Mainstreaming Gender into AfWA's Strategic Plan and Programming

Introduction to Gender Concepts

By Leticia Ackun, Gender Specialist-AfWA

Getting to Know You

- Choose partner
- Share your:
  - favorite food
  - expectations; and
  - fears
- Give each other a Pet name:
  - rhymes with the first letter of their names used during the workshop

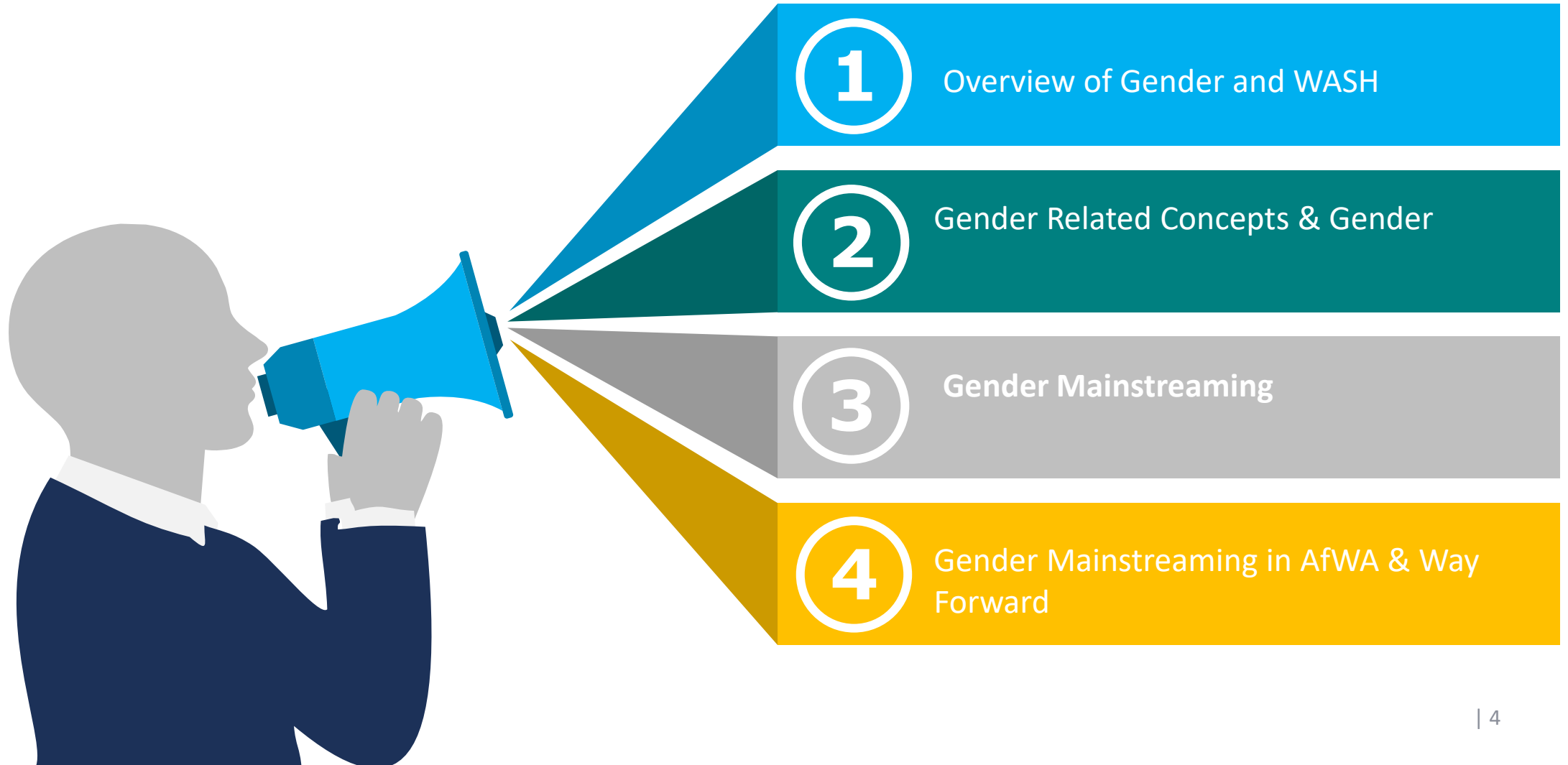E.g. Talented Tish, Lovely Linda, Honest Hadiza

Objectives

- Understand basis for promoting gender mainstreaming in AfWA

- Increase knowledge on key gender concepts and approaches to gender mainstreaming

- Identify areas of gender mainstreaming within the utilities

Presentation Outline

1   Overview of Gender and WASH

2   Gender Related Concepts & Gender

3   Gender Mainstreaming

4   Gender Mainstreaming in AfWA & Way Forward

Module 1

Overview of Gender and WASH

Women's Participation: A Challenge and Opportunity

- Women (and girls) are most affected by poor water and sanitation but are under-represented in key decision-making positions and in the sector broadly as reported by a 2018-2019 World Bank study.

- In 64 water utilities women representation was
  - Workers   18%
  - Engineers & Managers   23%
  - 32% of utilities had no female Engineers
  - 12% of utilities had no female Managers

Why are women so under-represented in WASH?

- **Attraction challenges:** Gender Roles marked through social norms; Divisions of labor; STEM; limited role models
- **Recruitment challenges:** Discriminatory hiring processes and targeting candidates
- **Retention Challenges:** Work life balance; family friendly policies; sexual harassment, work facilities
- **Advancement Challenges:** Training; mentorship opportunities; leadership opportunities

What Can be done to address these challenges?

| ATTRACTION	RECRUITMENT	RETENTION	ADVANCEMENT
• Set up networks to change the **narrative on women** in WASH • Create a **platform** for women working in WASH	• **Identify and promote** girls in WASH • **Identify and support** women WASH entrepreneurs • Promote girls TVET/STEM training in WASH	• Undertake **baseline** on women in WASH to **Understand** their needs for growth in the sector • **Use findings to inform** action and policy within and outside the network	• Implement **mentoring program** for women and girls • **Enhance visibility** of women in international and national fora

6 CLEAN WATER AND SANITATION

5 GENDER EQUALITY

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The Imperative for Increasing Women Professional Involvement in WASH

- Women benefit from better jobs and incomes which in turn benefits households and communities
- Greater organizational outcomes due to gender diversity and expanded skills sets leading to greater innovation
- Greater customer satisfaction due to improved considerations of the needs of female customers
- Greater gender equality contributing to economic advancement – It could add $316b to Africa's
- GDP by 2025
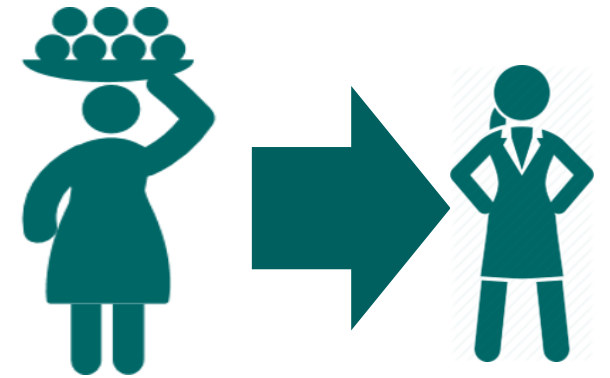
Module 2

Gender Related Concepts

ACTIVITE 1

What is gender

What is Gender?

1

SEX

Refers to the **biological** and **physiological** characteristics that differentiate men from women.

2

GENDER

refers to the **socially established** roles, responsibilities, and behaviors assigned to men and women respectively by the society in which they live.

What is Gender?

| SEX	GENDER
Biological	Determined by society, learned through the process of socialization
Innate	It is cultural, it differs from one country to another, within the same group or society
Does not change	Dynamic, evolves over time, can be changed

Sex versus Gender?

SEX = Biological	GENDER = Social
• Sex is divided into two main categories: men and women	• Gender has two main categories: male and female
• Sex remains the same regardless of time and culture	• Gender roles and expectations differ across time and culture
• Sex is determined by biological and physiological characteristics	• Gender distinctions are created by social norm

FIGURE 1

FOOTER GOES HERE
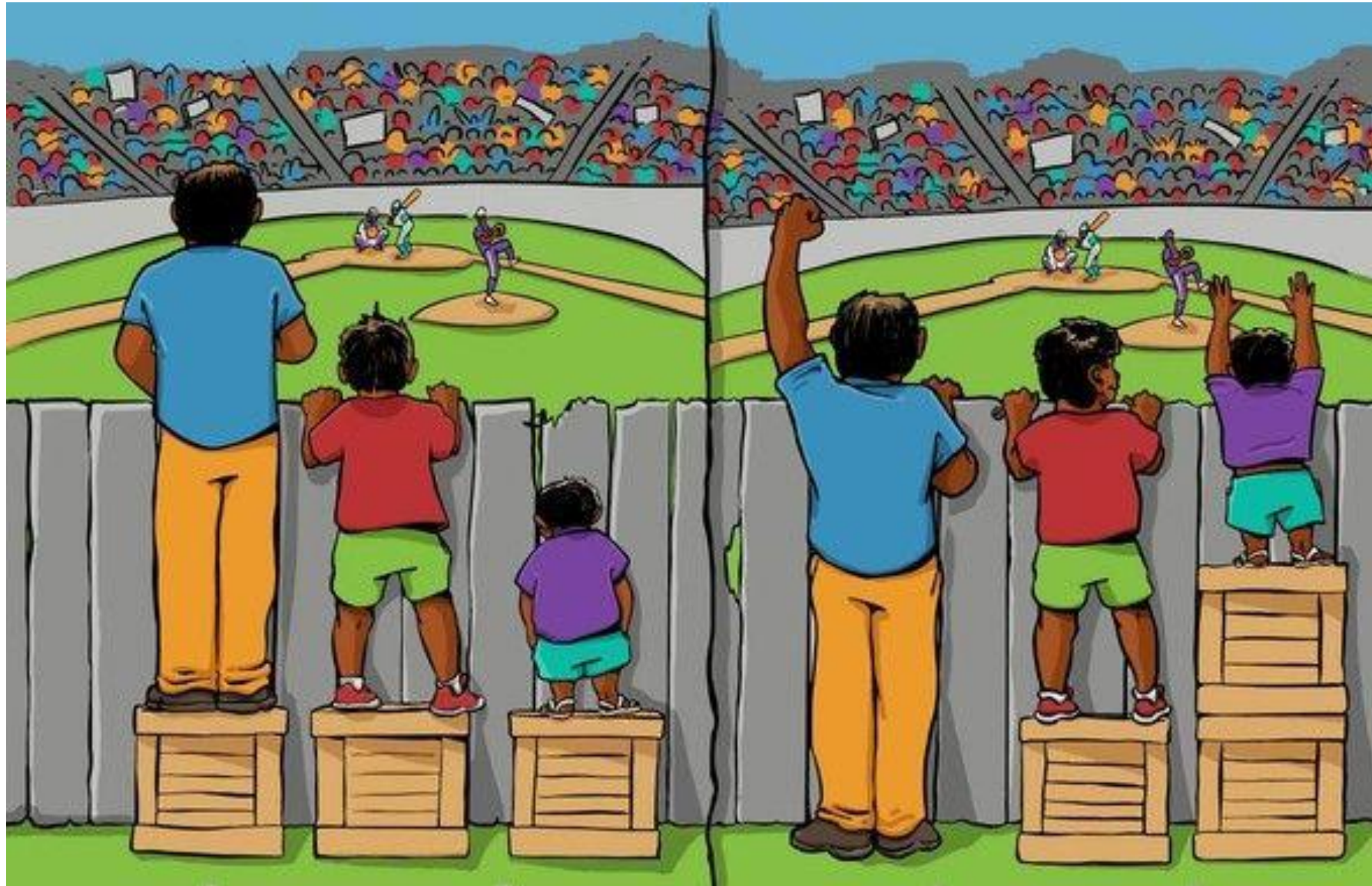
EQUALITY - EQUITY - INCLUSION

- **Gender equality means that men and women have the same status. They have the same opportunities to achieve their human rights goals and potential to contribute to and benefit from all spheres of society.**

- **Gender equity involves recognizing that people are different and require different types of support and resources depending on their level of ability to realize their rights. Gender equity leads to gender equality.**

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EQUALITY - EQUITY - INCLUSION

- **Inclusion** it's the process of **improving** the capabilities, opportunities and dignity of disadvantaged people.

- This means that people are **supported** to engage in processes that ensure recognition of their needs and rights.

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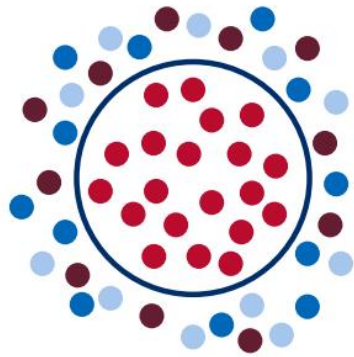# Gender Diversity and Inclusion(1)

gender diversity:

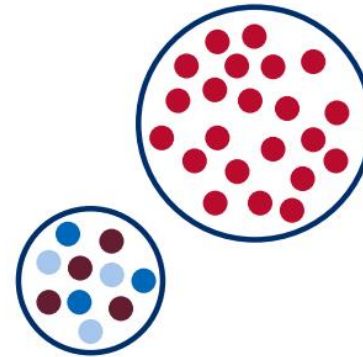- Engage people with a range of different characteristics.

Inclusion :

- Organizational efforts and practices that value and honor diversity.

Gender Diversity and Inclusion (2)

Exclusion:
individuals or groups have no access to the setting

Segregation:
coexistence of two seperate settings and individuals or groups do not mix

Inclusion:
the setting embraces the diversity and accommodates all individuals or groups by reducing and removing barriers to access and participation

Integration:
individuals or groups participate in the same setting as long as the socially disadvantaged ones cope with its strict rules
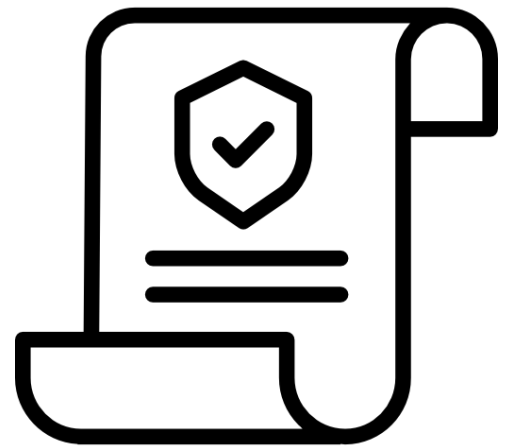
Module 3

Gender Mainstreaming

What is Gender Mainstreaming

- Strategy to ensure women's and men's concerns and experiences are included in the design, implementation and evaluation of policies and programs

- Goal: achieving gender equality

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Gender Mainstreaming Entry Points

- Institution
- Policy
- Program

Photo: NDI

What Is Gender Mainstreaming?

- Every policy and activity has a gender perspective or implication

- Gender analysis improves the effectiveness of policies and programs

- Needs and rights of all stakeholders are addressed

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Gender Mainstreaming Objectives

- Make gender more visible

- Transform institutions

- Ensure that power and resources are deployed equitably

Photo: NDI

Gender Mainstreaming Myths

- Favors women over men

- Women and men already equal

- Only for policies related to women and women's issues

MINIMUM STANDARDS FOR BETTER GENDER INTEGRATION

1. Adopt a gender policy

Politics is the starting point for gender mainstreaming because that is when we translate our intention to correct inequalities

MINIMUM STANDARDS FOR BETTER GENDER INTEGRATION

2. Develop organizational culture and capacity for gender equality

- Have a **supportive culture and staff** and partners with the capacity to advance gender equality

- **Appropriate training**, skills and support for staff in achieving gender equality priorities.

MINIMUM STANDARDS FOR BETTER GENDER INTEGRATION

3. Carry out and use gender analyzes

- Carry out gender analyzes for each project

- Gender analysis will identify specific gender-related needs, challenges, risks, power dynamics and opportunities that may affect program outcomes

- Integrating gender analysis into project proposals

- Take the results of the gender analysis into account in program planning.

MINIMUM STANDARDS FOR BETTER GENDER INTEGRATION

4. Allocate budgetary resources to gender equality

- Allocate budgetary resources to meet gender mainstreaming and capacity building needs.

- Proposal budgets must include adequate funding to support gender equality objectives and programming.

MINIMUM STANDARDS FOR BETTER INTEGRATION FROM GENDER

5. Use data disaggregated by sex and age

- Collect, analyze and use data disaggregated by sex and age

- Collecting sex- and age-disaggregated data is the essential first step to understanding people's needs, roles, opportunities, vulnerabilities and contributions to society.

- The collection and analysis of sex- and age-disaggregated data is necessary to monitor gender gaps, adapting their approaches where necessary to ensure more equitable participation, access and representation for all.

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MINIMUM STANDARDS FOR BETTER GENDER INTEGRATION

6. Develop gender equality indicators

- Develop and track specific indicators to measure progress towards gender equality.

- Gender equality indicators measure gender-related changes over time. These indicators include disaggregation by gender and age.

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MINIMUM STANDARDS FOR BETTER GENDER INTEGRATION

7. Do No Harm

- Incorporate risk mitigation tools into gender analyzes and other program evaluations

- Develop risk mitigation strategies

MINIMUM STANDARDS FOR BETTER GENDER INTEGRATION

8. Ensure Accountability

- Put in place accountability mechanisms to monitor the status of gender equality in organizational practices and programs

- Accountability mechanisms are concrete measures by which an organization determines how well it is living up to its commitment to integrating gender equality into its structure, operations and programs.

Module 4

Gender Mainstreaming in AfWA

Background

Outcome of Mid-term and Final Evaluation of AfriCap and WA-WASH

- AfWA's program management manual lacks a gender strategy

- -Gender vision is guided by personal involvement/convictions of AfWA's Executive Director

- AfWA has recruited a high number of women since 2015, but there is a significant gender imbalance in leadership

- At STC and Board level, gender imbalance is quite significant and is mainly due to existing imbalance within water and sanitation utilities.

- Performance indicators are not sex disaggregated

- Gender-sensitive budgeting, planning, and financial strategy is not integrated in the Strategic Business Plan and at program management level
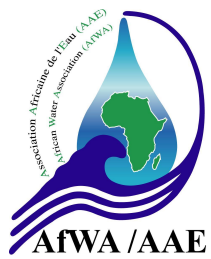
Recommendations

- Target the integration of women's needs assessment in the baseline capacity assessments in future programs.

- AfWA should draft a gender strategy to formalize and ensure implementation of gender empowerment measures;

- Designate a focal point, at AfWA's level, to ensure coordination of women's related activities, capitalization, and coherence;

- 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);

Recommendations (contd)

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

- Develop policy advocacy on gender management in utilities.

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Framework for Gender Mainstreaming in AfWA

➢ 1st Level -   AfWA Headquarters

➢ 2nd Level -   Utility, Water Operators and Partners

➢ 3rd Level -   WASH Sector

Strategy to Mainstreaming Gender in AfWA

1. **Orientation** of staff on gender and gender mainstreaming concepts
2. Conduct Gender Organizational Assessment/baseline data
3. Develop Gender Action plan
4. Identify focal persons from units/departments to form Gender Technical Working Group
5. Conduct interviews with top management and FGDs with staff
6. Implementation of gender action plan by staff
7. Develop gender Monitoring of the gender action plan by gender committee

Strategy to Mainstreaming Gender in AfWA

1. Conduct gender needs assessment for individual staffs and build capacity on gender mainstreaming

2. Mainstream gender into AfWA mission, vision and policy documents, SOPs and manuals

3. Develop gender workplan and budget

4. Mainstream gender into programmes

The Way Forward

- Identify focal persons from units/departments to form Gender Technical Working Group

- Conduct interviews with top management and FGDs with staff

- Conduct gender needs assessment for individual staffs and build capacity on gender mainstreaming

- Mainstream gender into AfWA mission, vision and policy documents, SOPs and manuals

- Develop gender workplan and budget

- Mainstream gender into programmes

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THANK YOU