



African Water and  
Sanitation Association  
Association Africaine de  
l'Eau et de l'Assainissement



# 92<sup>es</sup> ASSISES du Conseil Scientifique et Technique de l'AAEA

## THÈME

STRATÉGIES DE FINANCEMENT POUR L'ACCÈS UNIVERSEL  
À L'EAU POTABLE ET AUX SERVICES D'ASSAINISSEMENT



**DU 27 AU 29 NOV 2023**



**CONAKRY**



# REPORT FOR SPECIALIZED GROUP 1

## SKILLS DEVELOPMENT AND MANAGEMENT IN WATER AND SANITATION UTILITIES



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**Managers;**

**HR managers;**

**Financial and administrative managers;**

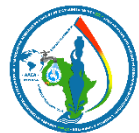
**Management controllers;**

**Experts in communication, management and knowledge sharing;**

**Women Professionals;**

**Young Professionals**

**Gender Specialist**



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- The purpose of this group is to explore, analyze, and implement strategies for effective Skill, management and leadership development within the utilities associated with AfWASA.
- The focus is on fostering a culture that encourages growth, learning, and the advancement of managerial and leadership skills of utilities in Africa
- The Committee of Specialists will focus on one or more challenges in the area of expertise and propose solutions.
- To organize regular meetings to deploy and monitor the progress of action plans.
- To organize conferences, workshops and webinars, in order to share and strengthen knowledge on the various thematic areas.



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- **THEMATIC AREAS**
- **THEMATIC AREA ONE**
  - **GENDER AND SOCIAL INCLUSION**
- **THEMATIC AREA TWO**
  - **GOVERNANCE**
- **THEMATIC AREA THREE**
- **DEVELOP STANDARDIZED TRAINING MODULES IN THE VARIOUS THEMATIC AREAS**

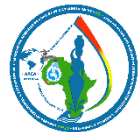


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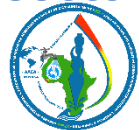
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# Gender and Social Inclusion

1. Identify emerging gender issues within the sector in Africa.
2. Commission research on gender in WASH in Africa
3. Collate and disseminate new knowledge on gender in the sector in Africa.
4. Develop policy documents and do advocacy in gender mainstreaming.
5. Organise conferences and facilitate knowledge sharing on gender mainstreaming in WASH in Africa
6. Facilitate the mainstreaming of gender in all AFWASA's specialist groups, policies, structures and programmes
7. Create the right conditions and environment for women's empowerment in the sector



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# Capacity Development & Other Activities

- Training for the SG1 members on Gender Mainstreaming – this could include all gender focal persons and gender committees
- Policy Advocacy – Develop a policy paper on gender budgeting – for all member utilities/organizations to allocate funds in their budgets for gender activities
- Organize leadership training for women in the sector to boost their confidence to take up leadership responsibilities
- Organize learning and sharing workshops for gender focal persons and gender committees





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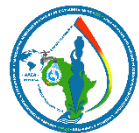


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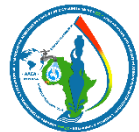
## • OTHER POTENTIAL THEMATIC AREAS TO BE DEVELOPED

- Integrated Water Resource Management
- Planning, Development, Operations and Maintenance
  - Management in Rural, Peri-Urban, Urban water and Sanitation services etc.



## ACTIONS

- Needs assessment of available resources
- Identify the potentials of institutions
- Research must be done into the strength of performing utilities
- Identify opportunities for training
- Develop AfWASA certification trainings
- Develop standard quality curricular in various thematic areas
- Organize training of Trainers
- Highlight or showcase AfWASA member training centers etc.



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# Action Plan

- Develop TOR – to be shared for review in the next meeting by Chairperson
- Launch the Gender specialist group
- Recruit more members – share the TOR on various platforms and encourage people to join.
- Organize a virtual meeting on 13<sup>th</sup> December 2023 at 14:00
- Members will use the virtual meetings to plan participation in the conference



## • TIMELINES FOR ACTIONS

- Draft Terms of Reference must be ready by end of December 2023
- Schedule and online meeting in January 2024
- Side event at the AfWASA stand during congress 2024
- Activity to recruit members during congress 2024
- Leadership of SG1 must be established
- Road map and action plans for the next two years



# ACTIONS

- Gather stories of successful women in WASH sector in Africa
- Include stories of gender male champions – how they have promoted gender in their work
- Sensitize the participants in conferences on the importance of integrating gender in their work – with emphasis on gender being a requirement for funding
- Conduct a section on Gender mainstreaming training at Congress2024







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