of other marginalized sections in them. Participation must include willingness to participate as well as the ability and opportunity to participate and an enabling environment.
- Focus on the perceptions, knowledge, contributions, priorities and needs of both men and women.
- Adoption of the strategy of mobilization of women's groups particularly of those with limited or no access to resources in view of the goal of pro-poor governance.

Challenges

1. Negative perceptions about women their role and capabilities.
2. Continued invisibility of gender concerns to decision makers and implementation officials.
3. Assumption that technical areas are in principle "Gender Neutral".
4. Insufficient gender awareness and sensitivity at all levels.
5. Generally viewing the need to look at gender only in selection of beneficiaries, target groups. Even in beneficiary and target group selection, there is inability to see the intra household inequalities.
6. Continuing political, social, cultural constraints, in full participation of all sections and gender.
7. Low level of literacy and awareness limiting women's participation.
8. The inability of the gender specialists to respond adequately to having sector specific information. The inability of sector specialists to understand gender issues and to adequately involve themselves in incorporating gender concerns and priorities and use their specific knowledge for it.

Objectives

Promoting gender equity, efficiency and sustainability of water supply and sanitation facilities according to need, convenience and suitability as identified in the RGA and in furtherance of the MDG 7 and targets for time bound reduction of the number of people without access to adequate water and sanitation and improving the life of slum population.

More specific objectives are (a) a time bound reduction of the number of people both women and men, girls and boys without access to adequate water and sanitation and (b) improving the life of slum population in the project cities by March 2009, to cover 100% of the population both women and men with appropriate, adequate and sustainable water and sanitation services in these cities by the year 2009 and (c) to ensure that 100% of schools have full time water supply and separate toilets for boys and girls. (d) Have open defecation free cities by the year 2009. (e) all public institutions, offices, centres, shopping complexes etc have these facilities which are sustained and functioning. (f) Local women and their groups are in command of the management and functioning of water distribution and community sanitation facilities at the local levels particularly the slums.

Strategy
Gender Mainstreaming in WAC programme is an issue of good governance in planning and management of water and sanitation which is pro poor and ensures inclusion of perspectives and needs of all especially women who have not been adequately represented in the institutions of governance in WAC programmes in India and in the planning, implementation, participation, monitoring and evaluation systems so far.

The Gender Mainstreaming Strategy in WAC programme is at the policy level, in the implementation, monitoring and evaluation as well as at the community level participation. Expected outcome of this exercise range from efficiency, cost effectiveness, demand responsiveness to improved design and implementation driven by an inclusive, participatory approach. The Strategy also takes into account the gender impact of all project components – engineering, institutional strengthening, financial, community development and health components.

The strategy is on five axis – (i) inclusion of gender (in PMU and PIUs) and expert in programme management and implementation, at the state and Municipal Corporation level staff with gender expertise in project design, selection, implementation and monitoring (ii) introduction of gender issues in programme framework, reviews, workshops and all other activities for policy proposals, programme development, monitoring and evaluation, framing and inclusion of gender related guidelines and principles in programmes, undertaking gender analysis in designing projects. (iii) ensuring crucial infrastructure, processes and practices of service providers for water and sanitation to address identified gaps in meeting the needs of women and girls. (iv) enabling women and men from all section especially those from the socially excluded, deprived sections, to

participate in decision making fora through legal policy measures and at all levels and stages of water sanitation sector projects and services at community level through organizing local women's groups, capacity building, and entrusting responsibilities (v) Advocacy, awareness, sensitization on gender issues in water and sanitation sector for all levels of policy making and implementation and supporting education and curriculum development.

Community Participation and Gendered Norms of Participation

An important area for success of WSS is participation of the local community at various stages of formulation, implementation, monitoring and evaluation of the programme and projects. Participatory processes do not automatically include women for a number of reasons. The participation strategy in Gender Mainstreaming therefore moves from community participation to participation of women as well as men, learning from failed projects and from failures in maintenance and operation.

The implementation and monitoring in this strategy includes establishment of gender sensitive indicators for reporting and monitoring the impact of projects and interventions. It includes quantitative targets as well as their qualitative interpretation. The interim and final evaluation will see this quantitative data and its qualitative interpretation and include a comparison of the situation at the commencement (baseline) with the situation at different stages of the projects and at the time of completion of projects. This will be seen, for instance, in changes in men's and women's involvement in decision making in their water and sanitation practices, in the constraints faced by women in management and control of the facilities created at the community and household level.

An overarching part of the strategy is advocacy, sensitization, awareness of gender issues and strong mandate and support to gender units.

Action Plans

A Leadership Role of the State Government and Project Directorate

At the state level, government and the project directorate will play the role of overall direction for Gender Mainstreaming. The directorate will undertake a comprehensive assessment of the implication of policies, programme and actions at all levels relevant for water and sanitation services in urban areas. They will incorporate policy directions under the WAC and Water and Sanitation projects to work to enhance women's agency by (i) Building women inclusive local institutions, women's committees with adequate number of women at effective levels e.g. chairpersons, secretaries and treasurers. (ii) Making women chairpersons for water and sanitation committees. (iii) Providing for democratic elections to ward committees and mohalla committees and making women chairpersons in at least 1/3rd of them. (iv) Enhancing women's participation in institutions of governance. (v) Ensure consultation and active participation of local women and their groups in decision making in water and sanitation services

at local levels especially in sevice deficient areas and give resources for improvement. (vi) Promote collection of gender disaggregated data relating to WSS in all institutions. (vii) Ensure that action is taken to assess gender impact of all project components - engineering, institutional strengthening, financial, community development and health components. (viii) Undertake gender responsive budgeting or analysis of budgets in the project office and in the four Municipal Corporations.

Pro Poor Water and Sanitation Governance

The institutions of governance must be gender sensitive and responsive in terms of their composition in representation, in their management and in their operation personnel. There should be clear scope for participation of women and men also ensuring that this participation is informed and organized and the rules and procedures are explicit for this objective. The institutions must have equal participation of women and men, and they must ensure transparency and gender equity in the allocation of resources in the projects even when these appear primarily technical.

An institutional mechanism of nodal gender unit and gender focal points will have to be set up. The WAC project directorate at the state level will have a nodal gender unit to ensure gender mainstreaming in all stages of the WAC programme in the four cities and operationalising the gender mainstreaming strategy. It will work directly with the project director. It will be assisted by an advisory committee in which, among other, partners in capacity building and Gender Mainstreaming in WAC will be represented. Each partner municipal corporation will have a gender focal point who will be responsible for helping the municipal commissioner to implement the Gender Mainstreaming Strategy and its action programme, for regular reporting to the project director at the state level. The costs on these units will form as a part of the costs of water supply and sanitation projects in the four cities.

The municipal corporations must be made inclusive and sensitive (i) in their approach, (ii) in their procedures, rules and regulation for participation of women and men and (iii) in their norms, rules and procedures of providing services and resources of water supply and sanitation, their information, and management. An exercise is to be undertaken for identification of roles and responsibilities of women and men in all aspects of water supply and sanitation and consequently their respective stakes in the provision, operation, efficiency and sustainability of the services. This will enable attention to meeting these needs and priorities appropriately. Here an important aspect will be reducing women's drudgery resulting from inefficient and inappropriate ways of providing water supply and sanitation services.

The 74th Constitutional Amendment has already provided a one-third reservation among the elected corporators. The next step will be to ensure adequate

representation in all the committees. As gender sensitive and responsive institutions, the municipal corporations will ensure

(i)   A lead role of women within all local decision making committees on water management and in the management of the assets created by the projects under WAC programme.

(ii)   The monitoring and reporting arrangements will see (i) percentage share of resources and benefits by women, (ii) percentage share of positions held by women in the management and (iii) actions and steps taken to address needs of appropriateness, special separate facilities for women and gender sensitivity in locations, selection and construction of facilities. Action will be taken to remove institutional, cultural, economic and practical barriers created by patriarchal patterns of decision making.

In the selection of projects and consultants in the designing stage of the projects and studies contemplated in the WAC programme in the four cities actions will include (i) inclusion of gender experts on project teams (ii) facilitation of participation by both men and women by structuring project rules and procedures, determining gender roles in the WSS sector in the project area, determining barriers to gender and appropriate implementation and determining steps for reducing or removing these barriers.

In implementation and supervision of WAC programme action will be taken for (a) awareness raising of municipal corporations and water and sanitation utility management about gender issues with training, workshops and study tours and communication material. (b) inclusion of gender experts on implementation staff units.

Action will be taken to identify and promote women's Self Help Groups and committees. These committees and groups will be (i) consulted in the selection of water and sanitation models and their location and construction. (ii) given support with training and revolving fund and responsibility for governance by handing over water distribution and management of sanitation blocks at the community level in identified localities or slums. Local women's groups will also be involved in monitoring and evaluation of the use and impact of the water and sanitation services.

Collection of gender disaggregated data related to water and sanitation will be promoted in all institutions concerned with water sanitation services. Gender responsive budgeting or analysis of budgets will be undertaken in the project office and in the four corporation at the time of formulation of further initiatives under WAC programme so that policies on gender equity are matched with adequate resource allocations.

Integrated Urban Environmental Sanitation

- Target of open defecation free project cities by the year 2009,
- Separate sanitary blocks for men and women with privacy, water supply and electrification,
- Separate and appropriate toilets for boys and girls in all schools in the project cities by the year 2009.
- Hand over public toilets in slums to local women's groups,
- Promote building of toilets in all slum households or joint toilet complexes for full coverage by the year 2009,
- Entrust responsibility of waste segregation and recycling to groups of urban poor on payment,

Water Demand Management

- Consulting women's groups for delivery of equitable water and sanitation services.
- Women's groups handling operation, maintenance and regulation of water and sanitation services.
- Involving women in water audit and budgeting and also recycling of waste water.

Value Based Water, Sanitation and Hygiene Education

- Teaching tools and the curriculum will be continuously reviewed in collaboration with the state education authorities.
- WAC Project Office will collaborate with education department to develop a gender module to include in their training programmes.
- The Value Based Water Education (VBWE) programme will integrate Gender Mainstreaming and pro-poor issues into the planning and implementation of all project activities.
- A project steering committee will be set up composed of key institutions and stakeholders in each city.
- All schools will include practices to train children in waste segregation by disposing of waste paper and other waste in different coloured waste bins in the schools.

Training and Capacity Building

- Capacity building of programme staff of water and sanitation services for cities
- Training of staff of state project office and local authorities
- Capacity building of water and sanitation utilities
- Capacity building of local women's and men's organizations
- Teacher training and raising awareness
- Gender mainstreaming workshops

Monitoring, Evaluation and Knowledge sharing

Project directorate will initiate action to adopt gender sensitive indicators for monitoring impact of project interventions.

Ensure advocacy, awareness-raising, and information exchange on gender issues so that all levels of personnel involved in water supply and sanitation programmes are sensitized and trained in gender sensitive, pro-poor approaches.

Develop gender-focused information, education, and communication materials and tools for dissemination in communities and civil society.

Indicators of achievements

1. Ability and willingness of the state WAC project office, water and sanitation utilities and municipal governments to utilize gender guidelines and practical tools.
2. Number of municipal corporation management and water and sanitation utilities aware of, and utilizing gender and pro–poor concepts and frameworks.
3. Number of local women's groups in each city, with improved skills in management and participation in WAC activities.
4. Development of guidelines and practical tools for gender integration.
5. Proportion of women participating in local governance on issues related to water and sanitation and managing local level water distribution and sanitation facilities in the slums.
6. Proportion of women trained in use and maintenance of facilities.
7. Gap between the goal of full provision and supply of water and sanitation services and the current situation reduced.
8. Number of women in decision making positions within water and sanitation utilities.
9. Level of development and inclusion of gender sensitive norms and standards in the working and practices of water and sanitation services providers particularly in the slums.
10. Increase of access to water and sanitation services for the most poor mainly women headed households.
11. Level of satisfaction of the urban poor both women and men with their water and sanitation services.

Gender Mainstreaming Strategy

Gender sensitization

Gender Mainstreaming and Implementation of
Policies , Programmes and Projects

Nirmala Buch
President
Mahila Chetna Manch
Bhopal

Context

* Gender Neutral or even gender blind Development Planning
* Little insight into gender roles
* Planners saw them only as passive beneficiaries
* Their active productive role not recognised and included explicitly in planning
* Women's contribution to economic, social, political life

* Key actors in effective development
* >800 m economically active worldwide 70% of them in developing countries
* Constitute 60% of the poor
* Widespread limitations on their rights and participation even when legally provided

Gender Mainstreaming Evolution

* The evolution of the concept of gender mainstreaming in development planning and projects has a long history in development policy discourse.
* Initially women completely neglected in development planning as participants and actors of change.
* perceived only as passive recipients of welfare services.
* So speaking of "Integration of Women in Development"
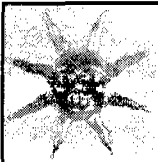
Earlier Approaches

* (i) Women in Development (WID)
* Women and Development (WAD)
* Gender and Development (GAD)

* (ii) Efficiency, Equity and Empowerment
* Rights Approach

WID, WAD and GAD - Shifts

* Women In Development (WID) projects, remained as small isolated projects of income generation.
* This welfare oriented approach under severe criticism : had little potential to bring about a substantial change in women's situation or in gender power relations.
* Led to the concepts and strategies of Women And Development (WAD) and Gender And Development (GAD) focusing on various aspects of equity, equality, and participation.
* This shift was more inclusive in approach and in understanding the nature of women's subordination in the context of gender relations.
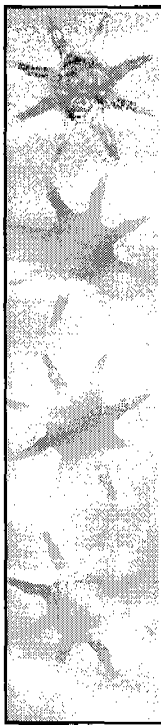
Rationale for GMS

* The Strategy of G M S recognition of
(i) need to look at concerns, perspectives of women and men and
(ii) gender relations, roles and responsibilities impacting their participation in development programmes and projects.
* Women's issues , concerns important in all development planning and projects;
* Success of any development initiative depended substantially on recognition of these different needs, concerns and contribution.

Women's needs, concerns, contribution - For efficiency and sustainability

* Women's needs and concerns do not get automatically included in development planning even when communities are sought to be involved, if special attention not given
* GM as a process seeks to ensure incorporation of women's and men's needs, perspectives in development planning, implementation and evaluation
* recognises the contribution of women to the efficiency and sustainability of the development initiatives themselves.
* Gender Mainstreaming does not concern women only.

GM Defined

* GM is defined by UN EcoSoc as "the process of assessing the implications for women and men of any panned action, including legislation, policies or programmes, in any areas and at all levels.
* It is a strategy for making women's as well as men's concerns and experiences an integral dimension of design, implementation, monitory and evaluation of policies and programmes in all political, economic and social spheres
* so that women and men benefit equally and unequally is not perpetuated Adopted byUN ecosoc 17.7.97.

Gender and GM
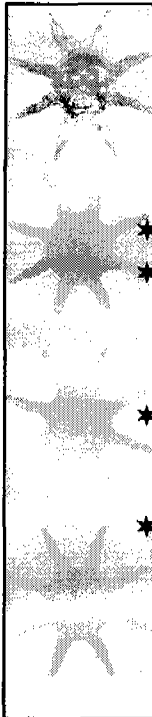
* Gender is the most fundamental organizing feature of society.
* <u>Gender</u> refers to culturally and socially determined differences between men and women. The relationships between them and their roles in the community at large. In many societies women are afforded a lower status, leading to a 'denial of rights' such as access to information, adequate nutrition, health services, education, family property, reproductive rights, family planning etc to which they are entitled
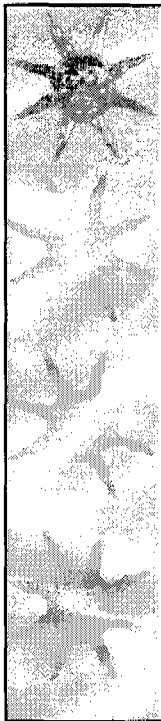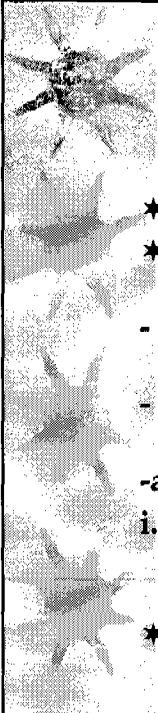
* GM involves mobilizing all general policies and measures specially for the purpose of achieving equality by taking into account their possible effects on the respective situation of men and women (gender perspective)

* GM not about adding a 'woman's component or even a 'gender equality component' into an existing activity

* it goes beyond increasing women's participation. It means bringing the experience, knowledge, and interests of women and men to bear on the development agenda.

* – not an end in itself but a strategy, an approach, a means to achieve the goal of gender equality.

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* Continued gender gaps in access and control of various resources, in participation in decision making institutions, in attainments in literacy, education, health and nutrition and in opportunities for work participation which are adverse to women.

* Women also have multiple burdens of responsibilities and roles defined in different social and political contexts.

* Therefore, GMS takes into account different roles, responsibilities and needs of men and women but with special focus on incorporation of women' needs and perspectives.
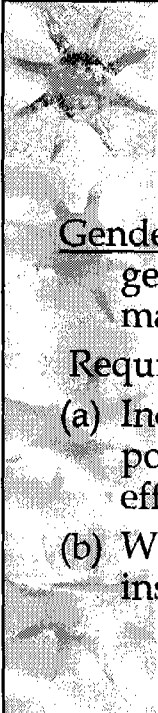
* Takes notes of the gender relations.
* As gender relations and roles are socially constructed in different contexts and groups, the GMS also recognizes the potential differences among socio economic groups.
* Has focus on women in socially excluded groups as their access, control of various resources and services continue to be poor.
* A number of concepts like gender, gender equality and equity, women's practical and strategic needs and the concept of women's empowerment are important in framing a G M initiative.

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* GMS makes a break from only "women's projects" and merely addressing gaps in women's attainment in particular areas
* makes women's and not only men's concerns, experiences an integral dimension in design, implementation, monitoring, evaluation of policies programmes in all political, economic and social spheres,
* so that inequality, inequities not perpetuated.
* GM process assesses implications for women and men of any planned action, including legislation, policies or programmes in any area and at all levels.

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Objective of GMS

* primary objective behind G M
* to design and implement all development projects, programmes and policies so that
  - these are at least Gender Neutral i.e., do not reinforce existing gender inequalities,
  - but preferably are gender sensitive i.e., attempt to redress existing gender inequalities
  - and gender positive/transformative
    i.e., attempt to re-define women and men's gender roles,relations, attempt to integrate gender perspective in them.
* The degree of integration of a gender perspective in any given project can be conceptualized as a continuum.

Gender Mainstreaming is seen as a process to achieve gender equity and overcome the costs of women's marginalisation.

Requires:

(a) Incorporation of gender concerns in planning, policy making and implementation to provide effective rights and dignity to women, and

(b) Women inclusive social, political and economic institutions

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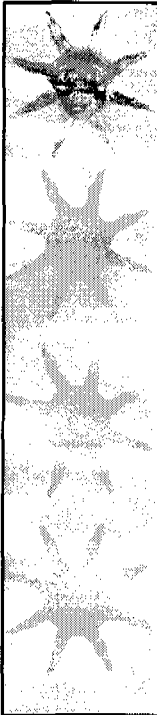
GMS seeks to work for:

(i) Transformation of cultural structures of power within the household and outside,

(ii) Ending domestic and public violence, which may often be caused by issues relating to provisioning, access and use of resources of water supply and sanitation, and

(iii) Recognition of women's work (productive and reproductive), their contribution to economy as well as their economic agency and therefore incorporating support to women's work as a contribution to the economy and not as a welfare measure.

GMS and Women's Agency

* Unequal gender relations to be addressed both as a cause and as a factor in intensification of poverty when considering ways of achieving pro-poor governance.

* So issue of Women's Agency and well being to be considered in formulating GMS.

* Women's Agency, their capacity for autonomous action in the face of constricting social sanctions and structural inequalities

* This offers a framework in which constraint is seen as constitutive of gender norms and relations between women and men
* Enhancing women's agency requires action on a number of fronts
- Property rights, building of women's organizations, awareness and capacity building, effective participation and leadership in community

Implementation of GMS

* Gender Analysis and assessment
* Sex/gender disaggregated data
* Review and formulation of policies based on analysis
* Programme and Projects to incorporate gender perspectives
* See gender, women's practical and strategic needs, women's agency, empowerment, rights approach
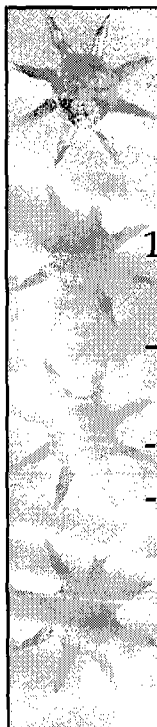
✶ Gender Analysis Frameworks

✶ Use GAF,step by step tools for carrying out gender analysis, which help to raise questions, analyze information, and develop strategies to increase women's and men's participation in and benefits from projects and programmes.

Gender Analysis

⑩ Examines differences in women's and men's lives, including those which lead to social and economic inequality for women, and applies this understanding to policy development and service delivery.

⑩ Is concerned with the underlying causes of these inequities

✶ Aims to achieve positive change for women

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1. See Development context or patterns in an area - what better, what more
2. Women and men 'sactivities and roles in the sector - who <u>does</u> what
3. Women's and men's access and control over resources- who <u>has</u> what, who <u>needs</u> what
4. Actions needed – what to close gap, what does development deliver

1. In a Project, Develop gender analysis matrix
- Project activities, Stated gender objectives, Levels of analysis,
- Stakeholder groups,
- Category of analysis – labour, time, resource, culture
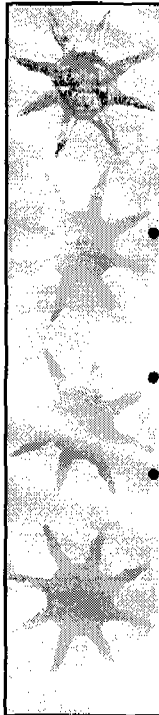
- Implicit assumption of development projects potentially beneficial to both men and women not correct
- In really advantages to men – increased earnings, labour saving techniques,
- Disadvantages to women increased and unremunerative workload

✴ Experiences of formulating GMS in water and sanitation in UN-HABITAT's WAC Programme

✴ Women's policy and action programme in Madhya Pradesh

✴ Constraints, limitations, way ahead