

COWASH III Gender Programming

In Ethiopia, fetching water for household consumption and watering livestock is mainly the responsibility of women and girls while adult women are managers of water in their household and are guardians of their household hygiene. Availing safe water at the closest distance to the households means tackling time poverty of women and girls through reducing travel and queue time on top of improving health condition of the user communities. Girls will improve their school attendance and performance while women will use the freeing time to accomplish other household chores and engage in social activities and in productive works, depending on the skill and resource they have at hand. Access to water and sanitation facilities assist to reduce vulnerability of women and girls from sexual harassment /assault while traveling long distances over many hours to collect water for family use as well as when they go out from home to relieve themselves in the open field during evenings. Besides, women do not need so much time anymore to take care of the sick family members if the water and sanitation facilities are available nearby. This also saves their time, energy and money.

Community Managed Project (CMP) is one of the implementation modalities stipulated in the Government of Ethiopia WASH implementation framework. CMP has been implemented in Government of Finland funded projects since 2003. In the previous phases of COWASH, notable results have been registered in the promotion of women at the level of WASHCOs, pump attendants and artisans. Gender focus of COWASH Phase III is to further intensify the achieved results to the level of bringing women to leadership positions in WASHCOs and in WASH focused business enterprises¹. In order to achieve the envisaged result, COWASH has designed a gendered WASH approach in order to bring positive impact on the livelihood of women and men. Strategic elements that need to be given due attention are presented below.

1/ Capacity development in gender mainstreaming

A/ COWASH / RSU staff and Government Partners

- Building gender mainstreaming skill of all COWASH / Regional Support Unit (RSU) staff and government partners² (working in water, health, women affairs and education sectors as well as woreda and kebele WASH teams) is a critical step to ensure implementation of the WASH project in gender sensitive manner. The capacity building can be done through formal gender mainstreaming training or through sharing gender documents (either electronically or printed materials, posters and leaflets)³.

¹ Separate note is available for WASH focused Women-led enterprises

² Gender mainstreaming trainings have been given in the previous COWASH phases and it has planned to finance COWASH /RSU staff to participate in the gender mainstreaming training organized by Women Affairs Directorate of MoWIE in the current fiscal year. Capacity building may not be a onetime activity but need to be done in the remaining two years time as well.

³ On top of lecture type training sharing gender documents for reading is also another way to build staff capacity which Gender and MSE Specialist can do it easily by sharing them electronic copy.

B/ Target/user communities

- Water, sanitation and hygiene committees (WASHCOs) that represent user communities shall receive gender awareness training as part of CMP training to tackle harmful traditional practices that promote the exclusion of women from access to and control over resources and make women's voice unheard due to their exclusion from decision making process both at community and household level. Partners (husbands and wives of WASHCO members also receive gender awareness training so that at the end the member will receive the required support from other family members for his/her voluntary job. ⁴
- Women in leadership training shall also be given to WASHCOs to bring women in leadership position (chairperson, treasurer and secretary position). Partners (husbands and wives) of WASHCO members need to attend the training along with WASHCO members so that they can extend their support for WASHCO members to discharge their responsibilities in general and to materialize women's leadership in WASHCOs in particular.⁵
- While arranging training for WASHCOs outside their kebele, the project shall cover per diem and transport cost of a baby sitter (close relative of the mother) per lactating WASHCO woman member in order to give equal opportunity for mothers with small children to attend the training with full attention with that of other members.⁶

2/ Sharing responsibilities for gender mainstreaming in water and sanitation

- Each region supported by COWASH shall have a gender and development full time staff as part of the regional support unit team. In the absence of full time gender staff, each region will assign a focal point to oversee mainstreaming of gender in all project components. Besides, each COWASH staff and RSU member consider gender responsibilities in his/her respective area of work so that gender mainstreaming will not be the sole responsibility of the gender staff or the gender focal point. This requires reviewing job description of Regional Support Unit staff accordingly. The regional gender staffs / gender focal points will get technical support from the gender specialist stationed at Federal level (i.e. member of Federal Technical Assistance Team).

3/ Equal access to and control over water and sanitation services among user communities

- The CMP approach stimulates demand among the communities to have water facility and then both men and women members take part in electing WASHCOs and submit project application to woreda WASH team attaching the list of potential beneficiaries with the application form. From gender perspective, there are two issues that need attention. Firstly, at the application stage, local leaders

⁴ Consider training budget for next year. Partners may not need to attend the whole session of CMP training. Thus, gender awareness training need to be scheduled at the end of the training session so that the additional trainees (partners of WASHCO members) shall join the training.

⁵ Consider training budget for next year

⁶ Consider inclusion of budget for this purpose

need to make sure the inclusion of marginalized groups⁷. Secondly, these groups of people should not be viewed as mere recipients of benefits but they should take part in making contributions in the area they feel comfortable. They should also be able to make their voices heard and be part of each process throughout the construction period and beyond. Adequate sensitization need to be given to the user communities and WASHCOs that while setting or revising water tariffs, to consider specific ways where by economically poor households can contribute their own contribution and in return shall benefit from the service without depriving them of their right and dignity.

- Full health benefits of improved water supply cannot be achieved without improved sanitation and hygiene. At household level, men and women have different roles to play and different level of decision making power to invest on sanitary items. Men as head of the household make decisions on the plot of land in the compound and invest on the required resources for the construction of household latrine and hand washing utility/facility. Women as guardians of family hygiene need to agree whether the constructed facility offer privacy and it is safe to be used by children, by themselves and other family members. Thus, both men and women need to be targeted for hygiene education, either in a separate group or mixed group, depending on prevailing practice of the localities. To date, health extension workers (HEWs) are responsible to perform this activity at grass root level (being supported by a voluntary group called women's development army⁸ in some regions). In order to expedite implementation of hygiene and sanitation related activities, COWASH shall work on capacity development of woreda WASH experts and kebele WASH team so that HEWs get technical and facilitation support from woreda and kebele WASH teams respectively. Besides, if COWASH's initiative that has been started with Ministry of Health to set up Woreda level Sanitation Transformation Facilitators is finalized, COWASH will also build capacity of the facilitators to expedite the implementation process.
- Improved school WASH facilities provide better opportunities for girls to pursue their education. Beyond construction of WASH facilities (including latrine i.e. separate block for boys and girls, meet the standard for menstruating girls and women), COWASH need to ensure whether the facilities are used by boys and girls. Intervention on menstrual hygiene management in selected schools shall be new learning area for COWASH that will be shared with other likeminded organizations. School WASH clubs as well as girls club⁹ need to be strengthened to ensure proper utilization of school WASH facilities and deepen sensitization on menstrual hygiene management among girls reach at puberty. In order to make menstrual hygiene as an issue of everyone in the school, all teachers in piloted

⁷ Broadly speaking, marginalized groups include people with disabilities, elderly people, poorest of the poor households that happen at the bottom in the economic strata (i.e. female headed households, child headed households if there are cases in the community as well as pregnant and lactating women, though this is temporary position. On top of these, however, there is an untouched area and it is usually hidden i.e. the social exclusion that is happened on individual or on a group of people due to the type of work / livelihood one is engaged in or due to ethnic / clan based difference.

⁸ According to national policymakers and policy documents, the goals of the Women's Development Army are twofold: first, to reduce mortality and second, to produce "model" women, who discipline themselves and their neighbours to enact healthy behaviours. <http://onlinelibrary.wiley.com/doi/10.1111/napa.12064/full>

⁹ Training of trainers on school WASH and menstrual hygiene is planned to be given at regional level to woreda health and education office. Menstrual hygiene awareness raising & management training to teachers and school WASH clubs (to be piloted) is planned at woreda level to be conducted by woreda health and education offices.

schools need to be included in the awareness raising sessions. School supervisors, school directors and school WASH members who will receive menstrual hygiene management awareness raising training at woreda level shall cascade the training to all teachers in the piloted schools.

4/ Equity between men and women in decision making of WASH service management

- Water is necessary not only for drinking but also for other multiple purposes including food production and preparation, personal hygiene, care of the sick, cleaning, washing and care of domestic animals and in some cases in small home gardening. Since women are responsible to collect water for the household, they have accumulated considerable knowledge about water resources, including location, quality and storage methods. COWASH through the CMP approach ensures the participation of both women and men in equitable manner and make use of women's and men's knowledge in the process of availing WASH services. In particular, women's participation during site selection and deciding on the design of the water point need to be ensured. In order to materialize women's participation in site selection and their involvement in deciding the water point design, woreda technicians (both men and women professionals) who are responsible for site selection of water wells need to be aware during the CMP training¹⁰. Besides, number of women participated in the site selection process has to be included in COWASH CMP reporting format.
- Rural water supply schemes are managed by water, sanitation and hygiene committees (WASHCOs) elected by user communities democratically. Members are five to seven (different regional standards) and at least 50% of WASHCOs need to be women to ensure sustainability of the WASH services. The role of women in rural water and sanitation management beyond mere service recipients is promoted by the project. Thus, in each WASHCO, at least one or two of the three leadership (chairperson, treasurer and secretary) positions shall be hold by women¹¹. Woreda facilitators and kebele WASH teams need to be aware on this issue during WASH related capacity building /CMP training.
- WASHCOs strength and user communities close follow up has paramount importance for sustainability of the water scheme. Thus, WASH related community meetings¹² need to be organized at convenient venue and time for most members of the community including women and other marginalized groups.

5/ Partnership, networking and advocacy for gender programming in water and sanitation sector

- COWASH has been working in collaboration, and will continue to work closely, with Women Affairs Directorate (WAD) in the Ministry of Water, Irrigation and

¹⁰ In the process of making decision during site selection, make sure the decision is made by consensus involving the majority of women.

¹¹ Beyond election, the most important thing is building capacity of Women WASHCOs to discharge their responsibilities accordingly. Thus, women in leadership trainings are part of the capacity building training. In doing so, partners of WASHCO members will also be included in the training.

¹² Guideline to ensure certain standard for community meeting (minimum requirements to define "community meeting" (i.e. One Pager)) will be prepared by COWASH FTAT.

Electricity particularly in the area of capacity building, conducting gender research and celebrating March 8, International Women's Day. COWASH will give support to WAD to initiate establishment of gender working/network group in order to create learning and information sharing forum at Federal level. At regional and woreda level, there is a need to work closely with Women Affairs Bureau and Women Affairs Office respectively as well as with regional gender focal persons of water, health and education Bureaus to exert joint efforts to combat challenges and empower women at grass root level. In collaboration with WASH partners, COWASH advocates for gender programming in water and sanitation sector and take part in preparing gender focused articles, pictures, quizzes on newsletters, brochures and leaflets for wider circulation to sensitize the general public.

- At grass root level, woreda WASH team (including women affairs office) need to encourage kebele WASH team and WASHCOs to work closely with community based organizations (like idir or Kire¹³ women's and youth associations, disabled people organizations, RUSSACOs, artisan associations, other private sector established) and maximize opportunities to get technical and financial support useful for management of water schemes and build leadership skill of women WASHCO members. CMP training to Woreda and Kebele WASH teams shall include these issues as well.

6/ Gender and disability inclusive research

- Qualitative and quantitative research undertakings in COWASH need to include analysis from gender and marginalized groups' point of view. Research findings will be taken in to account in order to respond better to women's and men's needs for improved WASH services. At the moment there is no fund available for research but if COWASH secure additional fund it will be taken into account.

7/ Planning, monitoring, evaluation and reporting

- Checklists / questionnaires to be used for data collection for project planning, monitoring and evaluation need to include gender and marginalized groups concerns and the data should be sex disaggregated. Performance monitoring plan of COWASH has already been prepared by way of including monitoring indicators and clearly indicated the frequency of the data to be collected in disaggregated manner by regions, sex and disabilities.
- COWASH annual progress reports need to analyze impacts of the project in changing the livelihoods of boys and girls, men and women and other marginalized groups. Annual reports shall include success / failure stories collected from COWASH regions with analysis from gender perspective. Reports need to include balanced picture and interview of men and women or boys and girls whenever pictures and interviews are done.
- Power point presentations made by COWASH and RSU need to show beneficiaries' number (training, exposure visit, users of water and sanitation facilities, so on) in sex disaggregated manner.

8/ Rewarding grass root level gender champions /role models/

¹³ Idir or Kire are informal community based organizations providing social and financial help to families for emergencies like funerals

With the involvement of government partners at woreda level and local administration at kebele level, best performing women-led WASHCOs shall be rewarded to encourage other WASHCOs to do the same. Detail selection criteria need to be developed by government partners with support of COWASH / RSU. Women Affairs Directorate in the MoWIE shall also be consulted regarding best performing WASHCOs selection criteria and communicated to COWASH regions for further refinement as per the regional context.

Action Plan drawn from COWASH III Gender Programming Note

| Serial No. | Description of Activities | Time Frame | Responsibility |
|------------|---|---|------------------------------|
| 1/ | Capacity development in gender mainstreaming | | |
| | <i>A/ COWASH / RSU staff and Government Partners</i> | | |
| | <ul style="list-style-type: none"> - Finance COWASH /RSU staff to participate in the gender mainstreaming training organized by Women Affairs Directorate of MoWIE in the current fiscal year. | Between Feb. 08 and 10,2017 in Adama | Already scheduled to be held |
| | <ul style="list-style-type: none"> - Include gender training for COWASH/RSU staff in the remaining two years | During annual preparation time in the coming two years (Please note as this activity has not been included in the three years plan) | G&MSE Specialist |
| | <ul style="list-style-type: none"> - Share gender documents (either electronically or printed materials, posters and leaflets to COWASH/RSU staff (1 gender document per year) | <ul style="list-style-type: none"> - May 2017 - January 2018 - January 2019 | G&MSE Specialist |
| | <i>B/ Target/user communities</i> | | |
| | <ul style="list-style-type: none"> - Consider training budget for partners (husband or wife) of WASHCOs to attend gender awareness training and women in leadership training at the last day of CMP training. (Partners may not need to attend the whole sessions of CMP training). | During annual preparation time in the coming two years | CMPS/CDS / M&ES/ G&MSES |
| | <ul style="list-style-type: none"> - For WASHCOs training at woreda level, consider per diem and transport cost of a baby sitter (close relative of the mother) per lactating WASHCO women member (having a child below age 2) in order to give equal opportunity for mothers with small children to attend the training with full attention with that of other members. | During annual preparation time in the coming two years | CMPS/ CDS / M&ES/ G&MSES |

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| 2/ | Sharing responsibilities for gender mainstreaming in water and sanitation | | |
| | - In each COWASH region, follow up either recruitment of gender specialist or assignment of gender focal point | Till end of February 2017 | G&MSES / CTA |
| | - Review job descriptions of regional support unit staff | Till end of May 2017 | G&MSES / CTA |
| 3/ | Equal access to and control over water and sanitation services among user communities | | |
| | - Build capacity of local leaders to follow up the inclusion of marginalized community members in water and sanitation services (Include the topic in the inclusive WASH guideline) | At the time of CMP training to kebele WASH team at woreda level in each region | RSU |
| | - Trainers from woreda health and school offices in pilot menstrual hygiene management intervention woredas give task for trainees (i.e. school supervisors, school directors and school WASH members) who will attend menstrual hygiene management awareness raising training at woreda level to cascade the training to all teachers in the piloted schools. | At the time of woreda level menstrual hygiene management training. | Sanitation specialist or sanitation focal point in RSU |
| 4/ | Equity between men and women in decision making of WASH service management | | |
| | - During WASH related /CMP training for woreda technicians who are responsible for site selection of water wells, make them aware the importance of ensuring women's participation in site selection process. | At the time of woreda technicians training | CDS/G&MSES |
| | - During WASH related /CMP training for woreda facilitators and kebele WASH teams, make them aware to facilitate that during WASHCO election at least one or two of the three leadership (chairperson, treasurer and secretary) positions to be hold by women | At the time of woreda facilitators and kebele WASH teams training | CDS / G&MSES |
| | - Prepare "one pager" / set minimum standard /requirements to define | Till end of March | CDS / G&MSES |

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| | “community meeting” and circulate to RSU | | |
| 5/ | Partnership, networking and advocacy for gender programming in water and sanitation sector | | |
| | - Support Women Affairs Directorate of MoWIE to establish gender working/network group | Till June 2017 | G&MSES |
| | - Prepare gender focused articles, pictures, quizzes on newsletters, brochures and leaflets for wider circulation to sensitize the general public (one article per year in 2018 & 2019) | Between July and September 2018 and 2019 | G&MSES |
| | - During WASH related /CMP training for Woreda WASH team make them aware to encourage kebele WASH team and WASHCOs to work closely with community based organizations (CBOs) ¹⁴ | At the time of Woreda WASH team training | CDS / MSES |
| 6/ | Gender and disability inclusive research | | |
| | - Secure additional fund to conduct gender focused qualitative and quantitative research in COWASH | New Activity – subject to availability of fund | CTA |
| 7/ | Planning, monitoring, evaluation and reporting | | |
| | - Ensure the use of gender disaggregated data in all project cycles of water and sanitation intervention | On going | Regional Gender Specialist/ Regional Gender Focal Point |
| | - Ensure COWASH annual progress reports reflected impacts of the project in changing the livelihoods of boys and girls, men and women and other marginalized groups; Ensure inclusion of success / failure stories as well as there are balanced picture and interview of men and women or boys and girls whenever pictures and interviews are included. | Annual reporting time | Regional Gender Specialist/ Regional Gender Focal Point G&MSES |
| | - Ensure power point presentations made by COWASH and RSU show beneficiaries’ number (training, exposure visit, users of water and | On going | Regional Gender Specialist/ Regional Gender Focal Point |

¹⁴ CBOs include idir or Kire, women’s and youth associations, disabled people organizations, RUSSACOs, artisan associations, other private sector established)

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| | sanitation facilities, so on) in sex disaggregated manner. | | G&MSES |
| 8/ | Rewarding grass root level gender champions /role models/ | | |
| | - Consult Women Affairs Directorate in the MoWIE regarding best performing WASHCOs selection criteria and communicate to COWASH regions for further refinement as per the regional context. | To be done in Year III | G&MSES |