



AfWA Gender Mainstreaming

by

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Presentation Outline



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Overall Vision



To make AfWA a gender sensitive organization with increased women participation in decision making at all levels within AfWA and its member utilities



The Problem

- Women (and girls) are most affected by poor water and sanitation but are under-represented in key decision-making positions and in the sector (World Bank, 2019).
- In 64 water utilities surveyed women representation was:
 - 18% Workers were women
 - 23% of this number were Engineers & Managers
 - 32% of the utilities had no female Engineers
 - 12% of utilities had no female Managers



The Problem (contd)

Reason for women under-representation in WASH Sector

- Attraction challenges
- Recruitment challenges
- Retention Challenges
- Advancement Challenges



Outcome of AfWA HQ Assessment

- Lack of gender strategy to mainstream gender into operations and programs of AfWA and partners
- There is a significant gender imbalance in leadership:
 - At Board level, gender imbalance is quite significant and is mainly due to existing imbalance within water and sanitation utilities (15 males, no female)
- Gender-sensitive planning and budgeting is not integrated in the Strategic Business Plan and at program management level



Recommendations

- Sustain current efforts to reach statutory representation of women in AfWA's decision-making bodies as part of a larger effort to increase representativeness within AfWA (gender, languages, geographical scope, and youth)
- Develop a gender strategy to formalize and ensure implementation of gender empowerment measures;
- Target the integration of women's needs assessment in the baseline capacity assessments in future programs.



Recommendations (contd)

- Develop policy advocacy on gender management in utilities.
- Conduct research on gender impacts in utilities and promising gender-sensitive models in Africa (benchmarking).



Road Map for Gender Mainstreaming in AfWA

- Engage the General Assembly and Board
- Engage MDs and senior management of utilities
- Conduct gender baseline survey on utilities
- Develop and implement gender mainstreaming strategy for AfWA Head Quarters



Road Map for Gender Mainstreaming in AfWA

- Facilitate development of gender mainstreaming strategy for AfWA members
- Mainstreaming gender into policies of AfWA and its members
- Capacity building and mentorship programs on gender for all staff at head quarters and in utilities.

Highlights of the strategy



- Develop a Gender strategy to mainstream gender into the policies, operations and programs of AfWA by 2022, and by 2028 in utilities.
- The Gender Mainstreaming Strategy will be in two phases:
 - Phase 1: For the Headquarters in Abidjan, Cote d'Ivoire
 - Phase 2: For AfWA members/partners
- Period of strategy: 2021-2023 (Phase 1)
2024 – 2028 (Phase 2)



Targets – AfWA Head Quarters

- Achieve 30% female representation at various levels of governance within AfWA by 2028
- Create awareness and build capacity on gender and gender equality of all staff and members of AfWA governance bodies by 2025



Targets – AfWA Members/Partners

- Achieve 30% female representation at various levels of governance within utilities by 2028
- Increase female recruitment among utilities from 18% to 30% by 2028
- Build capacity and increase awareness on gender and gender equality to reach at least 80% of AfWA members and partners by 2028



Activities so far

- AfWA statutory bye-laws made Gender responsive
- Gender mainstreaming workplan developed
- Rapid gender organizational assessment conducted at Head quarters level
- Gender training conducted for head quarters staff
- Online survey tools developed for baseline data for AfWA members



Way Forward

- Organise webinar for top level management of utilities on AfWA's gender mainstreaming process
- Launch survey on rapid organizational assessment on gender mainstreaming among AfWA members and WASH sector
- Assist members to develop Gender Equality Action Plans (GEAPs)
- Supervise implementation of GEAPs



THANK YOU