



Gender Equality for Improved Water Resources Management:

connecting SDG 5 and SDG 6

12 May 2016



OPENING REMARKS

“Connecting SDG 5 and SDG 6”



Gender equality and women's active involvement to achieve the Sustainable Development Goals: **interconnections between SDG 5 and SDG 6**

*Lesha Witmer, Gender and water governance Expert, special advisor WWF;
Member of the WWAP Working Group on sex-disaggregated indicators*

WATER: a gender and women's issue

Women are not just the water carriers

- Women in many (less developed) countries are also the guardians of water resources
 - More and more women have professional education in the field; Are experts / professionals – but rarely in decision-making positions (or “disappear” after a few years)
 - Women hold positions where they can influence water use: Women are the main users and “controllers” of water in the health (care), agriculture (70%) and food processing industry, facility management, domestic uses
 - manage and own (small) businesses
-

WORK depending on water

(WWDR 2016)

- 1% of the labor force in water sector itself
- Only (average) 17% of paid staff are women
(but millions take care of water resource protection and delivery unpaid everyday)
20% women in management of water and energy
- 95% of jobs in the agriculture sector, 30% of jobs in the industry sector, and 10% of jobs in the services sector are heavily dependent on water.

>> 1.35 billion jobs (42% of the world's total active workforce) are likely to be heavily water-dependent

BUT: cumulative shortfall of 787,200 trained water and sanitation professionals in order to achieve universal coverage in water and sanitation

Connecting SDG 5 (**equity**) and 6 (**water**) crucial?

Dublin 1992, principle 3 already said it all:

“Women play a central part in the provision, management and safeguarding of water.

This pivotal role of women as providers and users of water and guardians of the living environment has seldom been reflected in institutional arrangements for the development and management of water resources. Acceptance and implementation of this principles requires policies to address women specific needs and to equip and empower women to participate at all levels in water resources programmes, including decision-making and implementation, in ways defined by them“.

MORE gender aspects

- There is no such thing as “gender-neutral” policies: e.g. who decides on water allocation / priorities?
 - Un-used or dirty toilets: well, we train our kids to use a toilet, right? So “potty training” should be part of the “deal”
 - Women planting trees: is that not part of river basin management or urban water management? Acknowledgement?
 - Numbers only, do not tell the story: women in the water boards: what is their role and influence really?
 - Mainstreaming everything is basically “losing” everything – a gender mainstreaming policy is not enough...
 - We need to validate “big data”; did we ask the women / the local population? (citizens data)
 - **Access to water & sanitation both for private and productive uses is a proven enabler for women’s empowerment**
-

Recommendation/conclusion

- Support the implementation of SDG 5 and 6 jointly
 - Take women's adaptation strategies serious and involve them from “ day one”
 - Acknowledge women as leaders, experts, managers and agents of change in water
 - Include women at all levels in the decision-making process by setting quota of at least 40% women in water governing bodies (ministers WWForum)
 - Support and advocate for gender/sex- disaggregated indicators and data so things get “evidence-based”
-

e.g. Measures to take

- Vocational training for women in non-traditional jobs
 - From unpaid to paid service-delivery
 - (Why invest in water delivery if the women do it for free?)
 - Payment for eco services and services for eco systems (wetlands, river banks, forestry, etc)
 - Safe working conditions (and adequate equipment) and WASH in the work place
 - Sex-disaggregated data > impact > made-to-measure policies and measures and not even counter productive / disinvestment
-

Existing (relevant) gender strategies

- GEF: <https://www.thegef.org/gef/gender>
 - GWP gender strategy 2014
<http://www.gwp.org/Global/About%20GWP/Strategic%20documents/GWP%20Gender%20Strategy.pdf>
 - AMCOW gender strategy:
<http://amcow-online.org/images/Resources/24%20June%20AMCOW%20Eng.pdf> and
 - [http://programme.worldwaterweek.org/sites/default/files/umupfasoni -
final amcow presentationunesco wwap lyliose umupfasoni.pdf](http://programme.worldwaterweek.org/sites/default/files/umupfasoni_-_final_amcow_presentationunesco_wwap_lyliose_umupfasoni.pdf)
 - * UN SWAP: <http://www.unwomen.org/en/how-we-work/un-system-coordination/promoting-un-accountability>
 - UN Water gender publications <http://www.un.org/waterforlifedecade/gender.shtml>
 - UNDP:
[http://www.unep.org/gender/Portals/24117/Reports/Policy and Strategy for Gender Equality and the Environment.pdf](http://www.unep.org/gender/Portals/24117/Reports/Policy_and_Strategy_for_Gender_Equality_and_the_Environment.pdf)
 - UNEP:
[http://www.unep.org/gender/Portals/24117/Reports/Policy and Strategy for Gender Equality and the Environment.pdf](http://www.unep.org/gender/Portals/24117/Reports/Policy_and_Strategy_for_Gender_Equality_and_the_Environment.pdf)
-

Existing (relevant) gender strategies

- UNESCO WWAP sex-disaggregated data documents and toolkits: <http://www.unesco.org/new/en/natural-sciences/environment/water/wwap/water-and-gender/un-wwap-working-group-on-gender-disaggregated-indicators/>
 - Beijing Platform for action: <http://www.un.org/womenwatch/daw/beijing/pdf/BDPfA%20E.pdf>
 - Asia Development Bank: <http://www.adb.org/documents/policy-gender-and-development>
 - IUCN: <http://genderandenvironment.org/knowledge-center/>
 - World Bank: <http://web.worldbank.org/WBSITE/EXTERNAL/TOPICS/EXTGENDER/0,,contentMDK:22550450~pagePK:210058~piPK:210062~theSitePK:336868,00.html>
 - Gender CC: <http://www.gendercc.net/home.html>
 - Women for Water Partnership: www.womenforwater.org
 - Additional document from Women of Europe for a common future (WECF): <http://www.wecf.eu/>
 - Gender and water alliance (GWA): <http://genderandwater.org/en/other-resources/fact-sheets-and-policy-briefs>
 - WWF policy 2011 <http://www.worldwildlife.org/publications/wwf-gender-policy>
 - Factsheets WWF UK
-



Moderator: Lesha Witmer

PANEL DISCUSSION

“Gender Strategies and policies (selected existing policies):
Effective guidance and still fit for purpose?”

Gender-Sensitive language and imagery

LUCILLA MINELLI, *Programme Officer, UNESCO World Water Assessment Programme*

A father and son are in a horrible car crash that kills the dad. The son is rushed to the hospital. Just as he's about to go under the knife, the surgeon says:
"I can't operate - that boy is my son!"

Solution: the surgeon is the mother of the boy

SEX and GENDER

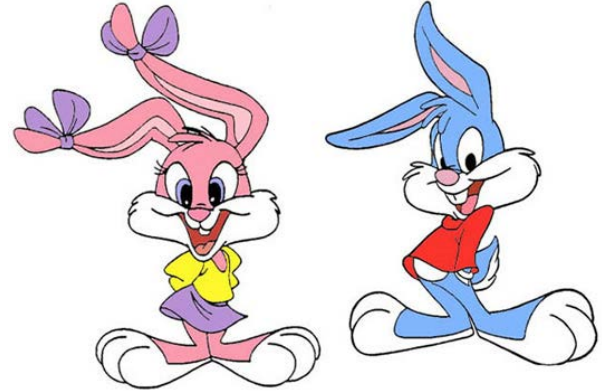
SEX

Biological differences
between men and women

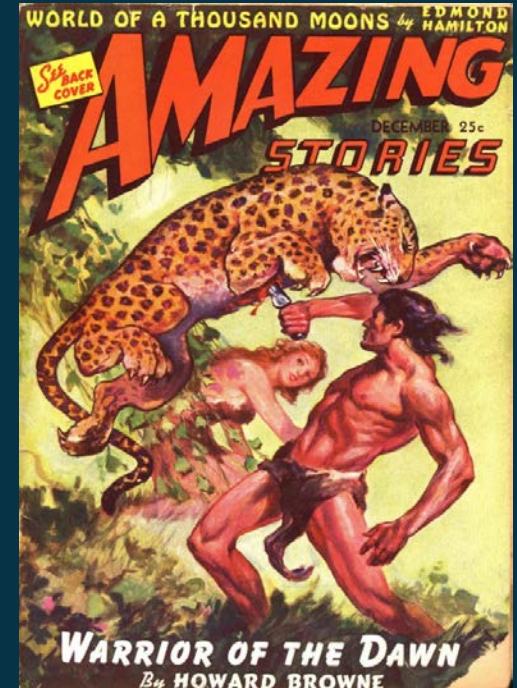
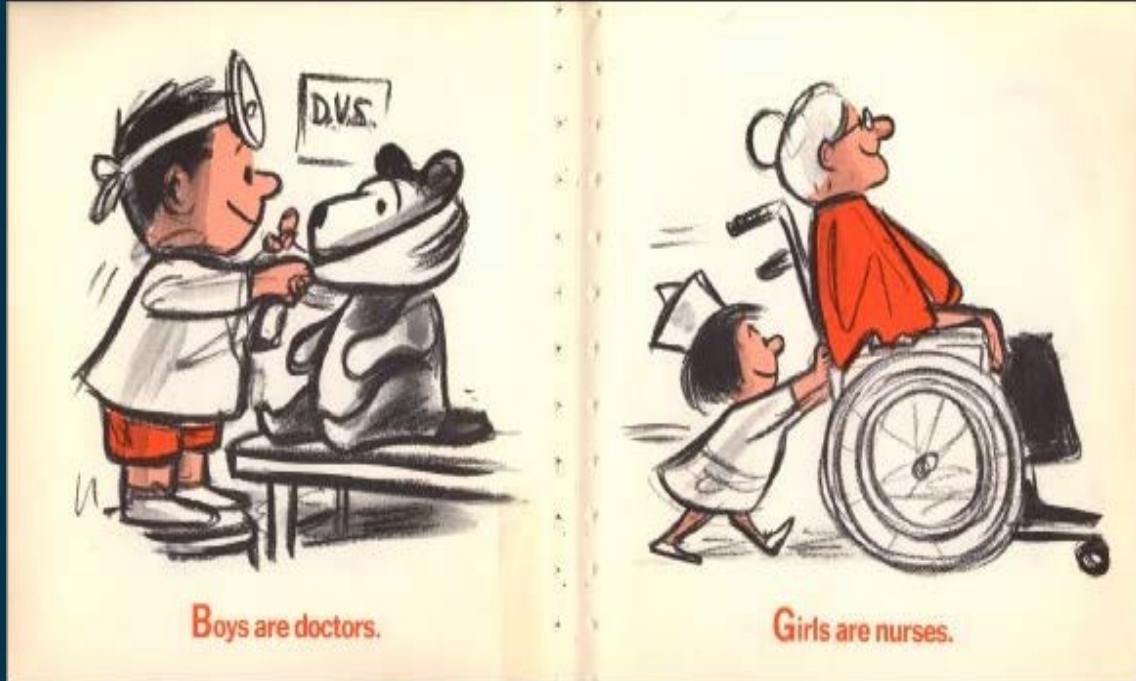


GENDER

Socially constructed roles



STEREOTYPING



A HEALTHY SELF-CRITIQUE...







Equality





Equity



GLOSSARY for Gender mainstreaming



- Gender-transformative
- Gender-responsive
- Gender-sensitive
- Gender-aware
- Gender-neutral
- Gender-negative/blind

Why gender consideration matters for improved water resources management

- Gender consideration is a way to improve effectiveness
- Women and men have different perceptions on priorities, needs and uses for water and sanitation
- Careful gender analysis is needed in water-decision making - in the house, in the communities, in the countries, in the regions and in transboundary contexts.

Water assessments cannot be realistic without a **gender perspective**

- The lack of sex-disaggregated data is a major obstacle to the production of scientific evidence on gender related inequalities
- Sex-disaggregated data will show the importance of gendered roles to **protecting** and **sharing** water.
- Urgent need to **address the Data-Gap** to enabling policy makers to choose appropriate actions and investments.



WWAP GENDER-SENSITIVE TOOLKIT for WATER MONITORING, ASSESSMENT and REPORTING

MICHELA MILETTO, *Deputy Coordinator, UN World Water Assessment Programme, UNESCO*

FILLING THE GAP

The WWAP Toolkit to collect Sex-Disaggregated Data on Freshwater Resources

- Creation of the WWAP Working Group on Sex-disaggregated Water Indicators
- Two years (2014-2015) of participatory work through iterative processes

Members of the WWP Working Group on Sex- disaggregated Water Indicators



Kusum Athukorala, Chair of Sri Lanka Water Partnership, Founding Member of Women for Water Partnership

Elisabetta Aurino, Research Fellow School of Public Health Imperial College London, Research Associate Oxford University

Susan Bazilli, Director of International Women's Rights Project

Alice M. Bouman-Dentener, Honorary Founding President of the Women for Water Partnership, Member Steering Committee of European Water Stewardship

Marcia Brewster, President of United Nations Association – United States, consultant on water resources and gender issues

Angela Calvo, Associate Professor at University of Turin

Alice Centrone, Gender and Rural Development Consultant, Researcher General Directorate for Development Cooperation – Italian Cooperation

Moa Cortobius, Programme Officer UNDP Water Governance Facility, Gender Focal Point Stockholm International Water Institute (SIWI)

Emily Deschaine, Networking and Knowledge Management, Water Supply & Sanitation Collaborative Council (WSSCC)

Anton Earle, Director African Regional Centre, Stockholm International Water Institute (SIWI)

Asma El Kasmi, UNESCO Chair "Water, Women and Decision Power", Al Akhawayn University Ifrane

Amber Fletcher, Ph.D., Johnson-Shoyama Graduate School of Public Policy, University of Regina

Christiane Froelich, Postdoc researcher Institute for Peace Research and Security Policy at Hamburg University

Giovanna Gioli, Research Group 'Climate Change and Security' (CLISEC), Hamburg University, co-founder of the international Gender, Climate Change and Conflict Network (GCCN)

Frederique Holle, Policy Officer, Women for Water Partnership

Inga Jacobs, Senior Researcher at Council for Scientific and Industrial Research (CSIR)

Eiman Karar, Executive Director for Management of Water Resources, Water Research Commission (WRC)

Evelyne Lyons, Independent consultant in Environmental Services Sector

Aishwarya Nair, Assistant Project Manager at Golder Associates, Editor-in-Chief wH2O Journal on Gender and Water

Vasudha Pangare, Independent social development consultant and member of Gender and Water Alliance (GWA)

Carolyn Sachs, Professor of Rural Sociology and Women's Studies and Head of the Department of Women's Studies at Penn State University

Viviana Re, Marie Curie Research Fellow, National Engineering School of Sfax (ENIS)

Rosemary Rop, Water and Sanitation Specialist, World Bank

Joni Seager, Professor and Chair, Global Studies Department, Bentley University

Ilaria Sisto, Gender and Development Officer at FAO

Lyliose Umupfasoni, Programme Officer of Eastern Africa Sub Region at African Ministerial Council on Water (AMCOW), Director of Environment and Forestry, Ministry of Natural Resources

Barbara Van Koppen, Principal Researcher Poverty, Gender and Water, Southern Africa Regional Program, International Water Management Institute (IWMI)

Tom Williams, Programmes Director and Regional Group Director, International Water Association (IWA)

Lesha (B.M.) Witmer, Independent Expert on Water Governance and Sustainable Development, Steering Committee Member of the Women for Water Partnership

Claudia Wendland, Water and Sanitation Specialist at Women in Europe for a Common Future (WECF)

Inputs from:

Daanish Mustafa', King's College, London

Ana Elisa Cascao, SIWI

UNESCO-IHP GGRETA Project

AMCOW Task Force on Monitoring and Evaluation

University of Hamburg (CLISAP)

The WWAP Toolkit to collect Sex-Disaggregated Data on Freshwater Resources

- Bridging the gap of sex-disaggregated water data
- Creating a gender baseline knowledge related to water and a **global standard** for gender sensitive water monitoring
- Building capacity for collection of sex-disaggregated water data, and providing “ready-to-use” tools for different users, different regions and climate
- Contributing to the 2030 Agenda with a set of indicators for Sustainable Development Goals – in particular 6 (water) and 5 (gender).

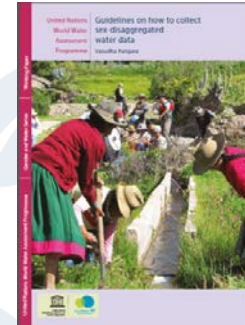
The Tools

Tool One: Methodological framework

Tool Two: Key-indicators for sex-disaggregated water data

Tool Three: Guidelines for data gathering in the field

Tool Four: Questionnaire for field surveys.



Conceptual approach

Tool 1



- **Combining quantitative and qualitative information.**
Ex. Water Source distance and safety of journey.
Ex. Participation in decision making boards and types of decisions taken by such boards.
- **“Lifting the roof off the household”**
Ex. Individual access and effective use by men and women within the household

Multi-User

Countries
Projects
Researchers

Multi-Scalar

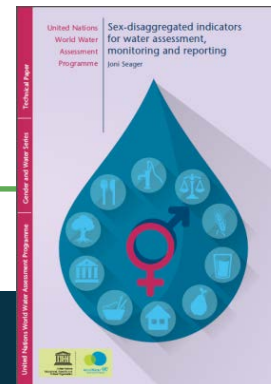
Small-scale project
Country-based surveys
Regional surveys

Requisites for the methodology

- **be applicable and relevant across all (or at least most) regions;**
- **address data feasible to collect** – i.e., within reasonable resource limits and congruent with current data collecting capacity;
- **support goals of enhancing women's empowerment**, promoting gender equality and advancing women's empowerment in policy-making;
- **reflect diverse sectoral and thematic concerns**, among them: governance, decision-making and policy-making; water use, consumption and priorities in agriculture; household water use, consumption and priorities;
- **be thematically aligned with, and positioned, to contribute to the 2030 development agenda;** and
- **transform gender relations towards a more equitable state**, and not just to account for current inequities.

Main themes/key indicators

Tool 2



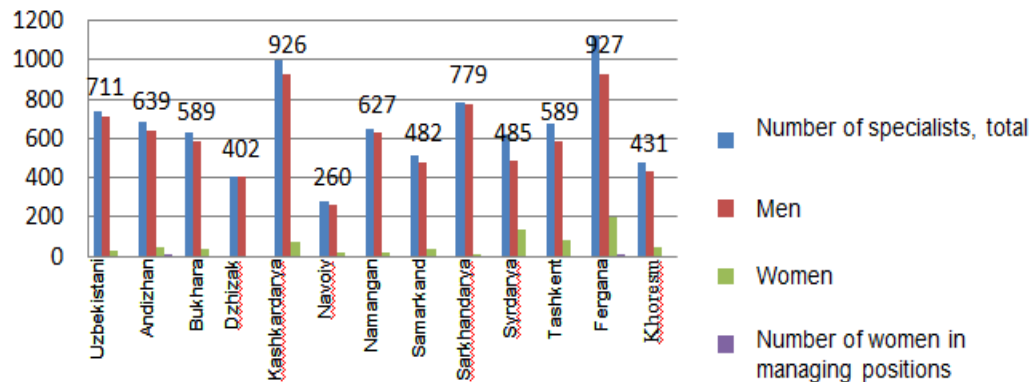
1. Water Governance
2. Safe Drinking Water, Sanitation and Hygiene
3. Decision-making and Knowledge Production
4. Transboundary Water Resource Management
5. Water for Income Generation for Industrial and Agricultural Uses, including unaccounted for labor

Example

WATER GOVERNANCE

1a. Number of male and female (M/F) paid staff in public water-governance agencies, disaggregated by job category/level and decision-making capacity (and salary, if available), at: - national level; county/province/state levels; and town/village levels (sample).

Number of specialist in Water Consumer Associations



Number of Specialist in Water Consumer Associations (dissagregated by sex).

Examples



TRANSBOUNDARY WATER RESOURCE MANAGEMENT

- 4a.** Number of M/F staff on transboundary water commissions (sample for pilot countries), disaggregated by job category/level and decision-making capacity (and salary, if available).
- 4c.** The presence and nature of gender-specific objectives and commitments (or gender strategy) in transboundary agreements.
- 4d.** Intensity of M/F participation in (sample/representative) meetings of transboundary meetings, including outcomes such as: ratio of contributions in decision-making meetings by women and men; percentage of decisions adopted from women's contributions in meetings.

Guidelines for data gathering

Tool 3



DATA COLLECTION: STEPS

- Identify the type of **user**
- Select **themes and indicators** that fit to the purpose and location
- Identify the **method/s** suitable for collecting quantitative and qualitative information
- Validate data

DATA COLLECTION: CODE OF CONDUCT AND ETHICS



Support Tables: themes and methodology for sex-disaggregated data collection

4 Transboundary water resources management

4.a Number of M/F staff on transboundary water commissions (sample for pilot countries), disaggregated by job category/level and decision-making capacity (and salary, if available)

Sources of information	Type of information	Methodology
<p>Documents and records:</p> <ul style="list-style-type: none"> – Records of staff recruitment; job positions and salaries, from transboundary water commissions <p>Key informants:</p> <ul style="list-style-type: none"> – M/F staff in different job positions – Officials on Commissions 	<ul style="list-style-type: none"> – Number of M/F staff disaggregated by job categories and positions. – Salary paid to M/F staff for various positions – M/F staff contribution/involvement in decision-making processes as per job position – Perception of M/F staff regarding their involvement/contribution to decision-making – Process of staff recruitment 	<p>Fact-finding:</p> <ul style="list-style-type: none"> – Review of records and documents regarding staff recruitment; numbers, job positions disaggregated by M/F <p>Interviews:</p> <ul style="list-style-type: none"> – With selected M/F staff in different positions. <p>M/F staff can be asked to rate their perception of decision-making authority on a scale of 1 to 10.</p>

Support Tables: water issues by region and suggested indicators

- **Asia and the Pacific**
- **Regional water issues:**
 - Access to safe drinking water and improved sanitation in rural, peri urban and urban areas – Impact of climate change and disaster risk reduction
 - Groundwater management
- **Suggested priority indicators for collecting sex-disaggregated data:**
 - Indicator 1: Water governance with respect to surface and ground water
 - Indicator 2: Safe drinking water, sanitation and hygiene
 - Indicators 3 d, e, f, and g: Decision-making at the intra-household level
 - Indicator 5: Water for income generation for industrial and agricultural uses, including unaccounted-for labour
- **Suggestions for data collection process:**
 - Validation of information obtained from different sources may be required
 - Translation and facilitation would be important
 - It may be necessary to interview / meet with men and women separately while collecting information. Trust building would be an important pre-requisite to conducting individual and intra-household interviews
 - Support and facilitation by key informants, community leaders may be required in order to gain access to household members

This table draws upon the “Regional Section” of the UN World Water Development Report 2015: Water for a Sustainable World (WWAP UNESCO, 2015).

Questionnaire Tool 4



Ready to use for non-experts

Easy Language

Presence of graphic icons to describe:

1. The possible use of mobile phones,
2. Indication where double verification is needed, and
3. Where sex-separated interviews are required.

INDICATOR 1a	Number of M/F paid staff in public water governance agencies, disaggregated by job category/level and decision-making capacity (and salary if available), at: national level; county/province/state level; town/village level (sample).
---------------------	---

Methodology: Fact finding through desk study of records and documentation of recruitment process and Human Resources policy; interviews with key informants to obtain information regarding relevant documents and information.

Questions:

1a.1 What is the number of M/F in various positions, what are their roles and responsibilities and what are their job specifications?

M/F	Position	Role and responsibility	Job specification



1a.2 What is the process of recruitment and the selection of staff? Where are positions advertised? What are the Terms of References (TOR) for hiring people?

1a.3 What type of training is given to new and old staff? What are the capacity building opportunities offered to M/F staff, particularly with respect to upward mobility?

LEGEND OF SYMBOLS



Mobile phone



Separate sex



Validation

Consider using mobile phones when possible, according to the rules of the Guidelines, depending on the size of population sample, freedom of use of mobile devices and/or diffusion of mobile phones among the population sample. If mobile-phone inquiry is not possible, please proceed personally.

While sex-disaggregated data are collected through this questionnaire, it can also occur in mixed environments. In these particular cases, women and men need to be interviewed in a separate environment. Please, see the guideline for more information on how to proceed.

Information need to be validated at different levels. Please refer to the Guidelines on how to proceed.

INDICATOR 2c

M/F perceptions of the adequacy of current water supply/availability in both quality and quantity in the household.

Methodology: Interviews with household members, men and women, of different ages.

Questions:

2c.1 What is the level of satisfaction with the quantity of water? On a scale of 1 to 10, with 1 being least satisfied and 10 being most satisfied.

M/F	Age	1	2	3	4	5	6	7	8	9	10



2c.2 What is the level of satisfaction with the quality of water? On a scale of 1 to 10, with 1 being least satisfied and 10 being most satisfied.

M/F	Age	1	2	3	4	5	6	7	8	9	10

FOLLOW UP

- Field application: regional project on three transboundary aquifers .
- IW:Learn

THANK YOU

WWAP Working Group on
Sex-disaggregated Indicators and
Francesca, WWAP GFP





Moderator: Al Duda

PANEL DISCUSSION

“Voices from the ground – good practices and remaining gaps”

Conclusions and key messages (I)

- Gender- sex-disaggregated data both quantitative and on quality and process also in particular addressing water-related issues (the water-gender-women nexus) are a prerequisite for effective policies, adequate project design and “telling” M&E
- Agencies and Organisations working together on the same program or project, should align their guidance on gender issues and women’s involvement and build capacity for operationalizing those guidelines
- In order not to leave “anybody behind” enhanced knowledge of and experience of project managers and partners to ask the right questions, at the right time, in the right context to the right people is crucial to improve water management and empower local women (groups) and community based organizations
- Enhanced knowledge on how to apply selected tools and approaches and indicators to respond to the targets of SDG 5 and 6 combined
- Take women’s adaptation strategies and existing local solutions serious and involve women from day-one.

Conclusions and key messages (II)

- The current set of indicators do not enable us to see the impacts of women's participation or gender-related activities on the results of GEF projects. We need to expand the scope of our stakeholder engagements, including all groups that are acting as custodians of our natural and living resources.
 - Invest in the regular production, analysis and use of high-quality gender equality data and statistics.
 - Gender audits need to be mandatory in the first TDA/SAP project so that gender issues can be properly addressed
 - The lack of sex-disaggregated data is a major obstacle to the production of scientific evidence on gender related inequalities
 - Water assessments cannot be realistic without a gender perspective
 - Indicators on gender are good, but there is a need to measure how effective interventions have been in transforming behaviours, institutions, and culture.
 - Organizations need a framework to identify a vision of the future, monitor achievement of results and keep the organizations accountable.
-

THIS IS JUST THE **BEGINNING!** 2016-2019

2016



IWC8
1 webinar
prep training module

2017



World Water Week
2 webinars
Edu video
capacity building

2018



World Water Forum
2 webinars
IWC9

2019



Synthesis publication
IW:LEARN (WWAP & WWF)

Cooperation with SW & GW CoPs

Support to TDA/SAP methodology
and project management manual

Regional dialogues

Support to Project-
project learning
exchanges/twinings

Support to Targeted
trainings

Advocacy in global dialogues

Support in the preparation of guidelines (on
WRM) following the GEF Gender Action Plan x5



Thank you!