



Gender Equality and WASH : our journey and learning

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Illustration: Gender based constraints – the barriers for women and men are often not obvious; and identifying them is not enough. Actions must be formulated to address them.

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Understanding WASH as
a women's rights issue

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is key!

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transformation

**Journey: understanding why
WASH is a women's rights
issue**

Triple burden in WASH is real

Reproductive



Productive



Illustration: Productive roles – both women and men participate in productive roles.

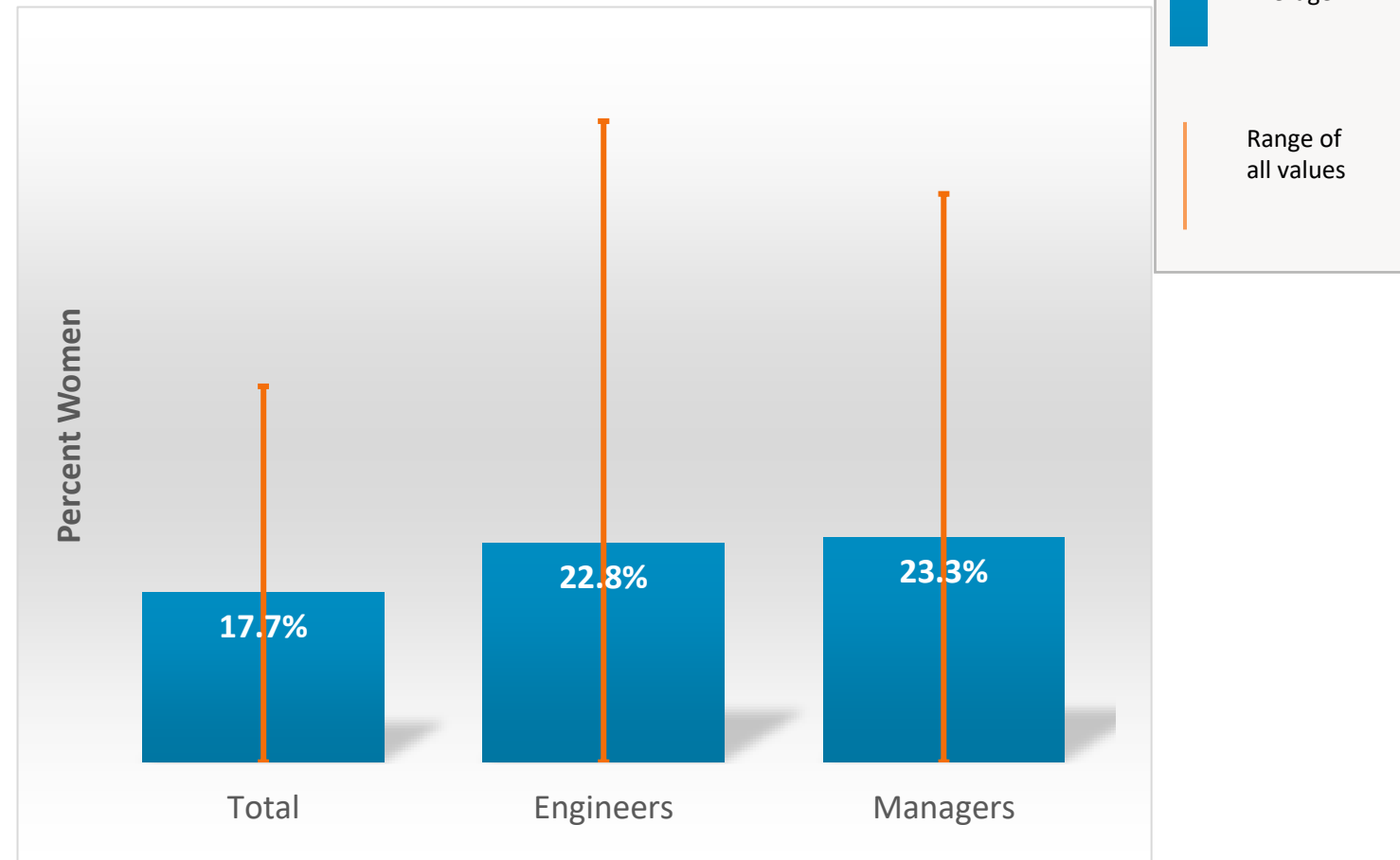
Community



Women are under-represented in water utilities

- 18% of utility workers are women
- Female engineers and female managers each make up a 23% share
- 32% of sampled utilities had no female engineers
- 12% of sampled utilities had no female managers

Average share of female employees in a utility, 2018

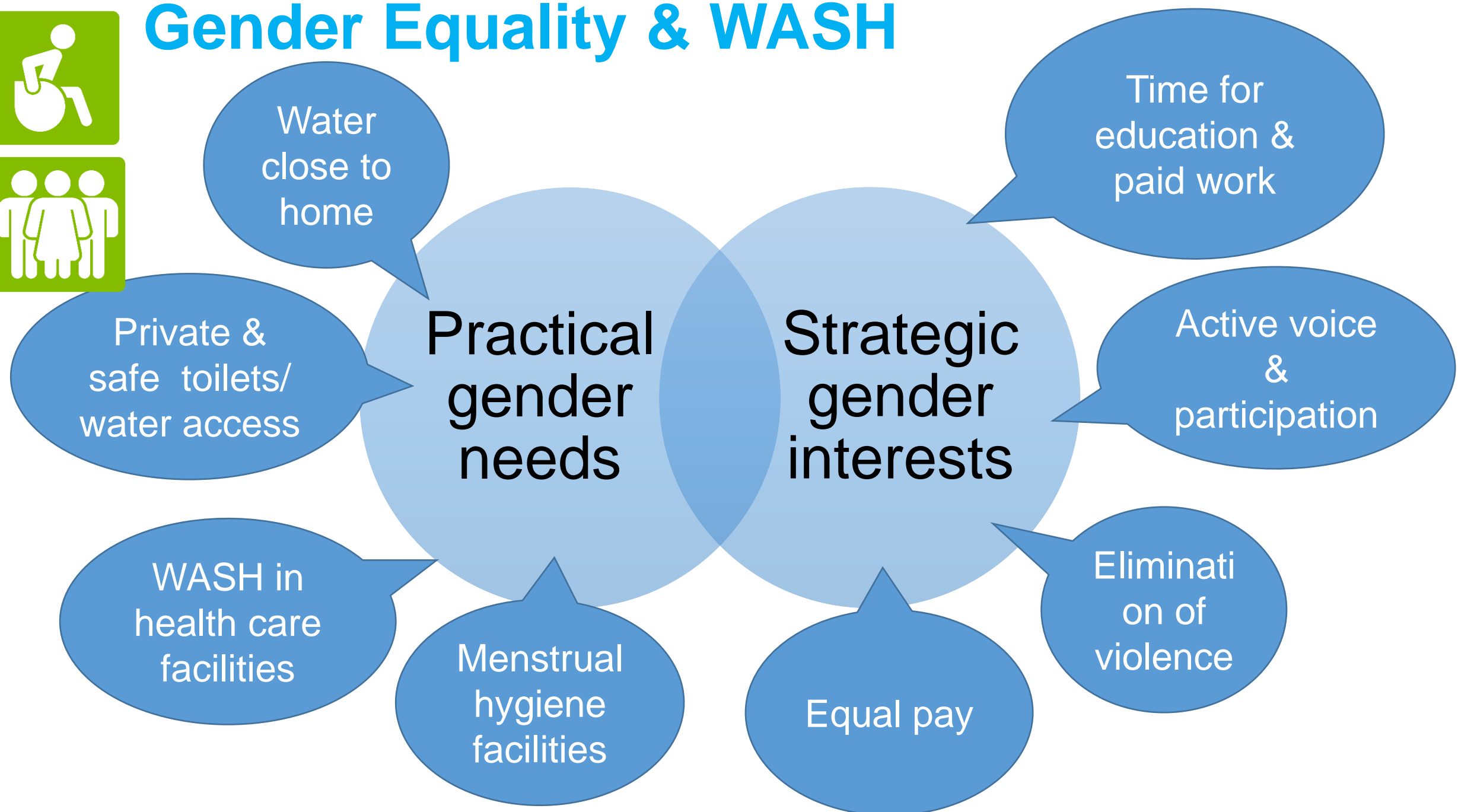


Source: Responses to World Bank Utility Survey (N= 64 water and sanitation service providers in 28 economies).

Learning: analysis is key!



Gender Equality & WASH



Identifying who is marginalised

Macro-level contextual factors



- Geography (environment)
- Migration
- Ethnicity/tribe
- Religion
- Caste
- Sexual orientation/sexual identity
- Landlessness
- Economic situation
- Refugee/migration status

Micro-level universal factors



- Gender
- Age
- Disability
- Health status

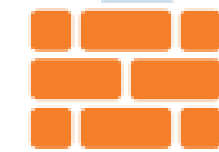
Intersections



Macro + micro-level characteristics = potential for marginalisation – e.g. young women from a minority ethnic group or older people with disabilities living in refugee camps.

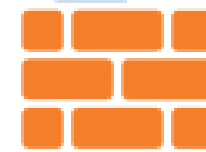


Barriers to inclusion



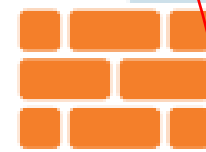
Environmental

- Natural environment
- Built environment
- Method and modes of communication



Institutional

- Legislation
- Policies
- Cultural norms
- Traditional practices



Attitudinal

- Beliefs
- Practices
- Behaviour
- Language

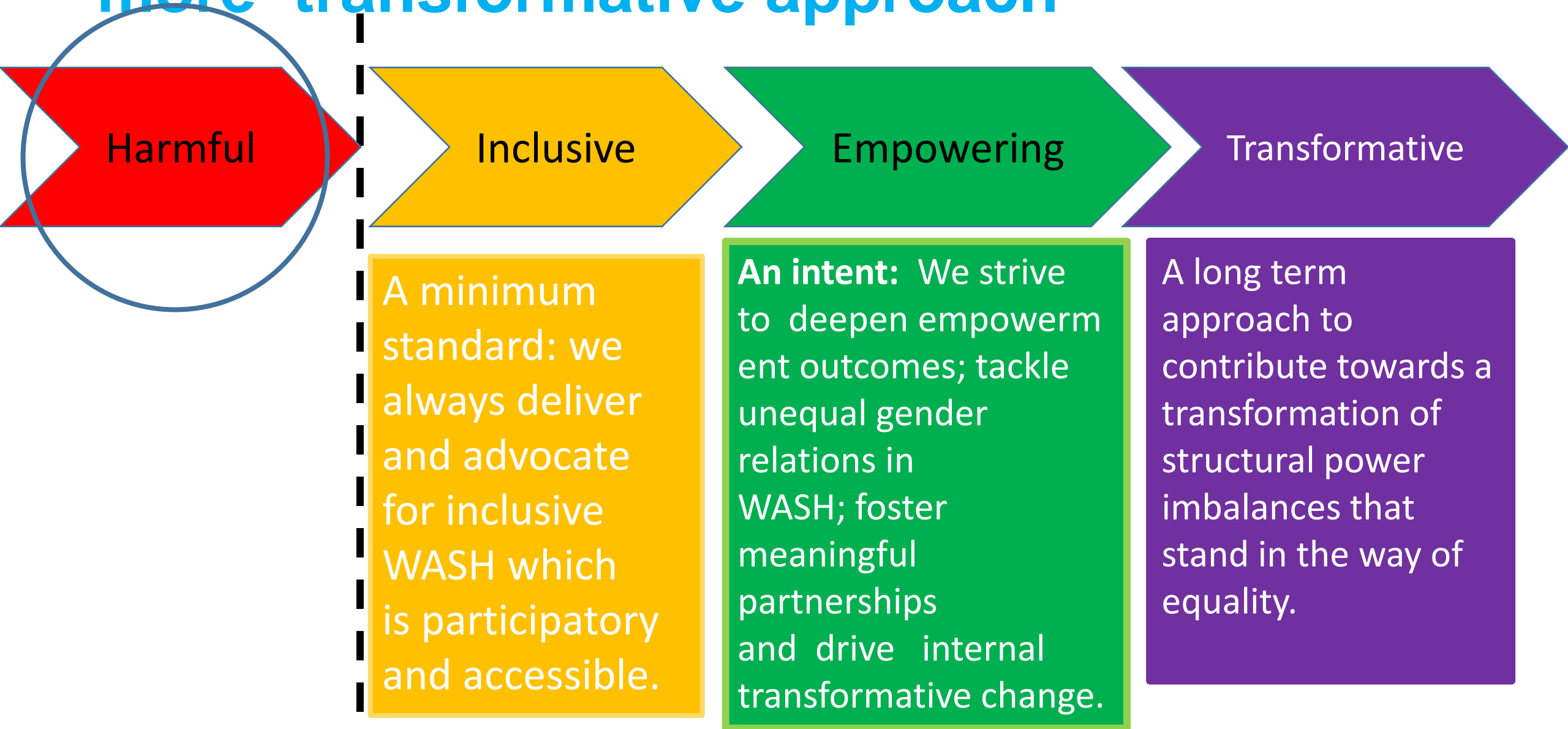
Inclusive WASH

Universally designed Participatory

















- Legal compliance
- Empowerment
- Accountability

Assessing depth and journeying towards more transformative approach

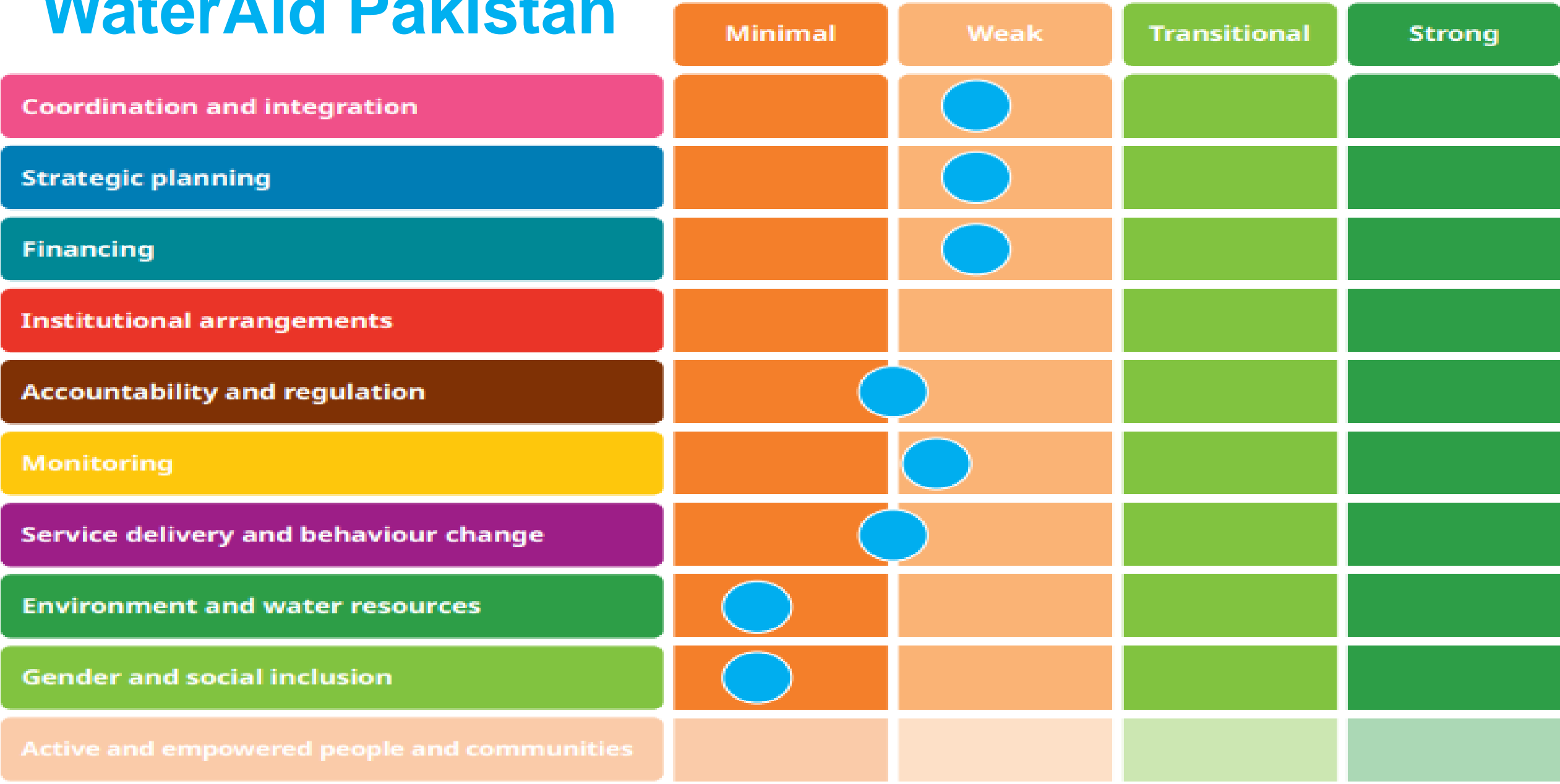


SusWASH – WaterAid Cambodia and Timor Leste

	States			
Categories	Emergency WASH	Fragile but strengthening	Transitional	Desired
	Gender: Harmful	Gender: Inclusion	Gender: Inclusive	Gender: Empowering
Coordination: Gender	No coordination with Women's Groups and women's services	Some limited coordination with Women's Groups / service within the district  	Coordination with women's groups services happens regularly, but not sustained	Full coordination with women's groups / services (e.g. referral to GBV services)
Strategic planning: Gender	Service providers and policies do not consult with women, or consider women specific needs 	No gender analysis plan. Planning addresses some specific needs of women, but women were not consulted 	Plan in place to target women's needs but not to sustain them (women are consulted)	National WASH policies are gender sensitive & plans to sustain gender equality and inclusion
Financing: Gender	No funding is provided to support specific gender equity and inclusion activities  	No funding is currently provided to support specific gender equity and inclusion activities, but included in financing discussions	Funding is allocated to gender and social inclusion activities	Funding is allocated to gender equity & inclusion activities. Including supporting training activities of staff
Institutional Arrangements: Gender	Institutional Arrangements do not consider specific needs of women or coordinate with women's focused institutions 	Gender equality in representation exists on paper, but is not functional or happening in reality	Women are involved in Institutional Arrangements, but to "fill" a quota. Decision making & leadership is not encouraged 	Women have equal representation in Institutional Arrangements, and equal participation in decision-making
Service deliver: Gender	Service delivery does not target the specific needs of women or consult with women 	Project interventions target some specific needs of women, but are fractured and unsustainable. 	Specific needs of women are addressed, but lack of post implementation support focused on whether interventions are targeting specific needs of women	Specific needs of women of addressed in implementation and post implementation support
Monitoring: Gender	Sex & age disaggregated data (SADD) is not collected 	Sex & age disaggregated data (SAAD) is collected but not analysed or used 	Sex & age disaggregated data (SAAD), and limited analysis. Not applied to targets/objectives	Sex & age disaggregated data (SAAD) complete with gender analysis and clear workable objectives
Accountability: Gender	No accountability. No feedback mechanisms 	Feedback mechanisms in place, but do not consider women-specific needs; and/or limited women using the accountability platform	Feedback mechanisms in place and considers some women-specific needs and/or some women are using the accountability platform 	Fully functional feedback mechanisms in place, which provide multiple options taking into consideration women's needs. Women confident and encouraged to participate in feedback mechanisms

● Figure 25: Results of building block assessment focused on Sindh Province.

WaterAid Pakistan



Detailed Sub-national WASH Sector Sustainability Analysis Tool

Strengthening WASH Systems for Sustainable Service at Sub-national Level

Building Block	Weak	Medium	Strengthening	Desired – all actors using sub-national sector systems
 <p>Sector Coordination and Integration</p>	PTWG exists on paper but inactive.	PTWG meet irregularly but limited ongoing commitment and department representatives are not consistent.	PTWG meet regularly and is skilfully led by secretariat. Information sharing is good between actors within PTWG and District WASH committee but the two groups don't share.	Agencies aligned behind comprehensive government-led strategy and there is strong communication flows between governmental levels.
	District WASH committee do not exist.	District WASH committee exists on paper but limited activity and engagement by commune and district authorities.	District WASH committee meets regularly.	
	CCWC exists but does not prioritize WASH.	CCWC understand their role in WASH service provision but are not actively coordinating WASH work	CCWC includes updates about WASH in their regular meetings and actively coordinates local WASH actors	Full coordination with women's rights groups and / or services. Knowledge and understanding of partnering service providers' capacity for gender (equality, inclusion, empowerment, transformation) and plans are in place to support partnering service providers' in maintaining and / or achieving desired gender transformation
	Lack of coordination with women's groups	Limited coordination of agencies, women's rights organisations or knowledge of agencies and their capacity for gender (equality, inclusion, empowerment, transformation)	Geographical coordination with Women's Rights groups and services within the district. Knowledge and understanding of partnering service providers' capacity for gender (equality, inclusion, empowerment, transformation)	
	lack of knowledge of service providers and government structures capacity for gender (equality, inclusion, empowerment, transformation)			
 <p>Strategic planning</p>	PAP exists but is not well-known or understood.	PAP is known by sector actors. PAP focuses on extending services but not clear plan to sustain services.	Government-led PAP and district plans are in place and all relevant departments, NGOs and private sector know about it.	Province and district have a realistic plan to deliver sustained universal access, which is supported by non-government actors and by stated actors and integrated from province to district and commune planning
	Districts do not have a WASH plan or targets	Districts have a plan for WASH but it is not well-integrated into district and community planning processes.	The WASH plans are partly integrated with district and commune investment and development planning.	
	Lon-term development plans do not include gender inclusion targets.	No gender analysis plan.	National WASH policies are gender sensitive.	National WASH policies are gender sensitive & plans to sustain gender equality and inclusion.
	No consultations involving women representatives prior to implementation	General planning is inclusive of women & girls physically, but not from the perspective of donors, rather than through consultations with women and girls	Gender analysis plan is in place. Consultations with women & girls are occurring at planning stages.	Gender analysis in place, with appropriate and supportive follow up
	No gender analysis plan			
 <p>Financing</p>	Finance for WASH is mostly from MRD/ PDRD and NGOs.	Decentralized funding is available through relevant national government and some communes and districts allocate funding to WASH.	Most communes and districts budget and expend funding for WASH. Private sector and community are contributing to costs of WASH	Full fiscal decentralization, external support agencies channel funds through district accounts ("On Treasury").
	Some funding is available through MoI but budget and acquittal process is unclear.	Financing only for new infrastructure (not for operations and maintenance). Lifecycle costs are not known	Lifecycle costs are known and documented but only budgeted by private service providers.	Lifecycle costs matched to sources of finance.
	Funding does not follow any government strategic plan.	WASH plans are costed. Some budget is allocated towards the activities in the plans but not always spent.	PDRD, Districts, Communes and other actors allocate spending aligned with district WASH plan.	WASH plans are fully funded
	No funding is provided to support targeted women's activities or inclusion activities	Funding is supporting gender activities (equality, inclusion, empowerment, transformation), but no specific allocation of funds and no tracking of how funds are spent	Funding is allocated to specific gender activities.	Funding is allocated to gender activities. Including supporting training activities for staff



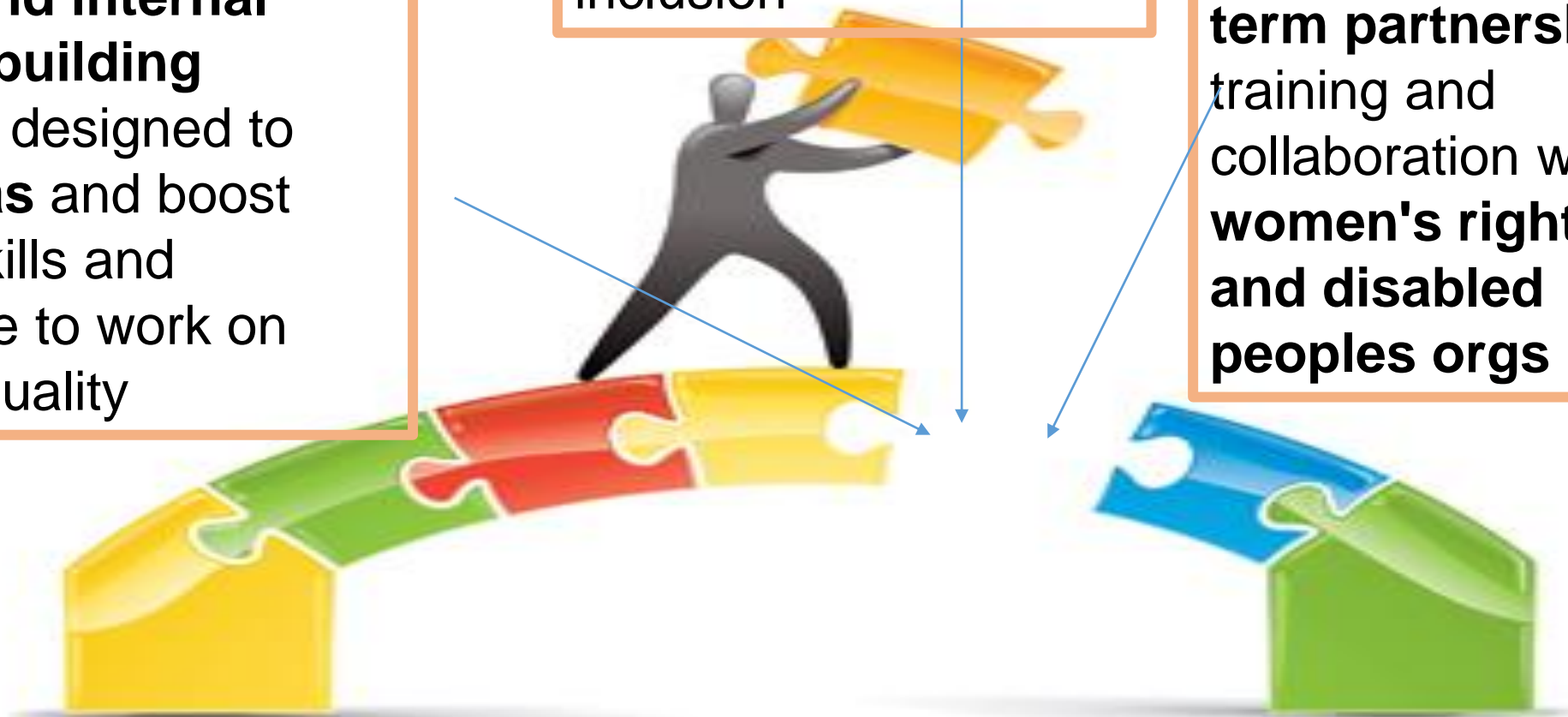
Internal transformation

Filling the gaps

Budget and internal capacity building initiatives designed to **tackle bias** and boost internal skills and confidence to work on gender equality

Monitoring and measurement - drives action yet has gaps in terms of gender, disability and inclusion

Strategic and long term partnerships, training and collaboration with women's rights orgs and disabled peoples orgs



Internal

- Formalised **Gender Equality Working Group** in the organisations as a point of expertise, challenge and collaboration
- Started '**Gender Equality Self Assessment**' Process for each office or team – global south and global north teams
- Some countries have embed Equality and Inclusion/ Gender Equality **specialist roles** to drive and embed mainstreaming and
- Bangladesh, Cambodia, Timor Leste, Myanmar,
- **Mandated partnerships and quality standards** around equality and inclusion principles at both 'risk critical' and 'minimum standards levels'
- Reviewing monitoring and measurement

WaterAid Cambodia – supporting sector gaps

Activities highlights

- **Young Professional Program in WASH**

An innovative, interactive, problem-based and experiential capacity building program.

- Six-monthly basis and run for 16 weeks
- Two cohorts to be delivered this year
- Targeting 60 young graduates and new entry to WASH career
- Target 70% women with some of them receiving additional women leadership program

- **Women in WASH Network in Cambodia**

A network of professionals advocating for women in the field of water, sanitation and hygiene in Cambodia

- Create enabling environment for Women in WASH to build more network
- Provide professional and self-leadership development opportunities for women in WASH group.
- Advocate for gender equality in WASH sector and at organizational level
- Target 30 women in WASH sector.



CSW/YPP#6



WaterAid/WiW

Exploring Gender Aspects
of Community Water,
Sanitation and Hygiene



**A Manual for Facilitating
Dialogue between Women
and Men in Communities**

**VIOLENCE
GENDER
& WASH**

A PRACTITIONER'S TOOLKIT

**Making water, sanitation and hygiene
safer through improved programming
and services**

Home

About this toolkit

Co-publishers

Flyer

The toolkit materials

This toolkit has been developed in response to an acknowledgement that although the lack of access to appropriate water, sanitation and hygiene services (WASH) is not the root cause of violence, it can lead to increased vulnerabilities to violence of varying forms. Incidences have been reported from a wide range of contexts, often anecdotally but with regular occurrence, with a number of targeted studies confirming the same.



RWSN Library

Gender and rural water services – lessons from RWSN members

Summary of RWSN E-discussion on how women's engagement in Water User Committees impact on its performance and system functionality (2016) and RWSN Webinars: Making Water Work for Women, Sharing Inspiring Experiences (May 2017)

Description:

Gender relations are critical to nearly every aspect of rural water supply, but rarely addressed in

Gender Equality & Goal 6:
The Critical Connection



UTS Institute for Sustainable Futures



Author

Nicholas, N; Wilbur, J; Nath, P; Gosling, L. and Naughton, M.

Year of Publishing

2017

Female-friendly public and community toilets: a guide for planners and decision makers

WaterAid, WSUP and Unicef.

Go to:
<https://washmatters.wateraid.org/publications/female-friendly-public-and-community-toilets-a-guide-for-planners-and-decision-makers>



Figure 3: An example of the interior of a female-friendly toilet cubicle.

Credit: WaterAid/ Verónica Grech