

The background of the slide features a close-up, slightly blurred image of a dark, metallic water pipe. A significant leak is occurring from a joint, with a high-pressure spray of water being ejected. The scene is dimly lit, emphasizing the texture of the pipe and the force of the water.

ADB



Pacific WASH Webinars

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We will begin shortly.
Participants, kindly note the following for this seminar.

**Please rename your Zoom name to: Name, Org or Project
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PLEASE TURN YOUR MIC
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RAISE HAND WHEN YOU
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WE HAVE A Q&A PORTION
AFTER THE PRESENTATION



Practical tools and tips: Mainstreaming gender in WASH



18 August 2021

TA6551-REG: Strengthening WASH practices and hygiene behavioral change in the Pacific
TA9685-REG: Implementing a Differentiated Approach to Urban Development in the Pacific



Schedule

Allotted time	
5 min	Introduction: Leah Gutierrez, Director General, Pacific Department, ADB
5 min	Opening remarks: Lusia Sefo-Leau, Pacific Water & Wastewater Association (PWWA)
45 min	Presentation: Kate Walton, Gender Specialist, TA-6551
15 min	Presentation: Georgina Hou, Solomons Water
15 min	Discussion & Q&A
5 min	Closing remarks

Lusia Sefo-Leau



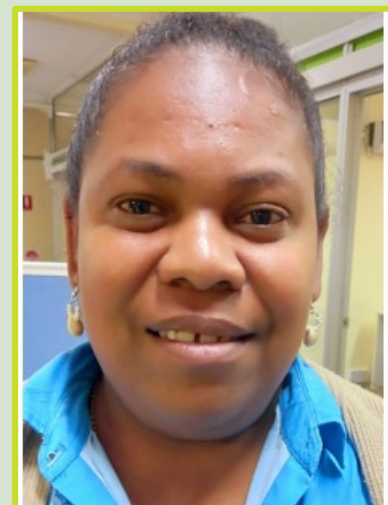
CEO,
PWWA

Kate Walton



Gender and Development
Specialist,
ADB Consultant

Georgina Hou



WASH National Officer,
Solomon Water



Pacific Leaders Gender Equality Declaration



- A commitment by all Pacific Island countries to lift the status of women in the Pacific and empower them to be active participants in economic, political and social life...
- Enabling environment set for gender equality



Translating National/Regional Commitments and Institutionalizing Gender Equality

What are the challenges?



Persistence of attitudes, behavioural perceptions of women and girls' role in Pacific societies;

Established information management systems that collect, analyse gender disaggregated statistics to support and measure progress , gaps and challenges



Why Does Gender Matter?

- Half the world's potential;
- Role in managing and safeguarding water;
- Role in collecting water and hygiene & sanitation needs;
- Gender diversity adds innovation, better performance, better decision-making and better service in the workplace



PWVA Annual Benchmarking Survey – Gender Overview

Since 2015 PWVA has a special modules related to gender aspects in water and wastewater utilities members

Data collected annually (in addition to performance) 2015-2019:

- Number of female staff
- Number of women engineers
- Salary and benefits remuneration paid to female staff

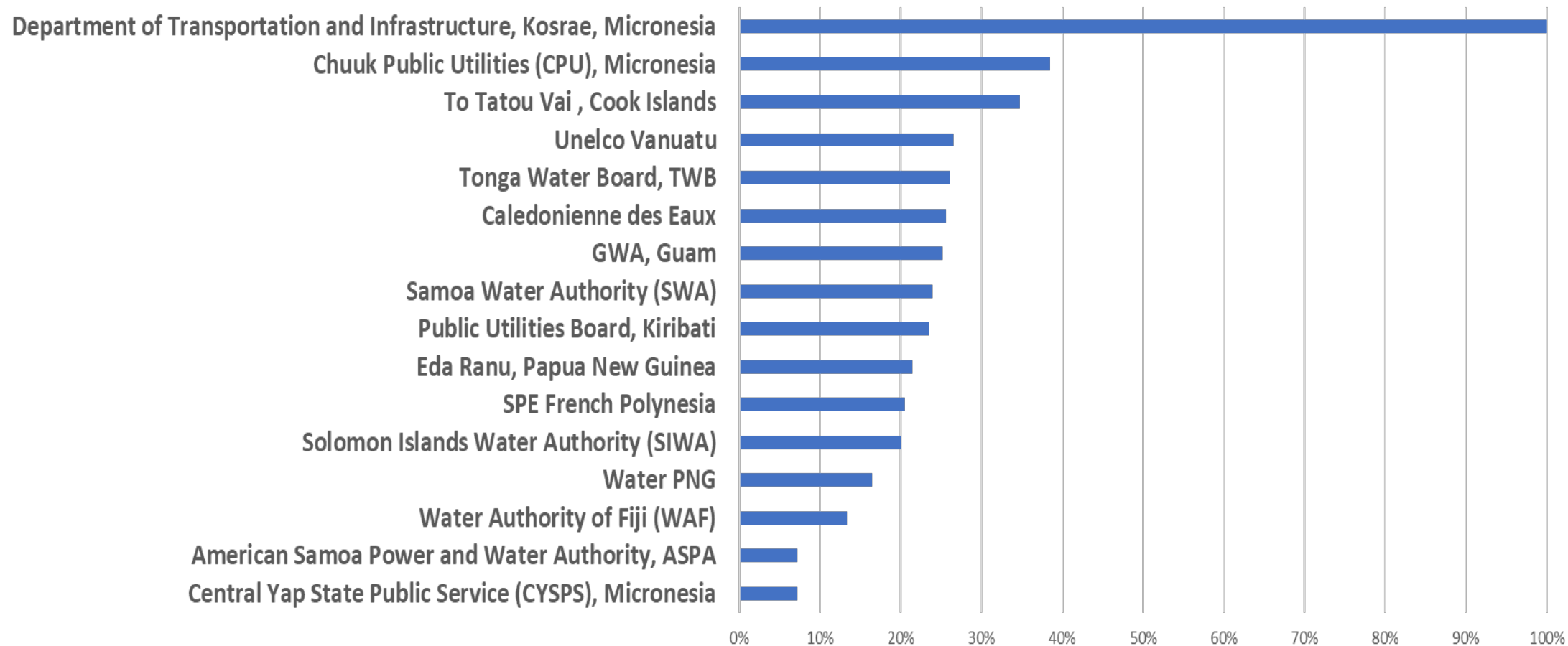
Deep dive in gender aspects (2019):

- policies, practices, and procedures
- employees in other job grades, classifications, and departments (disaggregated by gender)
- Training and mentorship
- Policies in place in the utility (flexible work arrangements, maternity/paternity leave, gender-based employment limitation, etc.)



In 2019, PWWA Utilities employed 776 (19% of all staff)

* reported by 18 utilities





Women employment 2019

11% of female staff are engineers

- 21 of 39 women are engineers in PdE, (French Polynesia)
- 24 of 64 women are engineers in CdE, (New Caledonia)
- 5 of 8 women are engineers in ASPA, American Samoa are engineers
- 6 of 17 women are engineers in Unelco (Vanuatu)
- Six utilities have no women engineers

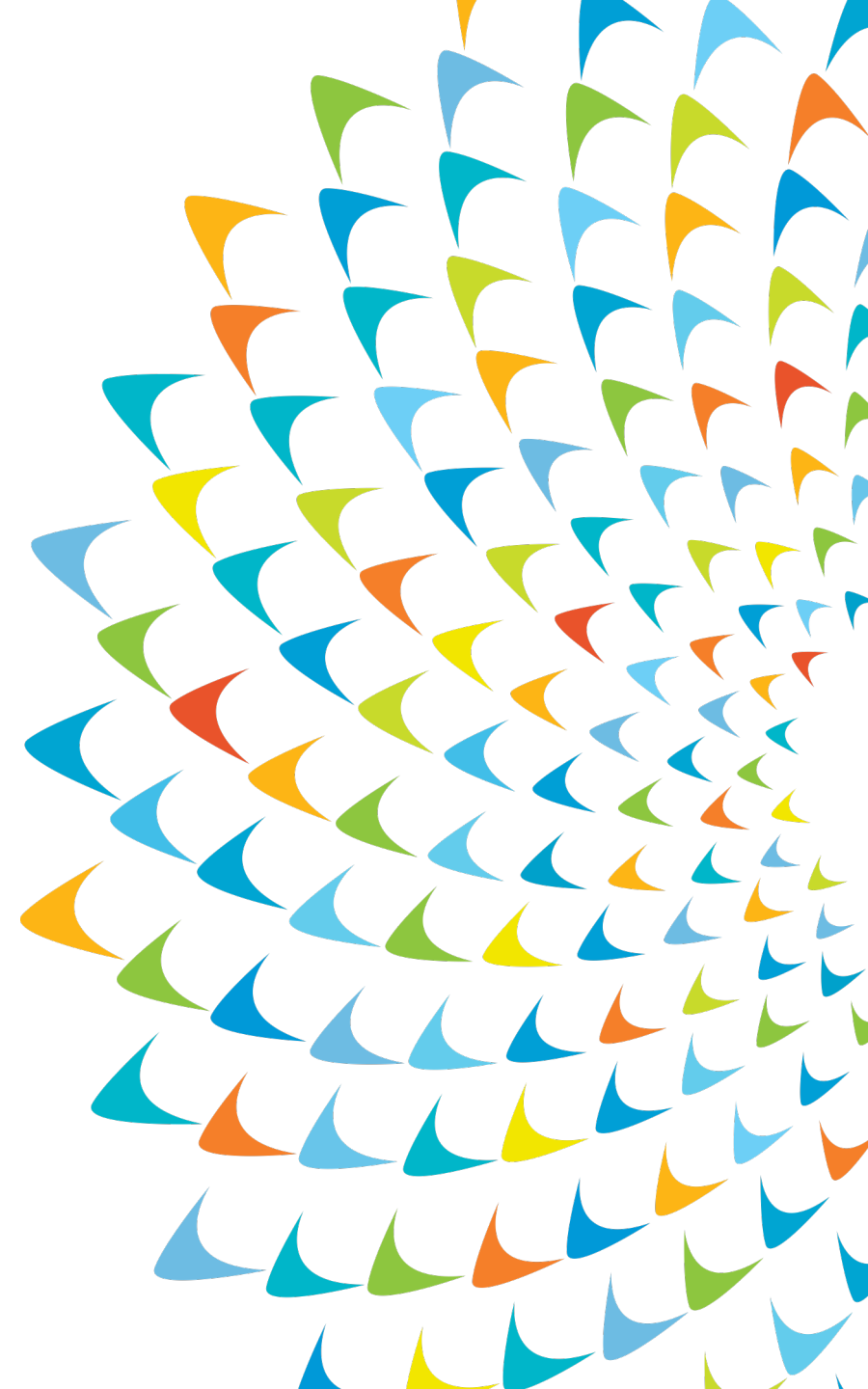
About 70% are in administrative and management positions

- SWA Samoa is headed by a woman (until 2021)
- Women are usually accountants, payment managers and economists
- WAF-Fiji reports women as regular workers

Women salary normally higher than average due to seniority in the utility structure

Practical tools and tips: Mainstreaming gender in WASH

Kate Walton
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Mainstreaming gender in WASH

Access to clean water is vital for everyone, but some parts of our communities need special consideration.



Women and girls are responsible for water collection in 8 out of 10 households with water off premises.



1 million deaths each year are associated with unclean births.

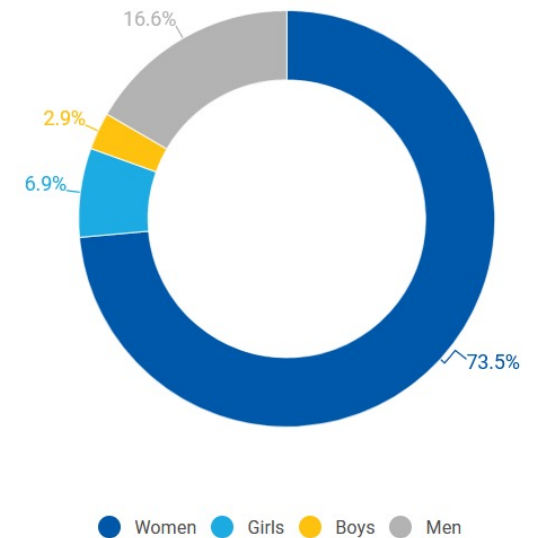


Shared toilet facilities increase risk of sexual assault.



Less than one in five water workers are women.

Person primarily responsible for water collection across 61 countries





Mainstreaming gender in WASH

No 'one size fits all' solution

Mainstreaming gender in WASH is more than just about 'adding women'. It's about considering gender in all elements:

- internally (within water utilities, government agencies, and other organisations)
- externally (in programs and policies).



What does gender mainstreaming mean to you?

“Nothing, arguably, is as important today in the political economy of development as an adequate recognition of political, economic and social participation and leadership of women.”

Amartya Sen¹



Gender mainstreaming improves services and access

Socially marginalised and vulnerable groups have different needs and patterns of access to WASH services and facilities, because of their different social & domestic roles and responsibilities.

BUT: their needs are often not considered, their views not sought, and their voices not heard.



Gender mainstreaming improves services and access



Short-term results:

- Increased access to facilities
- Improved safety of facilities
- Improved health messaging
- Improved access and increased usage of facilities
- Equal involvement in WASH activities

Long-term impacts:

- Sustainable programs
- Improved health outcomes
- Increased dignity and confidence
- Increased education and income generation



Internal and external gender mainstreaming

Internal gender mainstreaming activities:

- Representation and active involvement of all genders
- Policies that support gender equality
- Capacity building opportunities for all genders
- Gender assessments

External gender mainstreaming activities:

- All genders actively involved
- Gender-specific activities
- Capacity building and recruitment opportunities for all genders
- Gender-disaggregated data



Designing with gender in mind

1

**Facilitate
participation
and inclusion**

2

**Focus on how
decisions are
made**

3

**See and value
difference**

4

**Create
opportunities**



Designing with gender in mind

1. Facilitate participation and inclusion

- Actively involve all genders in improving their WASH situation

2. Focus on how decisions are made

- Use decision-making processes that enable active involvement of all genders

3. See and value differences

- Recognise, understand and value different work, skills and concerns of different genders

4. Create opportunities

- Provide space for all genders to experience and share roles and responsibilities

“ I was elected to the committee and am very proud, it is unusual to have a woman on a committee and contribute to decisions e.g. about payment for water etc. I feel more respected by my husband, like my status has improved and I am taking more of a leadership role also in the religious group of which I am a part. In my family the relationship is improved and I am happier.

Female water committee member, Vanuatu

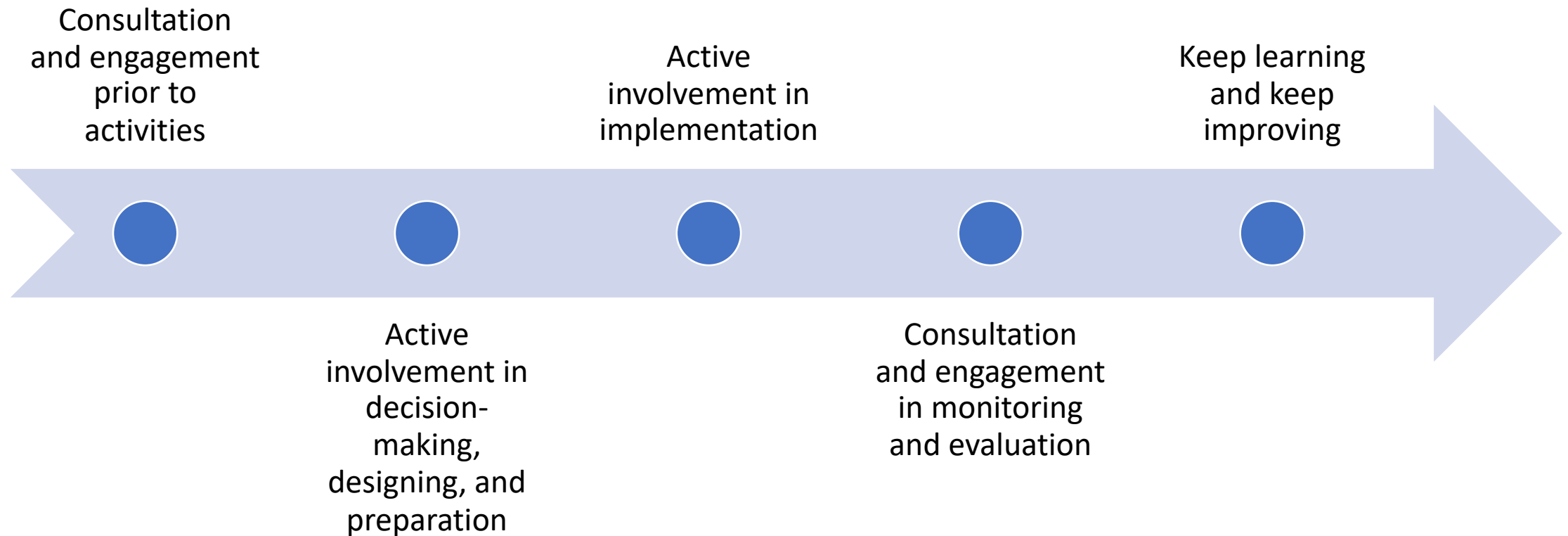
Once they allow us to speak they usually listen to what we say. So being heard isn't the issue so much as [gaining permission to speak]. Women before were never given space in meetings, this is a big change.

Female community member, Fiji

Source: IWDA. *Working Effectively with Women and Men in WASH Programs.*



But HOW?



This process applies for both internal and external activities.



Examples of mainstreaming gender in WASH

Below: Informal settlement in Kenya introduced solar panels at pay-and-use toilets



Good Practice: On-site urban sanitation construction

Kiambiu is an informal settlement in Nairobi where a local NGO, 'Maji na Ufanisi' (Water and Development) installed solar panels on the communal pay-and-use toilet. This resulted in increased visibility at night, improved access and increased toilet operating hours for women and children. A community based organization (CBO) was given responsibility to manage the facility, and was trained in operations, maintenance and governance. Leadership of the CBO includes both men and women, and major decisions regarding how to spend the generated revenues are made through general meetings. To reduce the burden of cost, monthly family cards were developed to provide an affordable pass by all family members for unlimited toilet visits in a day. Local primary schools in the area have a group arrangement so that during the day teachers accompany the children to use the toilet at regular intervals. Women however, continue to discuss how to improve human shield security between the household and the facility, as the narrow streets have no lighting, causing insecurity for girls, women and children. This means that barriers to full access remain, especially at night.



Good Practice: Policymaking supports equal opportunity

In March 2007 the Government of Peru enacted the Law of Equal Opportunities between men and women, to address governance and gender relations in the country as a whole. This law expressly requires the promotion of full participation of women and men in the consolidation of the democratic system, and the inclusion of equal opportunities for men and women in citizen surveillance mechanisms. It also affects how local governments manage many services including the water and sanitation sector. When local governments adopted this law, it directly influenced how local government bodies governed water and sanitation services. Based on this small town water suppliers introduced reforms where men and women were treated as equals and given equal representation in the management oversight boards (Zevallos, 2007).

Similarly in Tanzania water and sanitation policies promote equal representation of women and men through the National Water Policy, which requires local community water committees to contain equal male and female representation. The policy further requires a merit-based gender-sensitive recruitment policy within all water sector institutions.

Above: Policies embedding equal opportunity for all genders



Examples of mainstreaming gender in WASH

Marie Stopes International Australia and WaterAID (2017-21): 'Keeping Girls in School Through Improved Reproductive and Menstrual Health'

Timor-Leste and Papua New Guinea

Key results:

- New toilet designs: incinerator chute plus clear plastic roof, plus pads made available for free
- Over 3,000 students accessing girl-friendly WASH facilities in schools
- Almost 2,000 women and girls using reusable menstrual products
- Boys in PNG became more supportive towards menstruating girls
- Improved retention of girls at school

"The bathroom is really good, before they were not clean, and we didn't have separate bathrooms for boys and girls. Girls would realise they were menstruating in the middle of class and they would go home because of their menstruation. Many girls live far from the school so they would not return to class." (Teacher, Timor-Leste)





Good data helps utilities provide better services

- Good data underpins good practice
- Data that is too simple does not help us make good decisions
- Gender-blind data ignores differences in access and use
- Quantitative AND qualitative data

Good data helps utilities provide better services



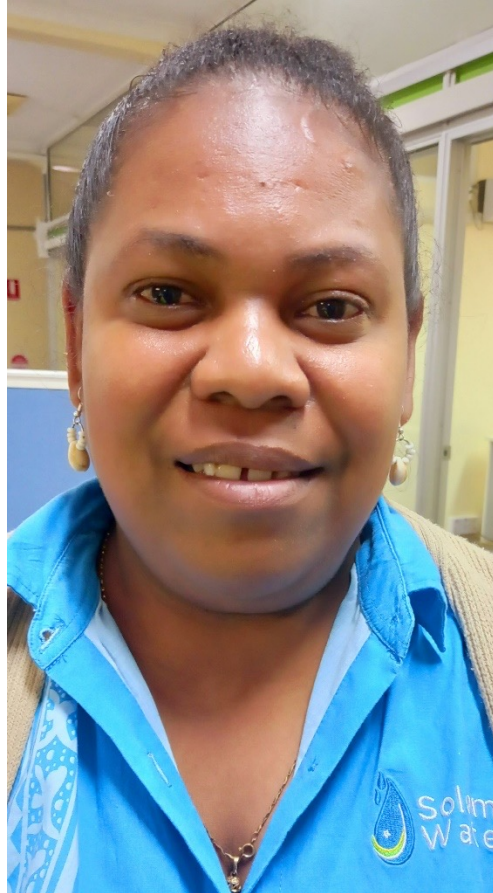
Source: SIDA. Gender tool box [brief].

Example of indicators (*Note)

- **Proportion of population (women/men) using:**
 - basic drinking water supply¹
 - adequate sanitation²
 - basic hand-washing facilities at home(Impact level indicator, measures effect on target group)
- **Share of primary schools with access to separate toilets for girls and boys.** (Outcome level indicator, measures capacity development as a prerequisite)
- **Share of Health facilities with access to toilets and handwashing.** (Outcome level indicator, measures capacity development as a prerequisite)
- **Time spent (women/men) collecting water and firewood.** (Outcome level indicator, measures effect on target group)
- **Share of women and men participating in initiating, siting, implementing, using, and in operation and maintenance of WASH facilities.** (Output level indicator, measures capacity development as prerequisite)
- **Time saved by women and men using improved water and sanitation service.** (Outcome level indicator, measures effect on target group)
- **Share of national budget allocated to water supply; sanitation; and hygiene.** (Outcome level indicator, measures political will)
- **Number of additional women and men using a basic water supply/adequate sanitation/basic hand-washing facility as result of Swedish support.** (Output level indicator, measures effect on target group)
- **The existence of gender specific objectives in WASH.** (Output level indicator, measures political will)



Solomon Water & Gender



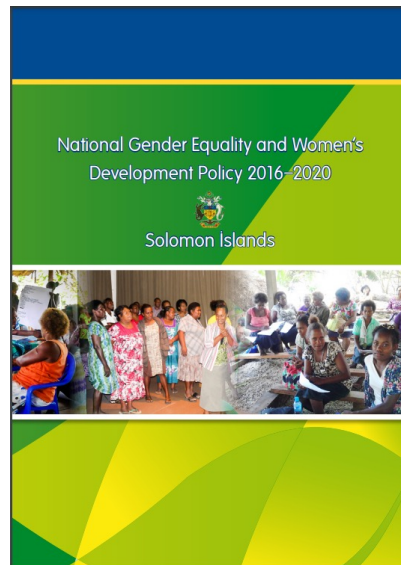
Speaker

Name: Georgina Hou

Current occupation: Solomon Water WASH National Officer (8 months old with SW)

Previous occupation: working almost 4 years WASH sector with various WASH NGOs, Government WASH partners & other donor funded programs on WASH.

National Commitments



National Gender Equality and Women's Development Policy



Waka Mere Commitment to Action

Internal Processes

Building Respectful and Supportive Workplaces

- The Solomon Water Way

Promoting Women in Leadership

- Total number of women employed by Solomon Water: 40 out of 197 employees
- Total Number of women Project Managers: Nil
- Total Number of Women Team Leaders: 5
- Total Number of Women Coordinators: 4
- Total Number of Women in Executive Leadership Positions: 1
- Total Number of Women in technical positions: 30

Solomon Water External Process - BAU and Projects (Programmatic Activities)

Community Engagement Events

- Planned training for women and basic plumbing in the home.
- Awareness Attendance Registers must have a column for participants to specify gender.
- Pre-Awareness Notices delivered to communities.

WASH Project

- All trainings on WASH, O&M, WATSAN awareness will include at least 50% women
- Menstrual hygiene products to be provided to women and girls attending training
- Monthly WASH awareness-raising seminars and activities delivered under the HAEP program through the community partnerships including women's groups, youth groups and schools.

Challenges/opportunities

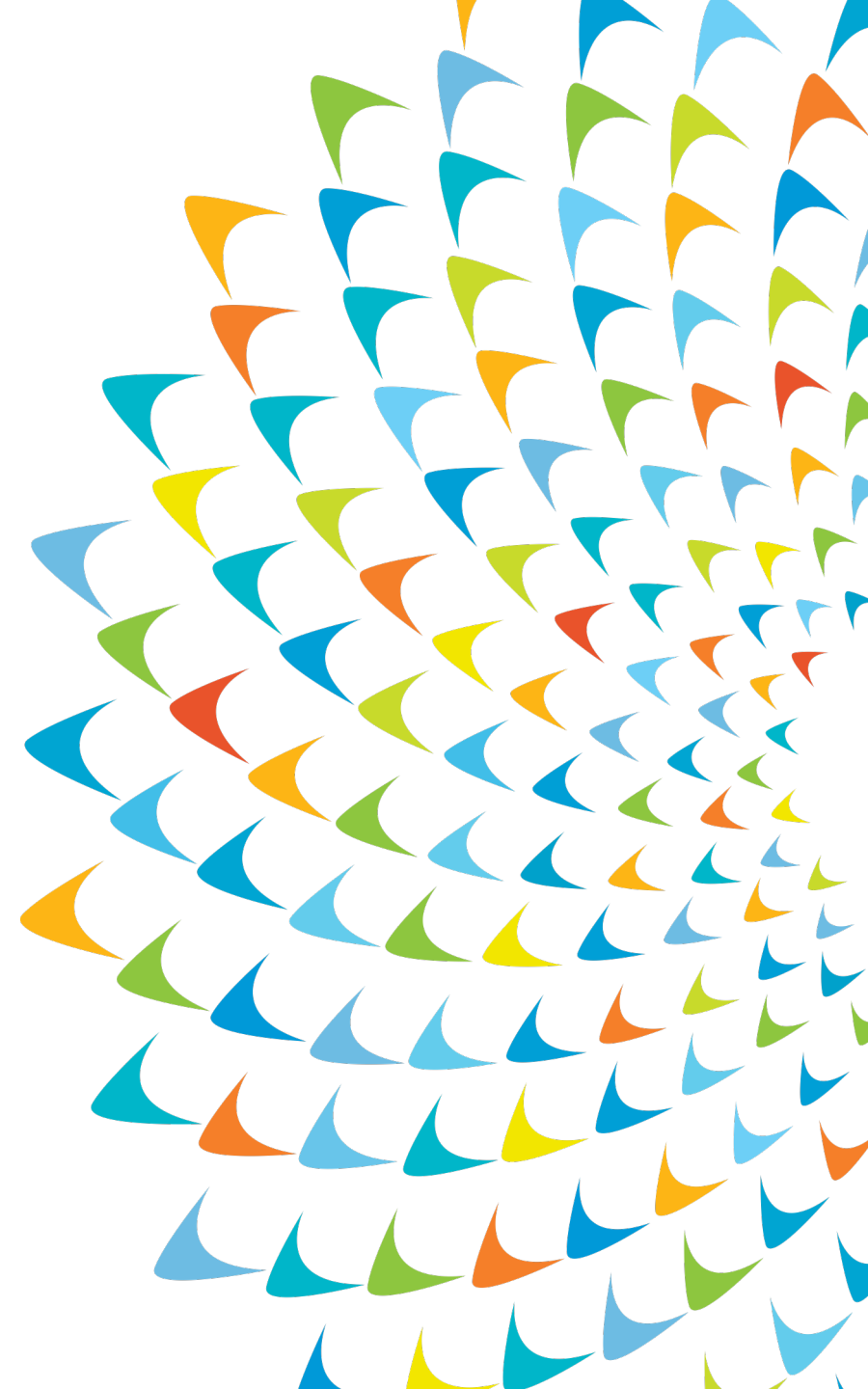
- Gender incorporation must be from the project start to the end of the project
- Project designed templates for data collection must be gender inclusion e.g. participants lists, activity/monthly reporting templates etc
- Gender data collection forms must be standardized across all projects
- Gender Training for staff

Practical Tools-Gender Mainstreaming

- Use of FGD – focus group Discussion- to allow equal participation (men / women/youths & People with Disability in separate groups)
- One to one consultation/interviews – (PWDs -allows time for them to give in their views on what we want to know/project.



Thank you.





Resources

- *Gender and Development* [key resources list on gender and WASH](#)
(long list of linked papers, briefs, case studies, etc)
- IWDA: [Working Effectively with Women and Men in WASH programs](#)
- Plan Australia/Vietnam: [Gender and WASH monitoring tool](#)
- UN World Water Assessment Program: [Guidelines on how to collect sex-disaggregated water data](#)
- Water and Sanitation Program: [Gender in Water and Sanitation](#)
(very useful on gender in policy and at the operational level)
- Water Partnership: [Gender Equality & SDG 6: The Critical Connection](#)
- WaterAid: [WASH Matters resource list](#)
(huge number of documents from WaterAid, including many examples of good practices)
- WaterAid: [Equality, Inclusion and Rights Framework](#)